

AMALGAMATED TRANSIT UNION



STRONGER TOGETHER

LAS VEGAS, NEVADA - SEPTEMBER 2022

60TH INTERNATIONAL CONVENTION



PROCEEDINGS



— PROCEEDINGS —

60TH INTERNATIONAL CONVENTION

of the

THE AMALGAMATED TRANSIT UNION

CAESARS PALACE
SEPTEMBER 19 - 23, 2022
LAS VEGAS, NV

Stronger Together!



DAY ONE

Monday Morning Session – September 19, 2022

The 60th International Convention of the Amalgamated Transit Union convened on Monday, September 19, 2022 at 8:41 a.m.

A sizzle video of was shown.

(Applause.)

Welcome band plays bagpipes and drums

(Applause.)



International Secretary-Treasurer Kenneth R. Kirk

CONVENTION OPENS

TEMPORARY CHAIR INTERNATIONAL SECRETARY-TREASURER KIRK:

Good morning, ATU.

DELEGATES: *“Good morning”*

KIRK: How was last night? *(Applause.)*

KIRK: Sisters and Brothers, it is an honor and a privilege to welcome you to the 60th International Convention of the Amalgamated Transit Union. *(Applause.)*

PRESENTATION OF COLORS

KIRK: We hope that video to kick off our Convention got everyone excited for the week ahead.

Now please rise for the presenting of the colors by Eldorado High School Naval Junior Reserve Officer Training Corps Company.

Color Guard marches to the front of the hall



KIRK: I would like to introduce you to Tymara Walker who will perform the Star Spangled Banner and Kelly Vonn who will perform Oh, Canada.

*“Star Spangled Banner” performed by Tymara Walker
and “Oh, Canada” performed by Kelly Vonn.*

(Applause.)

KIRK: Thank you, Tymara and Kelly, the Honor Guard is now dismissed.

INVOCATION

Father Daniel Rolland

St. Thomas Aquinas Catholic
Newman Community

KIRK: At this time, I would like to introduce Father Daniel Rolland from St. Thomas Aquinas Catholic Newman Community to give us the invocation to start this Convention.



*Father Daniel Rolland, St. Thomas Aquinas Catholic
Newman Community*

FATHER ROLLAND: Well, welcome back to Las Vegas. It's good to have you. A lot has happened in the last three years. You may be wondering, why is a catholic priest working here in Sin City? *(Laughter.)*

ROLLAND: I like to call it job security. *(Laughter and applause.)*

‘Thank You’

And I would like to start out by saying, thank you. Thank you for the work you do in front and behind the scenes, for the ways in which you touch peoples’ lives. How many people depend on you to take care of their children, to get them safe to and from school, the many workers who need you to get them to work on time? Thank you and all those who help make it possible.

I invite us now to place ourselves in the presence of the Divine, our God, to quiet our hearts that we may be open to God’s direction.

I begin with a reading from the Book of Proverbs. Refuse no one the good on which he has a claim when it is in your power to do it for him. Say not to your neighbor, go and come again, tomorrow I will give, when you can give at once. Plot no evil against your neighbor, against one who lives at peace with you. Quarrel not with the man without cause, with one who has done you no harm. Envy not the lawless man and choose none of his ways. To the Lord, the perverse one is an abomination, but with the upright is his friendship.

‘Bless this Convention’

Oh, gracious God, we ask you to bless this Convention. That all who have come here may be able to give voice to their concerns. You have helped them and continue to guide them that they may be strong and strong together.

Help them know how it is that they are to move forward and give them wisdom and understanding.

Help them to know of your care and guidance. Open their ears to hear one another and their hearts to grow in friendship.

Help them to be aware of the lives that they touch and the importance of the work that they do, especially here at this Convention.

We ask all of these blessings through the intercession of St. Christopher and Saint Raphael, who are patron saints of transportation, that you will always be with them from the moment that they are the eyes of a city and the heart and life beat of many lives.

We ask these blessings through Jesus Christ our Lord.

Amen.

DELEGATES: *“Amen”*

‘Many threads come together to make a string’

ROLLAND: I do want to remind you that a string a thread is easily broken and that many threads come together to make a string and many strings make a rope, and a rope makes a cable, and you really are stronger together.

God bless. *(Applause.)*

KIRK: Thank you very much, Father Rolland, for those words of inspiration to kick the week ahead off.

WELCOME FROM HOST LOCAL

KIRK: I would like to now introduce our hosts, Local 1637 Las Vegas, Nevada President, Terry Richards, Vice President, Sandra Adams, and Financial Secretary, Tim Bush, to offer, some welcome remarks.

HOST LOCAL VICE PRESIDENT ADAMS: Good morning.

DELEGATES: *“Good morning”*

ADAMS: On behalf of our President, Terry Richards, and all of the brothers and sisters of Local 1637, we welcome you to the entertainment capital of the world, Las Vegas.

As you all know, these past two years have been challenging. Every one of us has been directly or indirectly impacted by the pandemic, but we are here today because true to our Union’s motto, Stronger Together, we are all winners today.



Local 1637-Las Vegas, NV President, Terry Richards, Vice President, Sandra Adams, and Financial Secretary, Tim Bush

Despite the pandemic, you, along with our brothers and sisters in United States and Canada, kept our respective nations moving in the right direction because that’s what ATU is all about, transit, keeping people moving, doing whatever we need to do to get them to where they need to be safely, while ensuring the safety of our members as well.

Despite the pandemic, that’s who we are, that’s what we do, and that’s why we are gathered here today, to celebrate our successes and to hear from our leadership about what the future holds, the challenges, and the promises.

So, again, today, brothers and sisters, I welcome you to Las Vegas. Thank you. *(Applause.)*

KIRK: Sandra, thank you for those kind words, and it’s a pleasure again to be in Las Vegas for our Convention.

Brother Pappageorge was supposed to be here, but he’s running late, so I need to move forward.

Please turn your attention to the screen for a video on the Convention this week and the rules and procedures for our elections and floor debate.

Convention Procedures Video Presentation

WELCOME TO THE 60TH INTERNATIONAL CONVENTION

Kenneth Kirk

Temporary Chair,
International Secretary-Treasurer

KIRK: All right. It was just a little less than three years ago that our Union and the entire labor movement suffered a tragic loss with the passing of longtime International Secretary-Treasurer Oscar “Double O” Owens.



International Secretary-Treasurer Kenneth R. Kirk

Oscar was a beloved leader and friend to me personally. As a founding member of the ATU Black Caucus, he was a strong voice in support of civil rights and the place of African-Americans within leadership in the entire labor movement.

When International President John Costa asked me to take on the role of Secretary-Treasurer, I knew I had some pretty big shoes to fill. Our Secretary-Treasurer’s Office has worked hard to meet those expectations, and I’m here to say, in Oscar’s memory, we continue to be on a path of success. *(Applause.)*

Standing Ovation

KIRK: Fired up.

DELEGATES: *“Fired up”*

‘Equity at the center of our work’

KIRK: We are also building on Oscar’s and our Union’s

legacy of inclusion. Throughout our Conventions, the ATU has put equity at the center of our work, most recently with our initiatives on women’s equity and gender equity. The ATU also has put racial equity at the forefront of our fight.

We now have seven people of color and five women on our General Executive Board, and I have probably I have proudly served as International Secretary-Treasurer since 2019. *(Applause.)*

KIRK: We have come a long way. We are more diverse, and because of this, we are stronger than ever.

I’m not sure if many of you know my story. I came to work in public transit in 1985 while looking for a job to help myself out and support myself as a very young man. And I went to the Dallas Transit System. I got the job. I joined Local 1338 in Dallas, Texas and after a year on the job, I found out about the ugliness of management.

‘I will fight them forever until the day I die’

I was somewhat boisterous and one of the managers didn’t like me and I took off sick. I was docked. It wasn’t the normal policy that they followed. And from then on I took it as a challenge, management, that I will fight them forever until the day I die. *(Applause.)*

KIRK: My situation with management sparked me to get involved with my local, to make sure management would not do what happened to me to my other brothers and sisters. I have been fighting for workers’ rights and equality ever since from shop steward to Vice President of my local then President/Business Agent.

When I took over my local, you know, we are in a right-to-work state. We had only about 368 members out of a possible 2,500 to 3,000.

By the time I was appointed International Representative in 2004, we had almost, I don’t know what the word for five times, but we increased our membership nearly by about 1,500 members. *(Applause.)*

KIRK: So organizing is in my life blood and it has to be in our life blood to build this Union to make us stronger. Just like many other locals have grown,

we will continue to grow together if we stay together. Since our first Convention here in Las Vegas in 1971, we had around 130,000 members. Today, we have more than 200,000 members. *(Applause.)*

KIRK: We should be proud of that growth, especially in the face of so many challenges. We braved the pandemic. We've grieved the loss of our members to virus and violence on the job with the loss of our brothers in San Jose, throughout it all we have remained united. *(Applause.)*

KIRK: And now as delegates representing your locals you have the special responsibility of charting the future for our great Union.

'Highest authority in the ATU'

The Convention is the highest authority in the ATU. The officers and board members we elect this week will carry out that vision that you, the delegates, determine here at this Convention.

As the ATU has done in the last 59 Conventions, I have every confidence that we will meet the challenges we face this week. Our Union will not only fight back but thrive in the future. As leaders in your locals, I know that you fight for a living wage, strong benefits, a secure retirement, safety on the job and rights and dignity of your members.

And I know that the reason you are here as delegates at this Convention is that you believe that we must unite to fight the antiunion forces and greedy bosses that want to bring us down. I'm confident that you as delegates recognize the importance of being present for all of the proceedings and giving your serious undivided attention to the important issues we will consider here.

'Make them proud'

Always remember that you are among the chosen by your members to represent them. I know you will make them proud this week. I commend each of you for your commitment, dedication and hard work as leaders in this great Union. I look forward to working with you during this week and welcome again to the 60th Convention of the Amalgamated Transit Union and remember, we are stronger together. *(Applause.)*

PRESENTATION OF THE GAVEL

It is now my duty and my honor to present this gavel to International President John Costa *(Applause.)* who initially took this office at a very difficult time for our Union when International President Larry Hanley unexpectedly passed away.

I have known John for a long time. I knew he was the person to lead our Union forward.

He joined New Jersey Transit as a cleaner in 1981. And then, rose up through the ranks to serve as Shop Steward, of Local 819, Newark, New Jersey, then as President and Business Agent of his local, then as Chair on the New Jersey Council. Then he was elected as an International Vice President at the 2010 Convention and, finally, International President.

Throughout his career, nobody has worked harder than John. He had the difficult task of leading our Union through some of the most difficult times in our history. With the deaths of Larry Hanley and Oscar Owens, then a pandemic, then the tragic events in San Jose and much more. Throughout it all, John displayed the same passion, dedication, and integrity that he has displayed his entire career. So far he has exceeded all expectations since the last time we met at the 59th Convention.

Our Union has become more proactive, more transparent, more effective as advocates for our members, our riders and all workers throughout North America. Welcome to the stage International President John Costa.

Standing Ovation



OPENING ADDRESS

John A. Costa

International President

INTERNATIONAL PRESIDENT COSTA: Let's hear it for that band. *(Applause.)*



International President John A. Costa

David, all of you, great job, thank you. Thank you, Kenny, for the kind words. And thank you, brothers, sisters, and friends.

So how was that party, last night, that welcome reception? *(Applause.)*

COSTA: Okay. It felt good. Three years of looking at everybody in boxes, we deserved it. You all deserved it. So I'm glad when I walked around I saw everybody having a good time. Right?

DELEGATES: "Yes." *(Applause.)*

COSTA: Okay. It is my honor to welcome you, as your International President to our 60th International Convention. *(Applause.)*

It's been a challenging three years since we last met. You know, shortly after our last Convention, as Brother Kirk mentioned, we lost our beloved and a legend, Secretary-Treasurer Oscar Owens, you know his rally cry was "fired up."

DELEGATES: "Ready to go"

COSTA: Fired up.

DELEGATES: "Ready to go"

COSTA: And that will echo in our Union forever. *(Applause.)*

'Our world went into lockdown'

And then, in March of 2020, our world went into a lockdown. Our members, while praised by transit agencies for their bravery, did unsafe work as millions worked from home. We kept our countries moving, we showed up, and when our communities needed us most, we were there. *(Applause.)*

We lost, 220 brothers and sisters and friends to this virus.

San Jose

And on May 26, 2021, our Union suffered another loss when nine of our San Jose Local 265 brothers were killed at the Santa Clara VTA rail yard. We then lost our brother Henry Gonzalez from the tragedy of that event.

I went to San Jose, where I mourned with our local and the community, and we vowed to make mental health a priority in this Union. *(Applause.)*

The memory of those we have lost over the past three years will not be in vain and they will live on throughout our fight.

Despite the loss, our Union stood together, fought like hell for protections and funding, resisted layoffs and concessions and have organized more members than we have in a decade. *(Applause.)*

'Beauty in the struggle'

Through the toughest times, we've become more resilient and sometimes there's even beauty in the struggle. Right now across North America, workers are fired up and organizing unions like we haven't seen in decades. At Amazon, Starbucks and here in the ATU, we continue to welcome new members. Among them are Local 448 Durham Public School Workers in Connecticut. *(Applause.)*

Alstom Transportation.

In Canada, members of Local 279 in Ottawa. *(Applause.)*

And, the first win in the U.S. at the microtransit company, Via, at Local 1177 in Norfolk, Virginia. *(Applause.)*

That's right, first, and countless others in between.

‘Collective power to STRIKE’

Workers are taking risks walking off the job and demanding more and they’re not alone. Over the past three years, our ATU locals have been fighting to shift the balance of power back to workers by securing strong contracts for our members. *(Applause.)*

When push comes to shove, we are not afraid to use our most powerful tool, our collective power to strike.

689 in the house? *(Applause.)*

1181 in the house? *(Applause.)*

You know, the truth is I’m tired of trying to reach compromise for employers who don’t realize the fundamental worth of our members.

I’m tired of watching what I say, while our members are being assaulted, underpaid and undervalued. I’m tired of being nice. And that’s why sometimes the word comes out, some of you may be offended I won’t say it now but you know that “f” it word. You know that “f” it word. *(Cheers from the delegation.)*

‘Hold the line’

In Washington, D.C., Local 689 has showed this time and time again, the power of holding the line. *(Applause.)*

DELEGATES: “ATU”

COSTA: ATU.

DELEGATES: “ATU”

COSTA: ATU.

DELEGATES: “ATU”

COSTA: ATU, hold the line.

DELEGATES: “ATU”

COSTA: Hold the line.

DELEGATES: “Hold the line”

COSTA: Hold the line.

DELEGATES: “Hold the line”

COSTA: Hold the line.

DELEGATES: “Hold the line”



COSTA: What do we want?

DELEGATES: “Contracts” *(Applause.)*

COSTA: And most recently, over 200 MetroAccess workers went out on strike for nine days fighting for respect through open bargaining, I was there to witness a room full of workers sitting across the table from Transdev in a show of unity, it was powerful, brothers and sisters, to witness.

Local 1181 in New York. *(Applause.)*

COSTA: They have also shown us the way, when in May 2020 paratransit workers employed by a private contractor MV Transport, walked off the job in Brooklyn and in Staten Island. *(Applause.)*

COSTA: And after two weeks, more than 570 workers secured a fair contract. *(Applause.)*

COSTA: They held the line.

DELEGATES: “ATU”

Standing Ovation

‘Ready to act, if necessary’

COSTA: And I was there to witness our brothers and sisters holding the line and delivering. Being organized and having the willingness to strike sorry. I’m a little dry it also makes an impact. Numerous strike authorizations over the past three years have been showing that ATU members are ready to act, if necessary.

Like Local 1027 in Fresno. *(Applause.)*

Local 1587 in Toronto. *(Applause.)*

Local 1447 in Louisville. *(Applause.)*

And Local 1722 in Colona. *(Applause.)*

We can never forget the power of the strikes to unite us and to beat back the boss and honor those who gave their lives for our right to organize.

‘Our right to vote’

As sacred as our right to strike is, so is our right to vote. You know, brothers and sisters, over the last three years, our Union has mobilized countless numbers of our friends and our neighbors to vote across America because you came out to vote, we elected one of the most prounion Presidents in American history.

Standing Ovation

COSTA: In Georgia, Locals 1732 Atlanta and 1324 Savannah helped flip the United States Senate. *(Applause.)*

COSTA: In Alberta, Local 569, Edmonton, and Local 583, Calgary, mobilized to win critical elections, showing the importance of organizing at the local level.

In the States, brothers and sisters, we have critical midterm elections coming up, and there are numerous critical elections across Canada.

The future of our democracy depends on all of us coming out and to vote to make our voices heard. *(Applause.)*

COSTA: Some people on the ballot are dangerous, are dangerous to working people, and they want to take us back decades. We must do whatever we can to defeat them, and we have seen by an early endorsement of Joe Biden for President, when we elect people with our values, anything is possible. *(Applause.)*

One of the biggest examples of this is the Infrastructure Investment and Jobs Act, which we signed into law in November. It was a gamechanger. When it comes to assaults on our members, by including the language from the Transit Workers and Pedestrian Protection Act. This bill written by the ATU and fought for by our members for years, not only has a strict definition of assault on a transit worker but also gives us the power to develop safety plans.

‘Nobody should go to work and fear for their lives’

Now, brothers and sisters, that is a real, real power shift. Nobody should go to work and fear for their lives. *(Applause.)*

That’s right. Nobody should go to work and fear for their jobs.

Workers who put their lives on the line will now have a seat at the table, and when it comes to protecting themselves from violence, our Union is there. *(Applause.)*

Gender and Racial Equity

Our Union also has a long history of using our power to win advancements in equality. In 1919, our Convention delegates supported a woman’s right to vote. *(Applause.)*

Today our Union puts women’s equity and gender equity at the center of our work.

In 2020, when George Floyd was murdered, we were one of the first labor unions to support the Black Lives Matter Movement. That’s right. We were. *(Applause.)*

Our Union is working to ensure our members are no longer mistreated, disrespected, and discriminated against in the workplace or in our union halls or in our communities. *(Applause.)*

Automation and Apprenticeships

We are also fighting to ensure that frontline workers are at the center of conversations regarding automation and microtransit. And any efforts to contract out or phase out good union jobs by trying to pay us less won’t happen. *(Applause.)*

We are setting the standards for apprenticeship apprenticeships in this industry. We are leading the way to ensure our members are prepared for the changing technology, including zero emission vehicles. *(Applause.)*

This is only a glimpse of the fights that our Union has waged since our last Convention. Every single local in this room is doing extraordinary work on the ground every single day.

You know, I feel privileged to be able to travel across North America to meet with many of you in person and to witness the heroic work you are all doing.

Thank you. *(Applause.)*

‘Honor of my life’

It has been the most incredible honor of my life to serve the ATU over this past three years as your International President. We’ve been *(visibly moved)* *(Applause.)* we have been through so much together, whether it’s on the job, on the picket line, or at the table. You are helping transform lives through the power of solidarity. *(Applause.)*

I’m proud of what we have accomplished together. As we set our vision for our future at this 60th Convention, the time to be big and bold is now. *(Applause.)*

‘Stronger Together’

For the workers of the world who are rising up, for the generations that come after us, the sacrifices of those that came before us, we would not be this great Union, this mighty, mighty Union without you. We truly are and will always be Stronger Together. *(Applause.)*

So when I say ATU, you say Stronger Together. ATU.

DELEGATES: *“Stronger Together”*

COSTA: ATU.

DELEGATES: *“Stronger Together”*

COSTA: ATU.

DELEGATES: *“Stronger Together”*

COSTA: Thank you, brothers and sisters, and let’s have an amazing Convention. *(Applause.)*

Our first speaker is a close friend of mine. We both came into our positions under sad circumstances.

When unexpectedly Rich Trumka passed away, I remember getting a phone call. I was sitting in my office in the conference room at Tommy Douglas and a phone call came, and Liz Shuler called me and asked me if I had heard the news. And I did not hear the news, but I heard in her voice what I experienced when we lost Larry

Hanley, International President, and also Oscar Owens.

So I gave her the condolences, I told her to hang in there, and I experienced it, and I tell you, she pulled it together. She pulled the AFL-CIO together. I watch Liz, a strong woman in a man’s union. She has broken the ceiling as the first woman leader of America’s Labor Movement. *(Applause.)*

‘Visionary leader’

I had the honor of electing her to her position at the AFL-CIO Convention in Philadelphia this June. A visionary leader, a longtime trade unionist who believes the labor movement is the single most powerful vehicle for progress and that unions are a central force in leading, lasting social justice and transformation.

So, brothers and sisters, please give a warm ATU welcome to the President of the ATU I got to stop ATU. Sorry, Liz. To the President I think I’m that one President of the AFL-CIO, Liz Shuler.

Standing Ovation

LIZ SHULER

President, AFL-CIO

PRESIDENT AFL-CIO SHULER: Thank you. What an amazing welcome. Good morning, ATU Family.

DELEGATES: *“Good morning”*

SHULER: Bright and early on a Monday morning. I’m impressed.



Liz Shuler, President, AFL-CIO

It is absolutely a thrill to be with you this morning. Thank you so much for that warm welcome, and I am honored to be here in this room with the people who make our countries move. *(Applause.)*

That's you. So I just want to say thank you to, of course, your leadership team, who has gotten ATU through some incredibly difficult times, and your members, of course, being the ones making the sacrifices and getting us through this pandemic. But even before that, we know we have been working with less, being asked to do more, and this leadership team is the one who's leading the way.

'The big table'

And I just want to say, first of all, to your President, John Costa, who is not only a strong leader of the ATU and a voice for your members, but he is a leader at our labor movement table. What I call "the big table." Because that's the leaders of the entire labor movement.

And John has built an incredible reputation of trust and integrity and as someone who is looked to for his ideas and his innovations. And he is someone that I look to, not only as a friend but as someone I can call, you know, at all hours of the night and look for advice and opinions and guidance, and so I just want to say thank you to John for being such an amazing partner and leader at our labor movement big table. *(Applause.)*

I always think of John as smart, but no BS. Right? I think you know that.

And of course, to Ken Kirk and your Executive Vice President, Javier, I have the honor and privilege of working with them day to day. You have an incredible team, top drawer, top drawer. And to all of your Vice Presidents and General Executive Board members who help make this Union what it is, the power that it is, I say thank you.

It is so great to be here with you with in Las Vegas. As I arrived last night at 11:30 at night and I saw a few of you in the hallways, so hopefully everyone is paying attention this morning.

'You keep people's lives going'

But I just wanted to say, first of all, the reason I wanted to be here is to say thank you and to celebrate the work

that you and your members do every single day across North America from getting kids to school, to helping people get to work or the doctor, the grocery store. You keep people's lives going.

And whether you are operating a bus or a subway, light rail, streetcar, a ferry, helping maintain or manage transit operations, I know we have got municipal employees in the room. You have got a very diverse Union and your Union is what keeps our economy going and keeps our communities strong and moving across America and across Canada.

And I'm the American Federation of Labor, so I'm going to apologize to the Canadians in the room because I'm going to talk a lot about what's happening in the U.S. but we are Stronger Together across borders. And there is not one member of our Federation, the AFL-CIO, which is now 12.5 million members strong, 58 unions. *(Applause.)*

Not one member of our Federation who doesn't see, feel, or benefit from the work that ATU members do every single day. So thank you.

Yes, there was one person clapping out there. You can give yourselves a hand. *(Applause.)*

'Frontline essential work'

And that has been especially true over these last few years when you have been doing the frontline essential work that makes all other frontline jobs possible. And you have been keeping people connected during some of the most challenging years we've experienced, facing great risk to yourselves and your families and at times great loss. And we will never ever forget those who have died on the frontlines, whether it's the 200 members that you lost during the pandemic or the 10 Local 265 members in San Jose who were tragically killed on the job by a gunman.

And yet despite your risks and your sacrifices, your critical work is still not always valued or seen and appreciated like it should be, but when that happens, you know how to fight for each other. Yes, and I've had a front row seat. I've watched it. *(Applause.)*

SHULER: I was thinking about this summer, of course being in Washington, D.C., watching Local 689

racking up wins, of course, the first bus operators and I see some D.C. folks in the room. *(Applause.)*

So first it was the bus operators for the D.C. Circulator went on strike for better pay and benefits and won. *(Applause.)*

That's right. And then Metro Access employees, who were earning less than their counterparts in Baltimore, went on strike and won better wages and benefits. *(Applause.)*

Yeah. That's right.

So you know the power of coalition and collective action and you know how unions can come together and fight for change. And what I want to see is that same spirit of fighting and collective action across the entire federation, the entire AFL-CIO. *(Applause.)*

We're going to take a page out of your playbook.

'Workers are rising up'

We want to take on big challenges together. Like capturing this momentum that we're seeing around organizing. Are you seeing it around you? Workers are rising up across all different kinds of jobs, whether it's REI workers, an Apple store. People thought that would never even be possible. Universities, stadiums, healthcare workers, even the cannabis workers are organizing, right? *(Applause.)*

And I'm from Oregon. I can appreciate that. *(Laughter.)*

I just met with some of them in New Jersey, in fact, and they always want to give you something when you leave the meeting. And I'm, like, I'm a professional. I'm a professional. *(Laughter.)*

So the idea here is there is so much momentum happening out there, what are we doing if we don't take advantage of this momentum and grow the labor management. We've got to take it and run with it.

So we want to organize. We set a goal for ourselves in Philadelphia at our Convention a few months ago. And we said we want to organize a million new members over the next ten years. Can we do that? *(Applause.)*

And a lot of people are, like, a million people over 10 years, that's not that much. Well, it's a floor, folks, not a ceiling. But I want to see us set a goal and hold ourselves accountable and I know that's what you do in your Union.

'The power of a good union job'

So we want to do that all across the Federation, right? We want to use this to push open the doors wider than ever, welcome in more women, more people of color, more young people into our movement because we know the power of a good union job. We know how life changing that can be.

And when I was growing up and my dad when he came back from Vietnam, he was looking for a job. He had a bun in the oven. That was me. He knew he needed to get a good job. And he went to work at the power company in Portland, Oregon. And he was a hole digger. That was back in the days when you dug the holes for the power poles by hand. And he was at the very, very entry level.

And then when he got into the power lineman's apprenticeship, it changed the entire trajectory of our family. It changed my life, my sister's life, eventually. Our family could put food on the table and have a solid roof over our head.

My dad grew up in poverty. His family was in the orchards in Hood River, Oregon and they lived in a oneroom fruit pickers cabin. And so in one generation look what a union job did. *(Applause.)*

Everyone should have that opportunity, everyone, because that's how we build a stronger and fairer economy for everyone.

And ATU you know all about organizing, don't you? I have watched you over the past three years. Despite facing the toughest conditions possible, organizing 2,900 workers in the ATU.

That's amazing. *(Applause.)*

The Center for Transformational Organizing

So we want to keep learning from those victories. And that's the idea behind what we are calling The Center for Transformational Organizing. I call it, labor's start up. Right? Everyone is, talking about Silicon Valley's start ups. Well, we have a start up.

And that is where our 58 unions are going to come together across industries and land on some organizing targets together. Can you imagine the power that would bring? If we had all 58 unions working together, pulling back the curtain, right, and working on each other's organizing campaigns. That's the idea here.

So what about Amazon? No one union can take on Amazon and organize Amazon. We need all 58 unions and more to take on Amazon, where Jeff Bezos is making in seven seconds, what the average worker at Amazon makes in a year. That is wrong and we're going to change it. *(Applause.)*

What about the clean energy industry? Everyone's talking about climate change. It's on all of our minds. Clean energy industry is emerging. It's new and mostly nonunion.

So what if we took the power of 58 unions and came together and organized and made the clean energy industry an industry of good, union jobs? We could do that together and make that change. *(Applause.)*

The gig economy where people are piecing together 1, 2 and 3 jobs and you just heard from Ted, one job should be enough. Every person shouldn't have to be working three jobs to put food on the table.

So those are the kinds of organizing targets we are talking about. And we want to use the power of our federation to guide the future and what that's going to look like.

'The future of work and technology'

And I heard your President talking about the future of work and technology in the workplace. Well, folks, it's here and we need working people to be defining that future. We should not let the big tech companies define that future for us, right, because working people

know our industries better than anyone. We know that robots can't replace humans when it comes to making the lifesaving decisions that humans do when they are operating buses or subways. *(Applause.)*

SHULER: But we also know that workerdriven innovation can help make our jobs safer and smarter. But the trick is that we have to be at that table defining what that looks like and guiding the research and guiding the development of all of that, right? We need to make it work for working people.



And so we want to guide the next generation of invention and innovation and so that future is built through a working person's lens and that is why AFL-CIO has our Technology Institute. And I just want to put a plug out for you to think about this, because we want the labor movement to come together around the best strategies, the best expertise, the best organizing strategies for the future. And so that is exactly what we are going to do because that is all about organizing, too.

If you think about these new jobs that are coming out with new technology, those are largely nonunion, too. So we have to keep one eye on that and one eye on the future. That is where we think about the Center for Transformational Organizing and coming together with these strategies.

'When we organize, we deliver results'

Because organizing has to be our top priority, and I hope you will leave this Convention thinking about what you can do when you go back home. All of

the organizing targets that are around us, all of those workers who need a voice and are just waiting to figure out how they can join our movement, that is on us. And I know that we can do it because it's who we are. And when we organize, we deliver results.

And I think about the last election folks, when our labor movement organized and fought together and stood strong and we delivered, and ATU delivered because you fought to elect President Biden. *(Applause.)*

And your work and early investment, which pays off daily because this man right here has the president on speed dial. I can tell you.

But you also fought to make sure that those special elections in Georgia in 2020 also delivered results, and now we have a proworker majority in the Senate, a proworker majority in the House, and the most prounion president in our lifetimes. *(Applause.)*

That's right.

And we are seeing the results, and I just want to talk about this for just a minute. I hope I'm not going over time.

But we have to think about everything that has happened, even in just the last year. And you are probably going to hear this a lot during the Convention, but these wins that just keep coming and coming, it's incredible.

Inflation Reduction Act

You have the Inflation Reduction Act that just passed. What is in that bill? Well, it's going to help communities by all kinds of investments in things like new technology for electric vehicles and electric buses and school buses. It's going to help us strengthen our middle class. It's going to protect the environment, cut the cost of prescription drugs, and things like insulin, capping that so that people can afford it.

What about health care premiums, right? So this is a huge, huge win for seniors, for working people and future generations, and we fought for labor protections in that bill and we got those. So we have labor standards and domestic content requirements, so it's going to create millions of good paying union jobs, family supporting jobs for the future. That's just the Inflation Reduction Act. *(Applause.)*

Then before that, we had the CHIPS Bill. That is another to invest in things like semiconductor manufacturing, so that we can actually build it in the United States of America. Sorry, Canadians, but we want to make sure that we can invest in our own supply chain, so that we are not, of course, you know, like in the pandemic, caught flatfooted when we can't manufacture our own goods. So that CHIPS Act is going to invest in a good union work force again to manufacture.

Infrastructure Bill

Okay. And then you have the Infrastructure Bill. Right? We heard about that one, the Infrastructure Bill? Largest public investment in public transit in history. How about that? *(Applause.)*

\$39 billion to help modernize rail and bus fleets, make stations accessible, replace transit vehicles and buses with zero emission vehicles. It's going to improve accessibility for older adults and people with disabilities that you all serve with paratransit options.

So that alone would be something to write home about. But you have the Infrastructure Bill, the CHIPS Act, and the Inflation Reduction Act, all of these incredible investments, broadband, water, roads, bridges. Every community and industry are going to benefit from this.

So it's about investments, but the problem is, I'm worried. I don't know about you, but nobody knows what is in these bills. I was just at a convention a couple of weeks ago, and the person, the woman who picked me up, who was an activist, a leader in the union said, Oh, you know, Biden is really not doing that much for me. It kind of took me aback because she really did not know what all of these investments were and how to unpack them, right? How it was going to affect her and her family.

'Our job'

So that is our job, and so when you go home to your community to talk about what this is going to mean for working people and so we can't take it for granted, can we? We can't just write it up in a newsletter and think everyone is going to read it and know. We need people to know that this infrastructure bill passed because I

saw a study that one in four people don't even know that it passed. It's alarming.

So I hope you are as alarmed as I am because we are headed to an election this November, and we've got 49 days to go. And I'm convinced that the role that we will play in this election is unlike any other, that we are the only ones in the country who can have face-to-face conversations with real working people in actual workplaces, that we can get the message out there.

Because, folks, I don't know about you, it's feeling pretty polarized out there. You feeling it? It's pretty divided, pretty divided out there. And the reason is because no one is talking to each other. They are all in their social media vortexes, right, on your Facebook page, and you are getting your news from your Facebook page.

The only way that we can break through is to talk to each other, and who has the infrastructure and the knowhow to do that? We do, the labor movement, the ATU. *(Applause.)*

That's right. And in fact, we may be the only ones that can do it. And so we know that if you talk to someone that you trust, you are seven times more likely to listen to them. You can picture this, right? Being on the jobsite or, you know, in the break room and you start talking about issues, people open their ears. They actually have a conversation with you.

And so that is going to be our job. That is how we are going to make real progress, and that is why you and your local unions are so absolutely critical for this election. You give us that reach that no one else has, and the network that we can reach people all across our country, face to face, and we need to use that network because it is a real opportunity.

'We need to get to our roots'

So I hope you feel the urgency. 49 days left. So we need to get back to our roots. We need to talk to our members, talk to them about the issues that they care about, reestablish that trust, listen to them. They say we have two ears and one mouth for a reason. Listen, right? Find that common ground. I know we can do it.

And then we connect those issues to the candidates who will fight to address them and the people in office

who helped make those bills a reality. We can show the connection because elections have consequences, and we have 49 days—did I say that we have 49 days left to go? *(Laughter.)*

So we need to be out there fighting for each other, for our future every single one of those days. And when we have representatives in office that look out for working people, we can move mountains, and we just proved that that is what happens when we elect the folks who have our back. That's right. *(Applause.)*

This is what we can do together. This is what we can do together. We can organize like never before. We can mobilize for the upcoming election. We can use our voices as a movement to protect our democracy, which is under attack, and when union members get to the polls on election day and when we vote, we all win. *(Applause.)*

SHULER: So let's keep working, let's keep fighting, and let's keep winning together ATU.

Thank you so much.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Listen, Liz is very busy. Her time—we're really honored. I know it was last minute with all of the changes and flights and trying to get in and out of places is not easy and Liz is on fire right now. The labor movement is on fire.

The AFL-CIO has stepped up and has made changes. I was so proud to be part of the AFL-CIO Convention. And I was so proud to be to watch you get elected at that Convention.

And I'm very, very honored that you took the time out and flew out here. I know you have a flight, an early flight, so we wanted you get on early and get you out but we have a gift for you. *(Applause.)*

Come on let's give an ATU thank you. *(Applause.)*

Did you get the picture? Okay.

All right. We got a couple things moving around. So, again, it might seem a little awkward but I'll get back into rhythm.

This is Ted Pappageorge. I'd like to introduce the

Secretary-Treasurer of the Culinary Workers Union Local 226 right here in Las Vegas.

Ted previously served as the president of his local. Since joining his local, Ted has worked at various casinos. He got involved on the negotiating committee as a member and played a key role as a picket captain in a nine-month Horseshoe strike in 1990 and then joined his local union staff.

Ted has spent 30 years organizing nonunion and union workers. He has dedicated his career to developing worker leadership programs at his union and we're honored to have him here. So please give Ted Pappageorge a warm ATU welcome. *(Applause.)*

TED PAPPAGEORGE

Secretary-Treasurer, Culinary Union

CULINARY UNION SECRETARY-TREASURER
PAPPAGEORGE: Good morning, ATU.



Ted Pappageorge, Secretary-Treasurer, Culinary Union

DELEGATES: *"Good morning"*

PAPPAGEORGE: Thank you for that warm welcome. President Costa and your entire team up here and just I want to say thank you to all of you for coming to our beautiful city. I'm here to welcome you and say a couple words.

But it was funny, as I walking up the hall, I heard this noise. You know I was walking up the big hall in these massive convention centers, and I heard this rumbling, and I heard "ATU," "ATU." And I got close and it was "ATU," and I said, My goodness, I can't wait to get in

front of these folks. So again thank you so much for having me here. *(Applause.)*

I don't know if Liz Shuler is still here but we got to give her another big round of applause. *(Applause.)*

She is working hard for every one of us right now. Thank you. God bless you, Liz Shuler, we got a lot of work to do.

'You made them great jobs when they became union jobs'

So this is a great Union and these are great jobs that you all have worked hard to create and protect. But we have to be honest, these jobs weren't always great jobs until you made them great jobs. You made them great jobs when they became union jobs. But before that really they weren't, they were poor peoples jobs, and kind of like ours. We're the folks that clean these hotels. We're the folks that cook the food. We're the folks that serve the food, serve the drinks. *(Applause.)*

Yeah. We will serve the drinks. But those are poor people jobs anywhere else when they're not union jobs.

And I have to tell you that for us thank God for all of your hard work over the last two and a half years but for us, it's been very difficult. The last two and a half years have been extremely hard, the hardest we have ever had. The hospitality industry has just been crushed and here in Las Vegas. We were closed down and folks decided they just weren't going to come to Las Vegas.

And, look, we all had to do whatever we had to do to try to solve this terrible pandemic but for our local union here in Las Vegas, we lost 200 of our members to COVID. They were killed by COVID and 100s more were longhaulers and many more were sick. It was a huge burden for our health fund and everything else.

Record profits

But what's happening now is these companies, these big fabulous wealthy corporations have decided they're in recovery. I don't know about your companies but our companies are making record profits but they have admitted to their shareholders that they're making

record profits on less workers. Less workers in this recovery equals more profit and for us it's a huge problem. So for example, we want you to ask to have your room cleaned daily. Daily. *(Applause.)*

And that's a big deal. These companies nationwide have said they are going to charge you the same rate but they are not going to clean the rooms and that's a huge problem. We would lose 30 percent of our guest room attendants if that happened. And we're in a huge fight with these companies, so we're going to ask your support for that.

We also have an issue with nonunion restaurants. All of the restaurants in Caesars are union. But if you go out on the strip and you see you go into the malls and the restaurants or the freestanding restaurants, they're not union. And so we would ask you to share your hard earned dollars with the restaurants inside the casinos and we would ask you to do that. *(Applause.)*

'We're out organizing'

Thank you. But we're out organizing. We think there is 10,000 nonunion workers on the strip up and down in all of these restaurants and we're going to go out and try to organize these guys and we're going to ask your help for that. *(Applause.)*

And then next year all of our contracts on the strip and downtown expire. That's about 40,000 workers. So, we'll let you know about that because we're definitely going to be asking for help.

So, let's just take a look forward. You heard Liz talk about this election. You are on ground zero. Really Nevada is a purple state. And I want to say a few words about where we are headed.

The reality, the economy is the No. 1 issue out there for our members. The cost of gas, the cost of food, rent, housing, it's a big issue out there. And 60 percent of our members are Latino here in Las Vegas. And we get all of the media talking heads out here that say, well, you know, we hear the Latinos are going to vote Republican this time around. And I said, well, that's kind of a nice spin on things, not true, that's not what we're hearing on the doors, but Latino workers are getting hurt.

But the thing is it's not about Latino workers because black workers are getting hurt, white workers are getting hurt and right now there is a real message out there about workers that are not valued. And so, it's not any one group of workers and we have got a challenge ahead of us to take on this issue.

So really who is doing the damage? For us here in Las Vegas, you know, gas prices were through the roof but who's talking about these giant corporations, these pricegouging, giant oil companies? And who's talking about rent? Here in Nevada rents are up between 25 and 40 percent. But why is it happening?

Well, in our state last year, 25 percent of every home of all of the homes that were bought were by corporations, not by actual people. And any time you can corner 25 percent of anything, you can jack up the cost and that's what Wall Street is doing. It's Wall Street landlords are taking over and they have made a decision that they are going to create a generation of renters and take away the American dream.

'We're going to fight'

And, guys, I have to tell you, we got something to say about that. We're going to fight. We're going to fight back. *(Applause.)*

And let me just say this, I don't always like a lot of politicians but I have to tell you that we're going to stick with the people like Liz said who backed us up. We're going to back them up.

And right now the Republicans don't have an answer. They don't have any credibility on these issues because we go to the doors and we talk to folks. Because they say, Look, what am I going to do? You know, I want to vote for our candidates but I'm really getting hammered. Well, let me ask you this, do you really think Republicans are going to go after these giant oil companies? Who in their dreams thinks that would happen? And they say, nobody. That is not going to happen.

And who thinks Republicans are actually going to go after Wall Street landlords? Who thinks that? Nobody. They're in bed with them right now.

‘Worker to worker’

And so the reality is that they don’t have credibility on these issues. But like Liz said, we’ve got to have conversations. It’s got to be on the doors. It’s got to be person to person, worker to worker.

And there is one other thing I want to comment on. It’s this idea that the workers are the reason for inflation. The idea that all these professors and economists put out there that said because we got money for food banks during the pandemic, we got money for our mortgage and we got money for rent and we got unemployment money and because there is too much money out there somehow we’re to blame for that. And I think that’s disgusting. We reject that and I have to tell you we’re going to fight back on that, too. It’s outrageous. *(Applause.)*

So I have to comment, though, on top of that, these Supreme Court decisions. The idea that a woman doesn’t have the right to make decisions about her own body, her health and the idea that they are going to take away our right to vote up and down this country, we’re not going to stand for that. Are you going to stand for that?

DELEGATES: Chorus of “noes.”

PAPPAGEORGE: No, right. Because we’re not going to stand for that.

‘People are hurting’

So the thing is, though, people are hurting. They are hurting and they are looking to us for leadership and we’ve got to lead. Because if not, they will go elsewhere. And all of these hard fought victories that you just heard from Liz, they could go away.

So what do we do? Well, here in Nevada, we went to the streets. We knocked on 650,000 doors in Nevada in 2020 and we’re now talking to workers in Nevada again this time around but we’re also doing, in Pennsylvania and Arizona.

And our job we’re taking this on. We think it’s our job. It’s labor’s job. And it’s our union’s job and it’s all our job. We’ve got to hold Nevada. We’ve got to hold Arizona and we’ve got to win in Pennsylvania. Do you think we can do that? *(Applause.)*

Yeah, I think we can do that. The thing is we’re going to need money and we’re going to need soldiers and we’re going to come to you all and the rest of our brothers and sisters for that help. And you all have been there for us in the past. You’ve always been there for us and we appreciate all of that.

So let me just say this, remember to ask for your room to be cleaned daily. Remember to ask for that. *(Applause.)*

We made these good jobs. We’re not going backwards. We’re not going to go back. *(Laughter.)*

We elected the most pronounion president in history folks. We’re not going backwards. We’re not. *(Applause.)*

‘Are you ready to win?’

And we’re going to take on these Wall Street landlords and these pricegouging, giant companies and we’re going to take on them. We’re not going backwards. We’re going to go forwards and we’re going to win. *(Applause.)*

Now let me ask you, are you ready to win?

DELEGATION: Chorus of “yeses.”

PAPPAGEORGE: I don’t know if I heard that. Are you ready to win?

DELEGATION: Chorus of “yeses.”

PAPPAGEORGE: All right. God bless you, ATU. Thank you so much for coming to Las Vegas. Thank you again.

INTERNATIONAL PRESIDENT COSTA: Thank you, Ted.



Now as we were putting this Convention together, I had to come out a couple times. It was empty. It was like a ghost town here. You walked the strip, there was nobody on it. The restaurants were closed. A big difference being here this week.

We put a reception on last night out at the pool and the workers there were saying thank you to our members to see that we're hosting. And they were so did you see they were so excited that feeling that we're back and they felt good to have their jobs back.

'Clean my room'

So like he says, you know, I go to these hotels and they want to say, you know, in lieu of cleaning your room, you're getting more points. "F. U." (*Applause.*)

I want the workers to have a job. All right. I don't care about my points. Clean my room. Clean my room. (*Applause.*)

So that's me. And if you are a union brother or sister, that should be you. So I make sure I tip them, please tip them, say thank you. We gotta get this economy back. Your Union was hit bad, I know, I sit on the AFL-CIO.

And it's good to be back and I'm honored you came to speak.

Thank you.

CULINARY UNION SECRETARY-TREASURER PAPPAGEORGE: Thank you.

LOCAL 1572-MISSISSAUGA, ON, BROTHER KILLED IN A TRAGEDY

INTERNATIONAL PRESIDENT COSTA: Okay. Saturday morning, I had a phone call. I was in the shower. I did not pick it up. There was a message. I called back. And I could tell on the other side of the voice, there was a tragedy. I could tell that a business agent was struggling.

So I just want to take this moment to acknowledge Local 1572, Jack Jackson, which made that call to me and informed me that one of our brothers, maintenance brothers, was killed in a tragedy, accident on the work site. So please let's acknowledge that.

Jack is back, he had left. He was on the Laws Committee and we got him to fly back. And then this morning, I see he's here.

So Jack, our condolences to you, the local, and the family. And if there's anything that you need, we are here and the membership is here and the delegation is here.

So let's take a moment of silence, please, and honor that brother.

(Moment of silence.)

COSTA: Thank you.

Also, for Canada, we need to recognize it's Canada's National Day of Mourning for the loss of Queen Elizabeth. So I wanted to give Canada our acknowledgments and condolences there also.

All right. We are going to move on.

CODE OF CONDUCT

We are going to recognize a Code of Conduct at this Convention. So we are going to just read our Code of Conduct and put it up on the screen.

SARAH SAEZ (*announcer*): For the first time in our history, we have established a Convention Code of Conduct, which can be found on our Convention App. If you have not already downloaded the App, you can find it on the App Store and Google Play, under ATU 60th International Convention.

Our Union is committed to providing at this Convention an environment free from discrimination and harassment. We expect all convention participants to embrace the values of equity and equality in the ATU's obligation, to conduct themselves in this meeting consistent with those values, and to follow the Convention Code of conduct posted on the Convention App.

As noted in that Code of Conduct, we have designated Human Resources and Operations Counsel Rajita Andrews as the first point of contact for anyone who thinks they've experienced discriminatory, harassing or other behaviors which would violate the Code of Conduct.

We urge you to contact Rajita Andrews if you have any concerns, or contact her, her information can be found in the Code of Conduct, posted on the Convention App.

INTERNATIONAL PRESIDENT COSTA: Thank you.

COMMITTEE APPOINTMENTS

COSTA: Okay. Brothers and sisters and Friends, at this time, we will appoint the Credentials Committee, and after the names of all of those committee members are read, I ask that you report to your committee room immediately.

Thank you.

SAEZ:

Credentials Committee

Eric Tuck, Local 107, *chair*

Jeffrey B. Richardson, Local 1342, *secretary*

Margie A. Sullivant, Local 19

Giuseppe D'Armiento, Local 113

Mark Weems, Local 308

Todd Strasser, Local 519

Daryll Miller, Local 569

Jerry Merritt, Local 638

Romoan Bruce, Local 689

Printus Dates, Local 689

Michael Gauthier, Local 741

Isaac Tate, Local 758

Nancy Spence, Local 823

Kevin P. Marx, Local 842

Steve Oss, Local 883

Luis F. Alzate, Local 1056

Robin C. Benedetto, 1181

Patrick E. Green, Local 1235

William Howard, Local 1267

Errol Frazier, Local 1277

Carlos Westley, Local 1535

Charles A. Ryan, III, Local 1548

Christopher Moore, Local 1633

Jacqueline Boily, Local 1760

Gary Johnson, Sr., *IVP*

COSTA: Okay. The names have been read. It's time to go to work. The room number is Milano II. Please report to Milano II.

Now, please join me in recognizing the achievements of our past officers by first honoring the widows of those of those who served our Union for so many years.

Mrs. Betty Owens.

Standing Ovation

Mrs. Doris Reynolds.

Standing Ovation

Also, at this time, it is my privilege and honor to introduce our former International officers in attendance with us today. They served our great Union with honor.

Retired International Representatives:

- Retired International Representative Dan Sundquist. (*Applause.*)
- Retired International Representative Tony Withington. (*Applause.*)
- Retired International Representative Dennis Antonellis. (*Applause.*)
- Retired Canadian Council Director Ken Foster. (*Applause.*)

Retired International Vice Presidents:

- Retired International Vice President Paul Bowen. (*Applause.*)
- Retired International Vice President Claudia Hudson. (*Applause.*)
- Retired International Vice President Bob Hykaway. (*Applause.*)

- Retired International Vice President Bill McLean. *(Applause.)*
- Retired International Vice President Chuck Cook. *(Applause.)*
- Retired International Vice President Robert Saarinen. *(Applause.)*
- Retired International Vice President Donald Hansen. *(Applause.)*

Retired International Executive Vice Presidents:

- Retired International Executive Vice President Randy Graham. *(Applause.)*

Retired International President:

- Retired International President James LaSala. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Apparently, somebody missed the notice. Can you put the camera on the table with the guests and the Vice Presidents that just was called spelled out, and can the Vice President the retired Vice Presidents please stand again? Is the camera on them? Can you stand? *(Applause.)*

Let's give them a hand. You got them on the camera yet? You'll find them standing over there? *(Applause.)*

Hold up. The camera is going over there. All right. We tried. Thank you.

Okay. At this time I would like to introduce and when your name is called, please come on up. It is now my honor to introduce the current members of our International General Executive Board and our International ATU Canada.

As I call the names, please come up. I know you have worked closely with many of them over the years.

- International Executive Vice President Javier Perez. *(Applause.)*
- International Secretary-Treasurer Kenneth Kirk. *(Applause.)*

International Vice Presidents:

- Richard Murphy. *(Applause.)*
- Janis Borchardt. *(Applause.)*
- Marcellus Barnes. *(Applause.)*
- Yvette Trujillo. *(Applause.)*
- Gary Johnson, Sr. *(Applause.)*
- Chuck Watson. *(Applause.)*
- Bruce Hamilton. *(Applause.)*
- Michelle Sommers. *(Applause.)*
- Big Jim Lindsay. *(Applause.)*
- Manny Sforza. *(Applause.)*
- John Callahan. *(Applause.)*
- Curtis Howard. *(Applause.)*
- Natalie Cruz. *(Applause.)*
- Anthony Garland. *(Applause.)*
- Raymond Greaves. *(Applause.)*
- Steve MacDougall. *(Applause.)*
- Ken Wilson. *(Applause.)*
- Amanda Sawyer-Malone. *(Applause.)*

COSTA: And our International Representatives.

International Representatives:

- Marilyn Williams. *(Applause.)*
- Mike Harms. *(Applause.)*
- Michael Cornelius. *(Applause.)*

President, ATU Canada:

- John Di Nino. *(Applause.)*

So at this time please turn your attention to the screen for a special video.

OPENING CONVENTION VIDEO

(Applause.)

INTERNATIONAL PRESIDENT COSTA: Okay. At this time, that video was kind of long but it was three years of the work we did in this Union. So I'm just looking at it and reminiscing and seeing where we left the last Convention from across the street and to where we are now. I consider us we did a lot of work, a lot of work for our members. You did a lot of for your members and for our members and I just want to recognize that.

All right. At this time, we'll appoint the Rules Committee. I ask that you report to your committee

SAEZ: Rules and Order Committee

INTERNATIONAL PRESIDENT COSTA: Hold on. Hold on. I'm sorry. I'm sorry. I am being told we have to wait for the Credentials to finish and there are a few names on this committee that can't be allocated. So where are we at?

Let's introduce our we have a lot of Sergeant-At-Arms in the house, and I would like to introduce them all. Sarah.

SERGEANTS-AT-ARMS

Budh Dhillon, Local 107
Cliff Piggott, Local 113
Paul Callaghan, Local 113
Mark M. Bertoia, Local 113
Christopher Jones, Local 241
Debra Hill, Local 241
Armando Barbosa, Local 265
Jeri Bromley, Local 265
Stephen Scanlan, Local 279
John Blocchi, Local 282
Dale Anderson, Local 519
Balwinder "Bill" Chahal, Local 569
Zul Vira, Local 583
Peggy Lapaglia, Margaret, Local 589
Paul Connelly, Local 589

Anthony Fuqua, Local 689
Lorenzo McKenney, Local 689
Albert Ruffin, Local 689
Antonio Pollard, Local 689
Gennaro Thompson, Local 689
Christopher Scott, Local 689
Quincey Jones, Local 689
Marcus Brooks, Local 689
David Benavides, Local 694
Juan Fernandez, Local 694
Ruben Silva, Local 694
William C. Hernandez, Local 694
Mia House, Local 726
Sellers Davis, Local 726
Steven Laino, Local 726
Keith Sellers, Local 726
Lamont Watson, Local 726
Raymond Reyes, Local 726
Clarise Tabron, Local 819
Francis AlexanderHiggs, Local 819
James A. Williams, Local 819
Kenneth Davis, Local 819
Corey Alexander, Local 820
Douglas Donaldson, Local 820
Earl Leach, Local 823
Sharyn Vitello, Local 824
Richard Stark, Local 825
Rudy Trujillo, Local 1001
Russ Dixon, Local 1005
Felix Avila, Local 1056
Trinidad Matos, Jr., Local 1179
Rene A. Vanegas, Local 1179
Adolfo Soto, Local 1277
Jonothon Walker, Local 1287
Reggie Hill, Local 1287
Phil Swanhorst, Local 1310
Donnie K. Small, Local 1535

George DeCuir, Local 1546

Yolanda Moreno, Local 1555

William “Bill” Montgomery, Local 1592

Kathy Crawford, Local 1602

Guy Taillefer, Local 1760

Wayne Crabtree, Local 1760

Dan Sundquist, *retired IR*

INTERNATIONAL PRESIDENT COSTA: All right. I just want to point out and just let’s recognize the Sergeant-At-Arms. They work. They get up early. They’re out there. They’re directing. (*Applause.*)

COSTA: That’s right give them a hand because this is a big venue and I know a lot of you have been walking around trying to find your way. They’re here to help and we appreciate you. (*Applause.*)

Credentials Committee First Supplementary Report

COSTA: Okay All right. I understand the Credentials Committee is ready for their report. Okay. Eric, come on up. Jeff.

CREDENTIAL COMMITTEE CHAIRPERSON TUCK: Brothers and sisters, it’s my honor as the Chairman of the Credentials Committee to report to the delegates of this 60th Convention that this is the initial report of the committee on Credentials. This is only a partial report following consideration of those credentials which were deemed satisfactory upon their initial presentation during the registration process.

In short order, this committee will assess the circumstances of other potential delegates who have already joined us. To that end, immediately following action by the Convention on this report, I would ask that the Chair leave to announce the names of those individuals from whom the committee would like to hear further.

The committee asks that the individuals whose names are called, please come to the Milano II at the conclusion of this report to meet with the committee.

Additionally, the committee notes that this report is subject to amendments upon the subsequent arrival of any additional delegates to this Convention.

The committee has reviewed and found to be in order the credentials of 637 delegates and alternate delegates. Of this number, 606 are voting delegates eligible to participate in the election of the International officers and delegates and alternate delegates to the AFL-CIO Convention.

There are 31 nonvoting delegates consisting of 7 alternate delegates, 21 International officers and one delegate from ATU Canada as well as two delegates from the New Jersey State Council.

Mr. Chairman, the 60th Convention delegates and alternate delegates gathered here were sent by 190 ATU Locals, one joint bargaining council and ATU Canada to represent the interests of transit workers throughout Canada and the United States.

The committee on Credentials also recommends that a member of Local 1557, who is acting as translator for Local 1557 delegate Olivier Lachance, be permitted free access to the floor to translate for Brother Lachance.

I move that this Convention adopt this initial report of the committee on Credentials seating a total of 606 voting delegates and 31 nonvoting delegates.

Thank you. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Thank you, Brother Tuck.

It’s been moved.

DELEGATES: *Seconds from the floor.*

Second to adopt the report of the Credentials Committee.

Any discussion? (*No response.*)

Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

(*Gavel knock.*)

COSTA: Ayes have it. Thank you. (*Applause.*)

CREDENTIAL COMMITTEE CHAIRPERSON TUCK: Just one other item I need to read out the members to present themselves before the committee.

Romeo Ignacio, Local 1505

Mohinder Sidhu, Local 1505

James Van Gerwen, Local 1505

Derek Hanley, Local, 1505
 Crystal Hanley, Local 1505
 Dave Madeychyk, Local 1505
 Shane Weinstein, Local 1575
 David Herrera, Local 1575
 Melvin Turnbo, Local 836
 Steven Maroto, Local 1363
 William Jones, Sr., Local 1249
 Aminatu El-Mohammed, Local 1028
 EreK Slater, Local 241
 Kevin Edwards, Local 996
 Melissa Stooksbury, Local 1164
 Maria Powell Richardson, Local 1778
 Steve Sustek, Local 682
 Please report to the Credentials Committee.
 Thank you.

INTERNATIONAL PRESIDENT COSTA: Thank you, Brother Tuck and Jeff.

Okay. At this time, now we can appoint the Rules Committee. I ask that you report to your committee room, Milano III, right after your name is called.

Thank you. Sarah.

RULES AND ORDER COMMITTEE

Zefnia Durham, III, Local 1579, *chair*
 Thomas Mason, Local 726, *secretary*
 Schetrone Collier, Local 26
 Kevin Barrett, Local 85
 Angela Clark, Local 113
 Douglas Buckendorf, Local 398
 Raymond MacKenzie, Local 508
 Kenneth Rice, Sr., Local 540
 Tamieko M. Cook, Local 587
 William Berardino, Local 589
 Jerry Ballard, Local 662

Theus Jones, Local 689
 Juan L. Amaya, Local 694
 Frederick Casey, Local 757
 Luis F. Gomez, Local 822
 Jeffrey Evans, Local 825
 Travis Oberg, Local 987
 Scott Bate, Local 1189
 Melvin Hicks, Local 1197
 Douglas Behr, Local 1267
 Cesar Buenaventura, Local 1309
 Donnie Jolly, Local 1338
 John W. Troxell, Jr., Local 1547
 Dana M. Mims, Local 1555
 Kathleen Custer, Local 1576
 Eduardo Cortez, Local 1774
 Anthony Garland, *IVP*

INTERNATIONAL VICE PRESIDENT PEREZ: Brothers and sisters, our next speaker began her work as a labor activist when she joined the Industrial Workers of the World in 1975. She joined the National Writers Union and became an accomplished screenwriter, director and actor and worker in labor and theater.

She also was a labor educator professor at the National Labor College for more than 35 years. She served two terms as vice president of the CWA's Newspaper Guild Local 32035, and is a member of the American Federation of Musicians Local 1000.

In 2017, she was elected president of the Coalition of Labor Union Women and was reelected in 2021.



International Executive Vice President Javier Perez

Please give a warm welcome to Elise Bryant, our next speaker. *(Applause.)*

ELISE BRYANT

President, Coalition of Labor Union Women (CLUW)

CLUW PRESIDENT BRYANT: Okay. Let's get this party started, but, first of all, let me thank my sister president team, SNAP, SNAP, and SNAP, who escorted me onto the stage. Thank you all. Thank you very much, sisters. SNAP stands for sisters Not Afraid of Power. Okay?



Elise Bryant, President, Coalition of Labor Union Women (CLUW)

And thank you. Greetings. Greetings. I want to thank you, Brother President Costa, Secretary-Treasurer Kirk, and Executive Vice President Perez for introducing me, and thank you all for inviting me to be here with you here this morning. It is an honor and a pleasure. I know each one of you is a man of quality. Yes.

And I know you are a man of quality because as the saying goes, A man of quality is not threatened by women seeking equality. *(Applause.)*

Am I right? *(Applause.)*

Women's Equity Initiative

And I know you are real about it because in May of this year, you launched the Women's Equity Initiative with the statement that, "Women's equity and inclusion means fighting for equitable treatment of all our members in the workplace, in contract negotiations, in

our own campaigns, and in the halls of government." Go ATU. *(Applause.)*

Hello.

(Singing) I am a union woman, just as strong as I can be. I do not like the bosses and the bosses don't like me. *(Applause.)*

Oh, yeah. I want to also thank the backstage crew who got me out here, Clem and Emma and Davis and to Cheryl Milton, who found me as I was wandering in the wilderness of the Caesars Palace and got me here to the green room. So thank you, Cheryl. Thank you very much.

Hello, my ATU, Amalgamated Transit Union, sisters, brothers, siblings, comrades, family. I am with you here today, and I am so grateful.

So good morning to you, buenos diaz, assalamu alaykum, howdy. *(Laughter.)*

I say to you what I say to each and every one of my union families.

'We make the union strong'

(Singing) Welcome union members, we are in your presence. Hand in hand together, we make the union strong.

(Continues singing in Spanish.) (Applause.)

I bring you greetings on behalf of your Coalition of Labor Union Women family from across the country and the power of SNAP. Sisters/Siblings Not Afraid of Power.

Are my ATU/CLUW sister siblings in the room today? Hey, y'all out there?

DELEGATES: *Cheers from the delegation.*

BRYANT: There's going to be more of you when I get through with this today. Okay, y'all? I'm inviting you to join us.

It is my honor and pleasure to be here today with my Amalgamated Transit Union family, ATU. 130 years of building the largest labor union representing transit and allied workers in the United States and Canada. 130 years. You all go. *(Applause.)*

‘Tell me what democracy looks like’

I saw the history room over there. I did not get a chance to go in, but I’m going to check that out too. Tell me what democracy looks like.

DELEGATES: “*This is what democracy looks like.*”

BRYANT: Tell me what democracy looks like.

DELEGATES: “*This is what democracy looks like.*”

BRYANT: Tell me what democracy looks like.

DELEGATES: “*This is what democracy looks like.*”

BRYANT: That’s right, and that’s you, ATU. You reflect the diversity of the United States and Canada, black, white, brown, native born, native indigenous, LGBTQI and everything in between. You are ATU.

I want to take a moment to thank the spirits of the ancestors who stepped off the ships, kissed the ground and willed us to be here. To those who came willingly and those who came in chains.

I want to give honor to the First Nation’s indigenous ancestors on whose stolen, unceded land we stand today. Today we come here stronger together than ever before, and in the past three years, the COVID pandemic finally convinced other people what we already knew. The ATU members are essential workers, “A” for awesome, “T” for terrific, “U” for undeniably essential. That’s you, every one of you.

Detroit, Michigan

I come from Detroit, Michigan. By the way, I see that my brother, Paul Bowen, is here somewhere, and President Collier, are you here from Detroit? Hey, hey. I love you. They are going to be my witnesses to this statement. Everybody knows that in Detroit, when I was growing up, because Detroit is the motor city, hence the name Motown, and we love our cars.

But when I was growing up, didn’t nobody drive you anywhere. If you wanted to go shopping downtown, you got on a bus. If you wanted to go to the movies, you put your behind on a bus, and from the time I was 12 years old until I was 18, I rode the bus every day to school.

It took the ravages of a pandemic for the rest of the world to figure out that our public transportation, our transit system are essential to every level of our country’s economic and political and social development. And ATU, awesome, terrific, undeniably essential, you have shown the power of stronger together.

Not afraid to call strikes, like our family, the Kelowna workers, the Vancouver Blue bus workers and, of course, to the ones who put it out they are not only calling a strike but winning a strike big time, Local 689, MetroAccess workers. (*Applause.*)

BRYANT: Oh, yeah, kudos to my brother, Raymond Jackson, and his bargaining team who negotiated a huge increase and benefits.

‘We are, we are union’

Proof positive that we are stronger together. ATU, awesome, terrific, undeniably essential. Not only are you calling strikes, but you are out there organizing like our democracy depends on it, and it does. So I want to thank Brother David Heller for keeping me posted on that information.

Here we go. (*Rhythmically banging on podium.*)

BRYANT: You got it. What is the name of the song?

DELEGATES: “*We will rock you*”

BRYANT: That’s right. What is the name of the group?

DELEGATES: “*Queen*”

BRYANT: Queen. Not princess, Queen. And we took that song in Detroit and we turned it into a union song. We are, we are union. We are, we are union. Say it with me, y’all.

DELEGATES: “*We are, we are union.*”

BRYANT: That’s it, that’s it, that’s it.

DELEGATES: “*We are, we are union.*”

BRYANT: (Singing) Hey, people here today got to work hard, play hard, fighting with the boss all the live long day. We are workers on the move, ATU groove, look out, buddy, we are coming on through. Sing.

DELEGATES: “*We are, we are union.*”

BRYANT: A little bit louder, y’all, a little bit louder.

DELEGATES: “*We are, we are union.*”

BRYANT: Oh, yeah. One more time, one more time, one more time.

DELEGATES: “*We are, we are union.*”

BRYANT: We are, we are union. Whoa. (*Applause.*)

All right. I love you.

‘A women’s place is in her union’

In 1974, the Coalition of Union Women was formed. Our motto was, A woman’s place is in her union. Not



just a dues-paying member, but an active member, an engaged member, a member of the bargaining team, a member of the Women’s and Civil Rights Committee, a woman who runs for every office in her local union. And that is what ATU Women’s Equity Initiative is about, right? (*Applause.*)

Okay? I want to urge you to run for office, and as we used to say back in the day, Run for office, not for coffee. (*Applause.*)

Speaking of running for office, y’all know how important this midterm election in November is. I’m not going to preach to you because I know you are the choir. I already heard you sing two songs already today.

So I’m going to say this, that this election is about more than the House and Senate. This is about every

level of government, from school boards, to the judges, and to every state and county in the union. We have to make sure that our members and our family and our friends and our allies vote down ballot. Not just the names at the top of the ballot, but down ballot.

Y’all with me? (*Applause.*)

Register to vote day

Okay. Tomorrow is register to vote day, so we are going to do everything that we can to get people out to vote. Women got the right to vote in 1920, with the passage of the 19th Amendment, and if some people have their way, I believe that they’ll try to take that from us as well, not to mention the years they spent trying to destroy unions. Unions are the backbone of democracy. We are the only force that tells government how to spend money other than corporations. (*Applause.*)

I don’t know where you were when the Supreme Court announced the Dobbs decision and the end to Roe v. Wade.

DELEGATES: “*Boo*”

BRYANT: I know exactly where I was. I was in my car driving from the grocery store, and when I heard the news, I pulled over, stopped the car, and cried. I cried for the poor and working class women who no longer have the right to have accessible, safe, affordable abortions.

I cried for the survivors of rape and incest who will have to carry a fetus that was created out of violence and shame. I cry for the ones who will be forced to use poisons, clothes hangers, and unsafe methods to terminate a pregnancy.

After I finished crying, I went home, I put on my big girl panties, I got out the computer, I rolled up my sleeves, and I said it’s time to get to work. Okay? (*Applause.*)

All right? We are going to vote. We are going to vote. We are going to vote like this democracy depends on it because it does. (*Applause.*)

'Our Vote, Our Voice, ProUnion, ProChoice'

I rolled up my sleeves, and I wrote these words. On August 18th, the 102nd anniversary of women's right to vote, the Coalition of Labor Women launched Our Vote, Our Voice, ProUnion, ProChoice. Our Vote, Our Voice, ProUnion, ProChoice. Our campaign to get our members, our families, and our friends out to vote in record numbers.

Well, it's already started. Y'all know that, right, since Kansas? It showed that people are coming out to vote. Women and our allies understand the threat to this nation on every level.

In the highest offices, I want to see women elected to the highest offices in our unions, our cities, our counties, our states, and the nation. In the House of Representatives, 51 percent, in the Senate, 51 percent. And some day I am going to be there rolling up in my wheelchair or my walker when the first woman president is elected to the United States of America. *(Applause.)*

Yes. I rise up because I stand on the shoulders of my ancestors. My mother who cleaned the homes of the wealthy in Grosse Pointe, Michigan. My father was a member of the UAW and worked in the nastiest, dirtiest jobs in the Ford Rouge plant. On all of those ancestors, I stand on their shoulders and on the stolen lands of the indigenous people of Nevada.

'United we rise, divided we fall'

Will you stand with me, ATU? *(Applause.)*

Because you all know this. United we rise, divided we fall. We are stronger together because that is the power, not of one, of two, but a fist of fingers grown together that says, (singing) They divide us by our color, they divide us by our tongue, they divide us men and women, they divide us old and young, but they'll tremble at our voices when they hear these verses sung, that the union makes us strong. *(Applause.)*

And that's why we sing. (Singing) solidarity forever, solidarity forever.

I hear you, Brother President. (Singing) solidarity forever, for the union makes us strong. Go in peace, go in love, go in solidarity forever.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Come on, that was fantastic, huh? *(Applause.)*

That was a gift. That was a gift.

You know, we kind of we are kind of lucky because, Elise, we get to hear you sing in the chapel at the Tommy Douglas Center. We want to get you back, so we have the opportunity to hear the songs and you did great. Beautiful job. So glad you could come and speak to the delegation and give them that. *(Applause.)*

I feel like I just came out of church. I have the spirit on me here, thank you. But we have a gift for you. Okay. Tony.



DELEGATES: "You rock, Elise" from the delegation. *(Applause.)*

COSTA: All right, Elise. They want another song. Fired up.

DELEGATES: "Ready to go."

COSTA: Fired up.

DELEGATES: "Ready to go."

COSTA: That's right. We are ready to go.

All right. Ready to go to work, committee reports. We are going to announce and appoint the rest of the committees right now.

Sarah.

By the way, Sarah is our voice of the Union, when you hear it. Give her a hand. She has done a great job. *(Applause.)*

SAEZ: Thank you, President Costa.

INTERNATIONAL PRESIDENT COSTA: She's the Convention voice. Go ahead, Sarah.

SAEZ: All right. The Appeals Committee will be meeting in Neapolitan III at 2:00 p.m.

APPEALS COMMITTEE

Jacques Chapman, Local 282, *chair*

Mustafa Salahuddin, Local 1336, *secretary*

Kenneth Kephart, Jr., Local 22

Ralph Niz, Local 256

Ralph Buccitti, 281

John Rugama, Local 441

Troy Miller, Local 627

Johnny Haggith, Local 685

George Botts, Local 726

Antonie M. Maiben, Local 770

Pablo Gonzalez, Local 820

Kendall M. Barbour, Local 842

Steven Van Sant, Local 880

Donnell Shorter, Local 998

Sherrie Potter, Local 1015

Peter Schiraldi, Local 1145

Grant Logan, Local 1182

Lakecha Strickland, Local 1212

John A. Habanec, Local, 1241

William Howard, Local 1287

Romeo Ignacio, Local 1505

Korey Dupree, Local 1560

Stephan MacDougall, *IVP*

RESOLUTIONS COMMITTEE

Clint Crabtree, Local 279, *chair*

Janice A. Calton, Local 558, *secretary*

Michael V. Allen, Local 85

Frank Malta, Local 113

Tiant Gatewood, Local 241

Tanno Muhammed, Local 241

Tenessa Wills, Local 272

Chuck Fitzpatrick, Local 279

Harvey Woo, Local 583

Jose Cruz, Local 589

Manuel Colon, Local 820

Eric Pettiford, Local 821

Geraldo Arroyo, Local 822

Daniel Darwin, Local 843

Nanette Ruffin, Local 859

Bernadette Dyer, Local 1056

Deborah Altgilbers, Local 1108

John W. Reid, Local 1177

Colando Stokes, Local 1179

Kevin Frazier, Local 1385

Curtis Howard, *IVP*

LAWS COMMITTEE

Raymond Jackson, Local 689, *chair*

Daniel Cassella, Local 726, *secretary*

John Di Nino, ATU Canada

Ross V. Nicotero, Local 85

Marvin Alfred, Local 113

Eric Carvalho, Local 174

Robert Coleman, Local 192

Keith D. Hill, Local 241

William H. Nix, Sr., Local 268

Eric Dixon, Local 308

Rodney Dunn, Local 382

Artan Martinaj, Local 425

Steve Bradshaw, Local 569

Mike Mahar, Local 583
Kenneth Price, Local 587
James Evers, Jr., Local 589
Nick DeCristofaro, Local 618
Britt Dunams, Local 732
Shirley Block, Local 757
Reginald Howard, Local 788
Veronica Cobb, Local 819
Retheena Goodwin, Local 825
Lance Longenbohn, Local 1001
Ryan Timlin, Local 1005
Mark A. Henry, Local 1056
Brent Payne, Local 1091
Jose DeJesus, Local 1179
Tomas Fret, Local 1181
Arturo Aguilar, Local 1277
Kenneth Day, Local 1338
Robert (Bob) Bean, Local 1433
Lillian Brents, Local 1447
Stephen Simon, Local 1464
Jesse Hunt, Local 1555
Jack Jackson, Local 1572
Robert Cormier, Local 1587
Michelle Gray, Local 1605
Pennie Johnson, Local 1733
Jamie Larkin, Local 1760
Raymond Greaves, *IVP*

NEXT GENERATION COMMITTEE

Courtney Johnson, Local 1324, *chair*
Cory MacLeod, Local 1320, *secretary*
Matthew Chau, Local 113
Hernan Saulle, Local 113

Nitin Datta, Local 279
Rahul Patel, Local 588
Katharine Mullen, Local 589
Alix Gaston, Local 589
Leah Anderson, Local 689
Joe Ruffin, Local 757
Thomas Erdmann, Local 1056
Zachary Stever, Local 1321
Ieasha Wright, Local 1336
Crystal Hanley, Local 1505
Amanda Sawyer-Malone, *IVP*

PARATRANSIT COMMITTEE

Mark Beeching, Local 1724, *chair*
Donnie Wilson, Local 689, *secretary*
Nectarios Mitropoulos, Local 381
Caesarie Montgomery, Local 241
Barry Low, Local 279
Delrico Collins, Local 627
Gary Rouse, Local 689
Misa Green, Local 732
Michael Brown, Local 998
Luis Alcazar-Montoya, Local 1027
John Deloatch, Local 1181
Mark Peay, Local 1181
Dwayne Sessions, Local 1433
Darren J. Crawford, Local 1560
Kevin Colon, Local 1564
Oswaldo Chin, Local 1622
Joanne Barnes, Local 1704
Justin R. Priest, Local 1754
Marietta Quinney, Local 1775
Michelle Sommers, *IVP*

MAINTENANCE AND NEW TECHNOLOGY AND WORK FORCE DEVELOPMENT COMMITTEE

Orlando Riley, New Jersey State Council, *chair*

Norman Blessant, Local 382, *secretary*

Richard R. Keating, Local 85

Scott Gordon, Local 113

Eric Darby, Local 192

Marqueal Williams, Local 241

Zachery Bodle, Local 265

Steven Faubert, Local 279

Jennifer Schmidt, Local 569

Bill Johnson, Local 583

Derrick Gray, Local 689

Glenn Miller, Local 689

Damion Cannon, Local 689

Nicholas Rivera, Local 726

Anthony Rogers, Local 732

Kevin Kinoshita, Local 757

Antonio Floyd, Local 788

Kenneth Lewis, Local 819

Wilfredo Rivera Local 819

Michael Young, Local 880

Chris Bourke, Local 993

Kurt Anderson, Local 1005

Raymond Burke, Jr., local 1056

James Berry, Local 1179

Aaron Williams, Local 1277

David Madeychyk, Local 1505

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Paul Jason, Local 164

Kelvin Gilkey, Local 241

Al Barnes, Local 281

Inga McGlothin, Local 627

John Gaines, Local 689

Joseph Cherry, Local 857

Albert Garcia, Local 1225

Jodi Williams, Local 1333

John DiRito, Local 1277

Lydia M. Moore, Local 1342

Paul Churchill, Local 1462

Percival Patterson, Local 1493

Jay Khawaja, Local 1572

Frank Vani, Local 1573

April J. Williams, Local 1591

Terry Richards, Local 1637

Scott Penvose, Local 1749

Donald Turner, Local 1701

Christopher Lake, Local 1761

Brent Cerenzia, Local 1767

Richard Murphy, *IVP*

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Paul Doucette, Local 107

Manjit Matharu, Local 113
Josette Moss, Local 192
Rajvinder Singh, Local 265
Harry Lew, Local 583
Paul B. Neil, Local 587
James Bradley, Local 589
Rhealene Wagner, Local 615
Steven Sousa, Local 618
Keith Bullock, Local 689
Amalio L. Soto, Local 694
David Ward, Local 732
David Greaves, Local 819
Corey Gallman, Local 880
Michael Harvey, Local 1001
Tommy Bellfield, Local 1005
Byron Bolling, Local 1056
Lawrence Prosser, Local 1091
Jean Claude Calixte, Local 1181
Christopher Todd, Local 1309
Tanika Thompson, Local 1385
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Antonio Meglio, Local 113
Jacques A. Racine, Local 279
Pennie McCoach, Local 308
Corey S. Sebens, Local 416
Lawanda Ramsey, Local 569
Frank Saya, Local 580
Brian Bradt, Sr., Local 582
Patrick Denig, Local 583

Michael Macintyre, Local 689
Ronald Shelton, Local 689
Jennifer Chase, Local 689
Joseph Thomas, Local 714
Alicia Richardson, Local 788
Darrell Lampley, Local 819
Carlos Gonzalez, Local 820
Denise Briggs, Local 822
DeCarlo Greer, Local 900
Ricardo Vega, Local 956
Fred Caputo, Local 966
Cassandra Cobb, Local 998
Eric Stubblefield, Local 1001
Joseph Branch, Local 1056
Mike Finger, Local 1181
Ann Louise Polanco, Local 1181
Nicholas Casalino, Local 1181
Troy Hanson, Local 1168
Edward Franke, Local 1179
Jeff Shaffer, Local 1277
Claudia Jones, Local 1338
Steven Newsham, Local 1345
Efren Mazas, Local 1360
Ferraro Jacobs, Local 1464
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Kiranvir Sidhu, Local 113
John Pospishek, Local 265

Joe Kang, Local 279
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Douglas Underwood, Local 382
Kevin Meyer, Local 568
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Tzur Wilfand, Local 587
Harold O. Batson, Jr., Local 587
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Maurice Womack, Local 689
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James Atkins, Local 732
Thalia Klunick, Local 752
David Gosha, Local 1005
Fred M. Andreani, 1181
Jodi Williams, Local 1333
Sandra Renee Nickles, Local 1464
Mohinder Sidhu, Local 1505
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Daniel Julien, Local 1576
Michael Cole, Local 1587
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Junior Sutton, Local 113
Eric Braziel, Local 192
Gwendolyn Land, Local 256
Shaun Walston, Local 265
Darnell L. Morris, Local 268
John D. Harwood, Local 583
Cory M. Rigtrup, Local 587
Diron Jackson, Local 689
Keishia Gorham-Parham, Local 842
David Stiggers, Local 1005
Sendra Childs-Cornish, Local 1209

Mauro Varela, Local 1277
Tony Tasillo, Local 1572
Herbert R. Slein, Local 1741
Jamaine Gibson, *Director of Apprenticeships
& Workforce Development*

POLITICAL ACTION COMMITTEE

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Darcy Pederson, Local 615, *secretary*
Brian Connolly, Local 113
Paul Tolson, Local 241
Mallory Jarrous, Local 268
Deborah Lane, Local 308
Harminder (Raj) Brar, Local 569
Neil McKinnon, Local 583
Gregory Bowen, Local 689
Nuccio Stuto, Local 726
Bill Bradley, Local 757
Antoian Johnson, Local 788
Earl Cox, Local 1093
Brunot Fleuriot, Local 1181
Steven Glasscho, Local 1300
Lionel Randolph, Local 1436
David Sayre, Local 1742
Janis Borchardt, *IVP*

DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Roy C. Luster, Jr., Local 1070, *chair*
Mary Longoria, Local 757, *secretary*
Lanette M. Berkley, Local 85
Karen Kleppick, Local 85
Grace Udoh, Local 113
Jose A. Rosado, Local 587
Karen Maxwell, Local 589
Scott Page, Local 589

Ozzie Andrews, Local 689
Arthur Knight, Local 689
Pandora Holman, Local 788
Karen Thomas, Local 819
Maurice Carter, Local 1220
Robin Ward, Local 1300
Michael Cornelius, *IR*

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE

Lorence Bradford, Local 1756, *chair*
Damir Begovic, Local 569, *secretary*
Aleem Tharani, Local 113
Jason DaSilva, Local 113
Cornel Neagu, Local 134
Hariqbal Bal, Local 279
Veronica Chavers, Local 443
James Harrington, Local 448
Darlene Malayko, Local 569
Rajinder Jessel, Local 583
Lisa Medeiros, Local 589
Alphonza Clements, Local 689
Rachid Mhamdi, Local 689
Chris Byford, Local 846
Miriam Wynn, Local 1005
Alfredo Molina, Local 1027
Brenda Moore, Local 1091
Renee Jean Louis, Local 1181
Arcadio Fret, Local 1181
James Van Gerwen, Local 1505
Murad Thomas, Local 1587
Alan Peressini, Local 1722
Paul T. Fischer, Local 1765
Judi DeRusha, Local 1776
Patricia Hall, Local 1777
Natalie Cruz, *IVP*

SCHOOL BUS COMMITTEE

Anthony Cordiello, 1181, *chair*
Diane Stambaugh, 1743, *secretary*
Lelah Rex, Local 381
Crystal McGee Lee, Local 256
Michael Haughton, Local 448
Derrick Dubose, Local 689
Anna Tompte, Local 757
Catina Wilson, Local 788
Georges Saint Victor, Local 1181
Nicko Hedge, Local 1181
DeBoss Christian, Local 1338
John Q. Adams, Local 1563
Joseph Riddle, Local 1595
Nancy McCurdy, Local 1733
Albert Caterino, Local 1753
Lupe Carranza, Local 1756
Chuck Watson, *IVP*

OVER THE ROAD COMMITTEE

Karen Miller, Local 1700, *chair*
Wanda Harrison, Local 1119, *secretary*
Robert Girdharry, Local 689
Robert Carle, III, Local 824
Ronald G. Giza, Local 1342
Stephen Maroto, Local 1363
Richard L. Davis, Local 1498
Andrew Woods, Local 1512
Dennis Jorgenson, Local 1603
Mark Jones, Local 1614
Shawn Purcell, Local 1624
Herman Green, Sr., Local 1700
Bruce Hamilton, *IVP*

INTERNATIONAL PRESIDENT COSTA: Thank you, Sarah. We are good?

SAEZ: Yes.

INTERNATIONAL PRESIDENT COSTA: Okay. Nice job.

Okay. We are going to do a video at this time, let's you want to do the disaster release video? Okay.

ATU Disaster Relief Fund Video

INTERNATIONAL PRESIDENT COSTA: Thank you, thank you. (*Applause.*)

COSTA: I just thank everybody that has donated, all the locals that donated. It's troubling times and a lot of disaster in this last three years. So just thank you for everybody that contributed. It did help. It did help a lot.

Okay. The Rules Committee ready yet? It looks like they may be ready. If we can get some of the committees done, that will be helpful for today to move quicker.

All right. Rules Committee is here.

COMMITTEE CHAIRPERSON DURHAM: Hello. My name is Zefnia Durham, III. I'm your humble chair of the Rules Committee.

I just want to say, it's beautiful being up here seeing this wonderful sea of friends. I feel like Cyrus. I hope I'm not showing my age, from the Warriors. I want to say, Can you dig it? (*Laughter.*)

DURHAM: But I don't know if I'm supposed to say that, right?



Zefnia Durham, President/Business Agent, Local 1579-Gainesville, FL

They just want me to read these rules to you, so I ain't going to hold your time. You see the wonderful Rules Committee behind me. We have a lot of rules here, so just take a breath and bear with me.

This is the official report of the Rules Committee.

I would like to thank each member of the Rules Committee for their work in ensuring that we have a set of rules for this 60th ATU Convention, which is an important foundation to our best traditions of union democracy and will allow this assembly to complete the business the members of this great Union sent us to Las Vegas to undertake.

Because I would be remiss if I did not do so, on behalf of the entire committee, I thank International Vice President Anthony Garland for his assistance in carrying out the important work of the Rules Committee.

To the officers and delegates of the 60th Convention of the Amalgamated Transit Union, we, your committee on Rules and Order, submit the rules to govern the course of this Convention.

CONVENTION RULES

Rule No. 1. The Convention will be called to order at 8:30 a.m. each day and will remain in session until concluded at the direction of the International President, except that the meeting on Friday, September 23rd, 2022, shall commence and adjourn at the discretion of the International President.

Rule No. 2. Any delegate desiring to enter the floor of the Convention Hall must present properly accredited credentials to the Sergeant-At-Arms placed at the door. No one except accredited delegates to this Convention, shall be seated on the floor.

Nondelegate appellants who have properly appealed a ruling to the Convention, and their counsels, who are members of the ATU, shall be allowed to enter the Convention Hall to speak on their appeal, subject to the restrictions in Rules 3 and 4 governing delegates, while the appeal is being discussed and voted on.

Rule No. 3. When any delegate is about to engage in debate or otherwise address the Chair or delegates, such delegate shall rise from their seat, proceed to the

microphone, turn on the light, and respectfully address the Chair.

Once duly recognized by the Chair, delegates shall first state their name, together with the number of their local union, or as the case may be, the name of the joint bargaining council they represent. Delegates shall then confine their remarks to the subject introduced or under debate to avoid personalities.

Delegates should conduct themselves with the appropriate decorum while the Convention proceedings are in session. In the event a delegate disrupts or otherwise interferes with the orderly process of the Convention's business or fails to comply with the direction of the Chair or with the rules governing the Convention, the Chair may instruct the Sergeant-At-Arms to remove the delegate from the Convention floor and bar that delegate's reentry for the duration of the session or the duration of the Convention.

Any delegate who engages in any altercation of a physical nature will be removed from the Convention and may be referred to the appropriate authorities, if necessary.

Rule No. 4. Any delegate to the Convention shall be entitled to the privilege of speaking on all questions, limited to five minutes, and no delegate will be allowed to speak more than once on any subject until all other delegates who wish to speak on the subject have been heard. Provided that limitation has been satisfied, a delegate may have the privilege of speaking a second time, again, subject to the five-minute rule. Any further privilege of speech shall be afforded only by the majority consent of the assembly.

Speaking delegates will use a microphone accompanied by the lighting system. The purpose of the lighting system is to indicate when a speaker's allotted time expires. At the beginning of the speaker's remarks, a green light will be shown and will turn yellow upon the oneminute mark from the conclusion of the allotted speaking time.

At the expiration of the allotted speaking time, the light will turn red and speakers shall conclude their remarks.

Rule No. 5. No delegates may conclude their remarks by moving to close debate. If a motion to close debate carries, debate shall be closed, except that any

delegate who was standing in line at the microphone at the time of the making of the motion shall be given the opportunity to speak on the issue.

Rule No. 6. When a delegate is recognized by the Chair to address the assembly, no other delegate shall leave their chair or engage in conversation.

Rule No. 7. When the Chair is putting a question or when a vote is being taken, no accredited delegate shall leave the hall.

Rule No. 8. All cellular telephones and other electronic devices shall be silenced in the Convention Hall. No delegate or guest shall be permitted to engage in oral communication by means of any cellular or wireless device within the bounds of the Convention Hall.

Rule No. 9. When the Convention is about to adjourn, delegates should keep their seats until the Chair announces the adjournment.

Rule No. 10. Any resolution contemplative of amending the Constitution and General Laws received by the International President after August the 1st, 2022, shall not be considered by the Convention except by a two-thirds vote of the delegates present; however, provided that any resolution received by the International President after the Convention recesses for the day on Tuesday, September 20th, 2022, shall not be considered except by the unanimous consent of the delegates present.

Rule No. 11. The Chair shall refer any properly received resolution which is contemplative to amendments to the Constitution and General Laws of the International Union to the Laws Committee. The Laws Committee shall consider all such resolutions referred to it, and report on such resolutions prior to the Convention taking action on the on such resolutions.

Rule No. 12. The Chair shall refer any properly received resolution which is not contemplative of amendments to the Constitution and General Laws of the International Union to the Resolution Committee. The Resolution Committee shall consider all such resolutions referred to it and report on such resolutions prior to the Convention taking action on such resolution.

Rule No. 13. The Convention shall consider an appeal only if it was timely filed with the International President pursuant to the Constitution and General Laws Section 23, Appeals, and only if it is an appeal of a decision of the General Executive Board which was issued by August 1, 2022.

Rule No. 14. The Chair shall refer to the Appeals Committee, all properly filed appeals of decisions of the General Executive Board which were received by the International President by August 1, 2022.

Rule No. 15. The Appeals Committee shall consider all appeals referred to it and report on such appeals prior to the Convention taking action on such appeals.

Rule No. 16. Every accredited voting delegate present shall vote on all questions unless excused by the Chair. Prior to the reading of the reports of the Laws Committee and the Appeals Committee, all delegates meeting in committees will be given notice that a vote is to be taken and provided adequate time to return to the Convention Hall.

Rule No. 17. The nomination and election of all international officers and delegates and alternates to the AFL-CIO Convention shall take place in the regular order of business of the Convention beginning on Thursday, September the 22nd, 2022, at such time as the Chair may provide, and shall be conducted in accordance with the following specifications:

- A. During the Convention, there will be no campaigning or distribution of any campaign literature or material at any location within the Convention Hall, or during the election, inside of the polling room or within 60 feet of the entrance doorway to the polling room, except that:
 - 1. Campaign material of standard legal size, 8by14 inches, or smaller may be distributed on delegates' tables on the Convention floor prior to each day's opening of the proceedings and during breaks and recesses.
 - 2. Delegates and guests may wear campaign buttons and campaignrelated shirts, but they may not wear such items while on the podium.

B. Nominations shall be called for each officer separately and in the following order:

International President;

International Executive Vice President;

International Secretary-Treasurer;

International Vice President positions;

Delegates to the AFL-CIO Convention positions;

Alternates to the AFL-CIO Convention positions.

Nominations shall be called for each office before proceeding to the next office.

All nominations shall be made from the floor and may be made by any accredited delegate. No person may be a candidate for more than one office. Nominating speeches shall be limited to four minutes in duration. No seconds shall be necessary to a nomination and, except as otherwise specified immediately hereinafter, any seconds shall be limited to two and shall not exceed one minute each in duration.

Those nominated shall accept or decline their nominations prior to the close of nominations. Nominees who have accepted their nominations shall be candidates.

If a candidate withdraws their nomination after the close of nominations, nominations for that office, or delegate or alternate position, shall be reopened. The withdrawing candidate shall be ineligible to be a candidate for that or any other office, or if the withdrawing candidate was a candidate for a delegate or alternate position, the withdrawing candidate shall be ineligible to be a candidate for that or any other delegate or alternate position. Nominees shall not be permitted to make acceptance or declination speeches.

C. Each International Vice President shall be contested separately.

- D. Nominations for delegates to the AFL-CIO Convention and alternatives to the AFL-CIO Convention will be conducted separately and nominations for each position will be closed before proceeding to nominations for the next delegate to the AFL-CIO Convention and alternate to the AFL-CIO Convention position. Voting for positions as delegates to the AFL-CIO Convention and alternates to the AFL-CIO Convention will be conducted concurrently.
- E. In the case of election contests, where there are more than one candidate for the same office, the voting shall be by secret ballot. Where there is only one candidate, no secret ballot shall be necessary, and the Chair shall instruct the International Secretary-Treasurer to cast the unanimous vote, except where there is only one candidate for the position of International Secretary-Treasurer, in which the Chair shall instruct the International Executive Vice President to cast the unanimous vote.
- F. Only an accredited delegate to the Convention who has been elected a delegate by secret ballot vote among the membership of their local union, or joint bargaining council, and whose name appears on the list of delegates certified by the Credentials Committee as eligible to vote, shall be allowed to vote in the elections.
- G. Each delegate on the voting eligibility list shall be entitled to one vote in each election. No proxy vote shall be permitted.
- H. (h) The names on the ballots shall be ordered alphabetically by last name and then by first name. No write-in candidates shall be permitted.
- I. Elections shall be by plurality vote, with the candidate receiving the most votes declared elected. In the event of a tie, where no candidate receives a plurality of the ballots cast, there shall be a runoff among the candidates receiving a tie vote. And in the runoff, the candidate receiving the highest number of votes shall be declared elected.
- J. The Balloting Committee shall receive and count the votes. Upon presentation of the credentials by each accredited delegate voting in an election, a member of the Balloting Committee shall require the delegate to sign next to their name on the voter eligibility list and shall provide a ballot to the delegate.
- All eligible voters shall be afforded a reasonable opportunity to vote at the polls. Only members of the Balloting Committee, official observers, representatives of the International Legal and Controller's Department, and accredited delegates in the process of voting shall be permitted access to the polling location.
- K. Each candidate whose name is to appear on the ballot shall have the right to designate and to have present at each polling location and at the count, up to two official observers of their own choosing. This right encompasses the right to be present at every phase and level of the voting process, including the presentation of credentials and the registration of eligible voters and preparation of ballots, the observation of each polling location, the counting of the ballots, and the certification of the tally.
- Any candidate wishing to have an observer at the polling place must submit in writing the name of the observer to the International Secretary-Treasurer prior to the commencement of the voting for the contested office.
- L. The International Secretary-Treasurer shall have official custody of and the duty to preserve for one year the credentials of the delegates and all minutes and other records pertaining to the election.
- Rule No. 18.** The rules of this Convention, once adopted, shall be suspended or modified only by two-thirds vote of the delegates present.
- Rule No. 19.** When the foregoing rules of this Convention or the Constitution and General Laws do not otherwise govern, Robert's Rules of Order, Newly Revised, 12 Edition, shall determine any point in question.

DURHAM: The committee recommends adoption of these rules. On the behalf of the Rules Committee, I hereby move adoption of this complete report. *(Applause.)*

DELEGATES: *Seconds from the floor.*

INTERNATIONAL PRESIDENT COSTA: It is moved and seconded to adopt the Convention Rules. Is there any discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. *(No response.)*

(Gavel bang.)

The ayes have it.

Thank you, Zef. Thank you, Committee, for the hard work. *(Applause.)*

COMMITTEE SECRETARY-TREASURER MASON: I’m going to read the names of the committee.



Tommy Mason, Local 726-Staten Island, NY

Zefnia Durham, Local 1579, *chair*

Thomas Mason, Local 726, *secretary*

Schetrone Collier, Local 26

Kevin Barrett, Local 85

Angie Clark, Local 113

Douglas Buckendorf, Local 398

Raymond MacKenzie, Local 508

Kenneth Rice, Local 540

Tamieko Cook, Local 587

William Berardino, Local 589

Jerry Ballard, Local 662

Theus Jones, Local 689

Juan Amaya, Local 694

Fred Casey, Local 757

Luis Gomez, Local 822

Jeffrey Evans, Local 825

Travis Oberg, Local 987

Scott Bate, Local 1189

Melvin Hicks, Local 1197

Douglas Behr, Local 1267

Cesar Buenaventura, Local 1309

Donnie Jolly, Local 1338

John Troxell, Local 1547

Dana Mims, Local 1555

Kathleen Custer, Local 1576

Eduardo Cortez, Local 1774

MASON: Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Tommy. Thank you, committee, for the hard work. The Rules are done. And I’m sure you’re tired of standing with all that reading.

Thank you, Zef. Take care. *(Applause.)*

Okay. Let’s recess to lunch and reconvene at 2:00. How is that? *(Applause.)*

Whereupon, the 60th International Convention of the Amalgamated Transit Union was recessed until Monday, September 19, 2022, at 2:00 p.m.



DAY ONE

Monday Afternoon Session – September 19, 2022

The 60th Amalgamated Transit Union International Convention reconvened on Monday, September 19, 2022, at 2:00 p.m.

INTERNATIONAL PRESIDENT COSTA: Sergeants-At-Arms, please get everybody in. Let's reconvene.

I hope everybody had a good lunch. Anybody who wants to appear before the Laws or the Appeals Committee should do so, like, right now. If you would like to appear before the Laws or Appeals Committee, now is the time.

Sarah, can you repeat those two rooms for the Laws and the Appeals Committee?

SAEZ: Yes. Laws Committee will be meeting in Neapolitan I. Appeals Committee will be meeting in Neapolitan III.

INTERNATIONAL PRESIDENT COSTA: Thank you.

Next, we have a video message from Rachel Notley Notley. I'm sorry. A member of the Legislative Assembly and the leader of the Alberta New Democratic Party,

where she fights for progressive solutions (*Applause.*) to the challenges faced by Alberta families and to hold the current government accountable for its failures.

She believes in building a strong and diversified economy that creates good jobs to support families. She is a close friend of the ATU and could not be here because she's gearing up for the next elections.

We need to get all of our members in Alberta to get out to vote, so we are going to be playing a video message from Rachel.

Is that ready?

RACHEL NOTLEY

Leader of the Alberta New Democratic Party

VIDEO MESSAGE

RACHEL NOTLEY: Hello, everybody. Thank you so much for that introduction. It is such a pleasure to give remarks at the Amalgamated Transit Union's 60th Annual Convention. 60 years, the diamond jubilee.



Rachel Notley, Leader of the Alberta New Democratic Party

This is an amazing accomplishment, signifying the growth of your membership and the strength of transit workers across North America. It was such an important occasion on the books. I'm not at all surprised the ATU is taking over Caesars Palace.

Unfortunately, I was not able to hop down to join you in Las Vegas to celebrate because, you know, we are very busy back here in Alberta preparing for the election, and let me tell you, this will actually be an important election for working people, not unlike the most recent American election.

'Important time in history'

Right now we are at an important time in history. Across North America inflation is hammering household budgets, and while corporate profits are soaring, wages have not even remotely kept pace, and more people are struggling to make ends meet.

In Alberta and this is for the benefit of those of you who are from outside my province the government here is kind of falling apart. We have a lame duck premier, and those seeking to replace him are running campaigns based on anger, fear, and total misinformation.

But working people are not afraid. You know the difference between snake oil and real solutions, and I expect transit workers here will agree, to move forward you need your eyes on the road and a firm grip on the wheel. You don't veer into the ditch at the first sign of trouble. You put the interests and welfare of others first. You don't give up, you show up, and I believe that together, we have an opportunity to rev up our economic engine, strengthen our province, build our

country, and compete around the globe.

All right. That's enough with the puns. I promise you though, if Alberta's NDP is elected, you will have a government that respects working people and puts families first. One that protects important public services, like health care and education, and acts to make life more affordable for you and your family. And one that grows the economy and works to create good jobs, lasting jobs, mortgage paying jobs, and, yes, union jobs because those are the jobs we need right now.

'Workers need a strong union like the ATU'

In these times of high inflation and economic uncertainty, workers need a strong union like the ATU, so we'll repeal the antiunion laws passed in this province, the ones that silence the voices of working people and hurt your ability to organize.

We'll pass laws that promote fair overtime and fair wages, laws that protect your pensions, not laws that force you to gamble them away. We'll act to create jobs and grow the economy, and we'll support our most vulnerable.

Anyone here who drives for paratransit will know what the conservative regime has done to financial support programs for persons with disabilities, like AISH. And, in fact, all transit workers have seen the impacts from rising inequality and cuts to affordable housing, mental health, and addiction support services, and all of it is entirely unnecessary.

Unlike a lot of other places, Alberta's oil and gas resources have produced a revenue windfall for the government. We have a \$13 billion surplus, and still those programs have been cut to levels below the poverty line. We'll reverse the cruelty and end the chaos by getting back to common sense and by doing the hard work of building together. That means big projects in our cities and new transit lines like the Green Line in Calgary.

Albertans wants to get ahead, and unlike the other guys, our team has a plan to help them get there, but we need your help to do it.

‘ATU mobilized to win important elections’

Recently, Local 569, Edmonton, and Local 583, Calgary, mobilized to win important elections from city council to mayor. You were focused and you were organized. To those Albertans in the room, if you want a better government, I’m asking you for the same kind of support in this next election.

So when you get back from Vegas, with all of that increased stamina from walking the strip, maybe come join us out on the doorsteps for a little bit of talking to your neighbors, and if you are organized and ready to fight, come volunteer in your local riding, wherever that may be.

And if you are just really, really good at counting cards, well, consider making a donation. Okay. I’m kidding. Well, kind of.

And to all of the transit workers here today, congratulations again on 60 years. Keep that pride in your work, keep raising up your community, and never stop fighting for fairness and better work for all of you, for you, for your neighbors, for future generations.

Thank you, and I wish you a wonderful Convention.

INTERNATIONAL PRESIDENT COSTA: Thank you, Rachel, for everything that you do for working families.

Okay. Kenny, you are going to take over. We got the Oscar Awards, right?

FINANCIAL SECRETARY AWARDS – THE ‘OSCARs’

INTERNATIONAL SECRETARY-TREASURER KIRK: Good afternoon. I have the honor of presenting the Financial Secretary-Treasurer awards, otherwise known as the Oscars, in memory of our beloved International Secretary-Treasurer Oscar Owens.

The financial secretaries are the unsung heroes of all of our local unions who have distinguished themselves with service to their members with this ultimately challenging job. After the video, winners please come to the stage to accept your award.



Please roll the video.

‘Oscars’ Video Presentation

(Applause)

INTERNATIONAL PRESIDENT COSTA: All right. Come on up and get your award. Congratulations. Come on up. Are you in the room? See what happens when you are not in the room you get an award and we call you out.

Salvador Morales, Local 398-Boise, ID

Harold Richardson, Local 1182-St. John, NB

Luann Bruno-Turpin, Local 1595-Pittsburgh, PA

Ralph Buccitti, Local 281-New Haven, CT

Mark Hodel, Local 752-Bloomington, IL

Dion Zacharias, Local 987-Lethbridge, AB

Rhealene Wagner, Local 615-Saskatoon, SK

Douglas Behr, Local 1267-Ft. Lauderdale, FL

Tanika Thompson, Local 1385-Dayton, OH

Toi Bowers, Local 241-Chicago, IL

Tommy Bellfield, Local 1005-Minneapolis & St. Paul, MN

Lawrence Prosser, Local 1091-Austin, TX

(Awards presentation.)

(Applause.)

Congratulations to our Oscar Award winners. Thank you for the good work.

COSTA: Okay. We have another speaker, Clayola, our next speaker. *(Applause.)*

COSTA: Go ahead. *(Applause.)*



Tommy Bellfield, Local 1005-Minneapolis & St. Paul, MN



Lawrence Prosser, Local 1091-Austin, TX



Douglas Behr, Local 1267-Ft. Lauderdale, FL



Travis Oberg, President, Local 987-Lethbridge AB



Tanika Thompson, Local 1385-Dayton, OH



Salvador Morales, Local 398-Boise, ID



Rhealene Wagner, Local 615-Saskatoon, SK



Toi Bowers, Local 241-Chicago, IL



Thalia Klunick, Local 752-Bloomington, IL

Clayola Brown. She wasn't feeling too good. So she was supposed to be on a little earlier but she's feeling better I understand.

So our next speaker is no stranger to the ATU. She has spoken at a lot of our Conventions and delivered some great remarks and inspiring speeches.

A union leader and a civil rights activist, Clayola Brown started organizing alongside her mother at the age of 15 to unionize the Manhattan Shirt Factory in Charleston, South Carolina where she was born.

After graduating from college, she went to work for the Textile Workers Union of America. She served as their Education Director, Civil Rights Director and as manager of the union's Laundry Division before being elected International Vice President.

In 1995, she was elected to the International Executive Council of the AFL-CIO. In 2004, she became the first woman to serve as a National President of the A. Phillip Randolph Institute.

So please give a warm welcome to our friend, Clayola Brown. *(Applause.)*

CLAYOLA BROWN

President, A. Phillip Randolph Institute

MS. CLAYOLA BROWN: Oh, my goodness. Look at you all. Thank you. Thank you so much.

Look at you all, my goodness, my goodness. I guess you said look at that old lady crawling out of that fast little mobile. I tell you what, when you can't walk, you better find a ride. And I don't know of



Clayola Brown, President, A. Phillip Randolph Institute

any better place than to get a good ride than at ATU.
(Applause.)

That's what I'm talking about. That's what I'm talking about. *(Applause.)*

'We got you'

Let me say to all of you, when I come to you I feel like I'm coming home, because I look in the faces of folks like my brother, John Costa, and I say that with all sincerity because these years that have been slowed down by the pandemic and the isolation and all of the rest of it kind of separated you out, right? Aren't you all glad to see one another? *(Applause.)*

Yeah, it feels good, doesn't it? Now there are leaders and then there are leaders. With John, all I had to do was look in his direction and I knew that the support was there. And I didn't hesitate for one second to have that talk with him about how it is that we want to maintain the strength and the leadership inside of APRI. And the only thing he said to me is, "We got you."

Now some folks will say "We got you" and when other folks say "We got you" you better be ducking. You know what I'm saying. *(Laughter.)*

Now my sister Jean Hervey is here with me and she's got my purse and my glasses and I'm about as blind as I don't know what right now. I've got my cheat sheet y'all right here. I can't see none of it. *(Laughter.)*

But I do realize that between what I say and where we're going is thank you, Jean. I appreciate it. That's Jean Hervey, the Executive VP for Workers United. *(Applause.)*

Ride or dies

You know you have those friends who are ride or dies. Well, that's ride or die, plus a sister. And I tell you, when you get one, hold onto them because there are not many that you can hold onto and know that you're safe.

Now I have a new brother that I'm very proud of and he got a taste of working real hard too at the last conference that we had in Baltimore. And at that point, I couldn't go to Baltimore either. I'm going to

share something with you. I believe in being transparent. And the only way I know how to do that is just to go ahead on and tell the truth, all right, because I'm getting to a point I'm so old I can't remember jack stuff. *(Laughter.)*

So Ken Kirk is you all think he belongs just to you but he doesn't. He belongs to us too. Let me just tell you that. And he's doing a bang up job. Coming to the board in the footsteps of Oscar Owens, "Double O" was not an easy job. But "Double O" is always in our heart, in our mind and in our thoughts. But that one right there, he's rocking and rolling already and the people love him.

Ken, it's a pleasure to have you for sure. For sure. *(Applause.)*

And I take a look also at our Executive Vice President Javier Perez. Javier, you thought I didn't remember, didn't you? Oh, we tight? Don't tell all our business now. We've got to keep some secrets from some people and just kind of roll with it for sure.

But Javier represents you well, not afraid to speak up, certainly ain't afraid to fight. That's for sure. *(Applause.)*

Those of you that really know him know that that is absolutely the truth. I have been looking at all that you have done, but not just me. I'm talking about across the labor movement. And across the labor movement, your Union and you as leaders have given the support and the courage to so many others by the fights you've taken on.

I can remember the last time I was with you we had idiots getting on the bus trying to spit at people, wanting to fight folks and all of that. But you know what, everything just kept right on rolling. And I've seen some drivers I'm not telling on any names at all but in D.C., don't mess with those drivers in D.C. Because if you come for them, you better pack a lunch because you're going to be there for awhile because they will come right back at you.

And watching sisters as well as brothers hold the line and making sure that everybody is safe, even when somebody gets on a bus that thinks that they are invincible. I have seen a sister put a man in his place in no time at all and everybody on the bus did exactly what you just did, applaud them. *(Applause.)*

'I applaud you for your bravery'

So to all of you taking that fight head on, I applaud you for your bravery, for your courtesy, for your efficiency and service. I applaud all of you. *(Applause.)*

You lead the way in showing the rest of some of our unions just how it is that you stick up and stand up because we are Stronger Together and that is what matters. Exactly. Exactly.

Now I say to you, you had the juice this morning. You had our national president or international president, Elizabeth Shuler.

Now, it feels real good to be able to say, Madam President. *(Applause.)*

Sisters, you all know what I'm talking about. It feels real good to be able to say, Madam President, and Liz is doing such a good job. I worry about her because she's always on the road in the middle in the thick of everything that is going on, and she too has that kind of stamina, courage, and bravado to just keep pushing at it.

Now, when I took a look at the folks coming behind the stage while I was rolling up in here, I saw some friendly and happy faces. I know I saw Chantel Daniels from Jacksonville, Florida, who all of my where are you, Chantel, are you out there or are you hiding behind the back?

INTERNATIONAL PRESIDENT COSTA: She's out there.

MS. CLAYOLA BROWN: She's out there? I saw her just a few minutes ago. Chantel was one of the ones that brought me in.

I also saw let's see, who else? I have a list of folks that were supposed to be here. Some of you didn't quite make it here because I know you are in Vegas and you probably stayed up half the night. *(Laughter.)*

Okay. Roy Luster from Indianapolis, are you out there? See, this is a way to find out who came. *(Laughter.)*

Lakecha Strickland from Chattanooga, did you make it Lakecha? Ooh, I'm putting all of your business in the street. *(Laughter.)*

I know from Kansas City, William Howard, where are you? Okay, somebody is representing whether he's here or not. *(Laughter.)*

All right. You know what I'm saying? That is what you do. If you know your road dog ain't up in here, you better holler, let somebody think that he or she is here anyway. That is what you do. *(Applause.)*

Now, because I can't see real good, I'm going to leave it at that. Where is the Escort Committee that brought me in here? Where are you? Are you close by?

'This year has been a rough one'

There you are. I want folks to let you see who brought me in here because they had a load to carry today. I'm going to tell you a little bit of a story because, like I said, I can't keep nothing.



This year has been a rough one. First, I got diagnosed with cancer, but I told the devil he was a liar, and that is exactly what he is turning out to be. Okay? All right? *(Applause.)*

BROWN: And right after that piece, then my knees started messing up, and that's what happened since I got here. A little bit of it beforehand, but they could not do anything because of the other stuff, and I'll get that taken off when I get back.

But my dear, sweet brother, your President, John Costa, when I saw him yesterday and I had this little happy cane with me, he looked at me and he said, You look good, but what is going on? And I told him. He said, "getting old is a dog, ain't it?" Let me give you all men folk a little

bit of advice. Don't ever tell no woman getting old is that is your spot where you tell a lie. *(Laughter.)*

Even though she knows she's old, don't be reminding her she's old because then you look at your brother and you go, "Damn, he said that, right?" *(Laughter.)*

But, see, we are good enough friends that he can say that to me and it's all right because getting out is a witch. Okay?

Now, when I took a look at some of the other folks around the Convention and you all have the same problem as I do. You see folks not every week, not every month, and maybe only one time a year, but everybody expects you to remember their name, right? That has never happened to you? You all are lying. You know it happens to you all of the time. But you know the face and right away, without communicating anything else, the joy of seeing them again is what you feel in your heart and that smile comes over your face and you don't know what else to do with yourself except say, "Hey, Sister, hey, Brother", and if they are real fine, you say, "Hey, baby, how are you doing?" *(Laughter.)*

And you let it go like that, right?

'ATU is definitely a family'

But a part of it is family, and ATU is definitely a family. When you come to a Convention of yours, there's no putting on like I'm from South Carolina. You all know that. But in the country they don't say "fake" or this and that. We say, There ain't no putting on. You just be who you are.

And coming to this family, I can always feel comfortable because I am going to be who I am. I don't know anybody else that I can be and don't want to be nobody else. But knowing that you have backup no matter where you are.

Sister Jackie Jeter, are you in the room this afternoon?

DELEGATES: *Cheers from the delegation.*

BROWN: Where are you? Jackie, just hold up your hand, Sister. Don't act like you don't know me just because all of these folks are here. Oh, I see you. There she is right there.

Jackie is somebody I can call in the middle of the night, in the middle of the day, in the middle of the week, and if I ask her, Jackie, how about brainstorming this with me? She's ready. No questions asked whatsoever.

And there are other brothers and sisters. My sister from Savannah, Georgia. Well, let's see. Okay. I don't see her, and I'm having a brain fart right now, so it's going to take me a minute, but her name will come to me, too.

INTERNATIONAL PRESIDENT COSTA: She might be on the committee.

BROWN: She's on a committee? All right. Because I know you all are having your committee activities right now, too. But she's very pretty, big cheeks, pretty cheeks, lives in Savannah, be cutting up no, Charleston, that is where she's from, and does a real good job with the APRI chapter there.

But this afternoon, John asked me to talk about two things, and I'm going to try my best not to make you ashamed, Brother Kirk. I will try my best.

A. Philip Randolph

One is to say something about A. Philip Randolph and the organization we have. I want to ask you for a show of hands. How many of you were here the last time I spoke in '19? Let me see your hands. Okay. All right.

So the most of you already know what I would have said anyway. Okay? So I know that I'm the only thing between you, your committee activities, and Michael Jackson's show tonight. Right? *(Laughter.)*

Yeah, I know how you all roll, okay? Some of you all want to get back and put on your Michael Jackson outfits. *(Laughter.)*

Just make sure that they don't be too tight. And if one of you all jump up and go, "Yeeheehee", I'm going to be right there to punch you right in your arm. Okay?

I think that is a very good present, and thank you so much for doing that because if I can hop, I'm going to be right there with you hopping and grinning. And I won't holler that, but I might do one of those slides if I can work it out to make my body moves in that direction.

But I was also blessed to be asked by Rich Trumka, before he passed away to take on the responsibility of civil rights director for the AFL-CIO, and a piece of that is he said, I want you to call the question on things that may not be happening.

Now, you also know that there's a Racial Justice Task Force that operates around the same kinds of issues. And you'll hear from Terry Melvin tomorrow, so I won't try to take any of his stuff from him.

But inside of the house of labor, sometimes you have to call a spade a spade, and sometimes what we are supposed to be doing ain't happening. You know what I'm saying?

'Speak truth to power'

So a piece of it is to speak truth to power. If we need to take a look at what it means to have women's rights, sisters, let me tell you, the squeaky wheel gets the grease. And if you sit and just talk to other sisters about it, nothing will change, but if you are mad enough about it, you better start speaking up so that you can support sisters throughout the entire labor movement, not just ATU.

If you are not happy about the way that our social justice pieces are happening, especially around black issues, brown issues, API issues, whatever they are, speak up so that those changes will happen.

Now, we have a way of communicating, black women in particular, without saying a word, don't we? Black women can look at you like this, and you know exactly what she's thinking. *(Laughter.)*

And if it's your wife or your sister or your mama, okay, and she gives you one of these, there's no further need for discussion because you know you better be explaining or running, one or the other. *(Applause.)*

Now, Latino woman you know that you do the same thing, but you all have, I mean, really perfected that head motion. If something ain't right, it's like, and you know that it's going to be corrected real soon. *(Laughter.)*

And my Caucasian sisters, don't think just because everybody puts us in separate buckets, we are all operating

alike. The first thing my Caucasian sisters will do is put their hand on their hip and stand there and look at you like she's saying, You must be a fool. *(Laughter.)*

And it's all of those kinds of things that help us with our line of communications, and we have got to always be able to do that so that the communications that we put out there, even if it's around the issue of politics, is clear.

'Sometimes we don't always get it right'

I said a little bit earlier that in the house of labor, sometimes we don't always get it right. We are jumping all over the place with our issues. The other group of folks out there, Republicans, one thing they can do is stay directly on message. It may even be crazy, but you hear it long enough that folks will repeat it and repeat it and repeat it, and believe it and believe it and believe it.

But the message coming from the house of labor has to be absolutely clear, and right now that message is to make sure that we turn out and we turn it up and we start voting in this midterm election, so that we can get to 2024 and continue to hold onto the rights that we have worked so hard to get. *(Applause.)*

Now, I will say this too, that all women don't vote the same way, all Republicans don't vote the same way, and all Democrats certainly don't vote the same way. But our issue is to vote for those things that empower workers, that empower our rights, and we have got to start thinking about what is going on and some of the handicaps that are out there.

Do you know that over 10,000 poll wreckers, not poll watchers, poll wreckers were trained in the last nine months alone on how to disrupt the polling operation and how to disrupt early voting? And these folks think they have a badge of some kind with no title, that they can stop an election and even try to turn an election site out. That is some scary stuff.

And for some of us who are seasoned and working these poll sites, when you talk to them and they see all of the crazy news that go around that, they are going to think about it a couple of times.

Now, some of them will tell them, You come up in here with that stuff, I got something for you, but then others will say, Well, I don't feel like being bothered with that and we will have a hard time getting folks there.

But right now inside of the AFL, we are working on making sure that we have a justice tag, where our folks can then call lawyers who can go in and help to supplement and to give advice if someone comes in to wreck a poll, and that is going to be vital. It is going to be key in 2022, and it will certainly lead to some strength going to 2024.

Why messaging is so important

Let me tell you about messaging and why that is so important. Well, we are here in Las Vegas. Let me tell you something about Las Vegas. Some police officers were outside, and all of a sudden two ladies of the evening were riding around town with a sign on the top of their car which said, Two hookers, \$50. *(Laughter.)*

A policeman seeing the sign stopped them and told them that they would either have to remove the sign or go to jail, but just at that same time, another car passed with a sign saying, Jesus saves. Now, one of the ladies asked that same police officer, "How come you don't stop them?" "Well", the police officer said, "That is a little different", and he was smiling. "Their sign pertains to religion."

So, the two ladies of the night, they frowned as they took their sign down, and they drove off. The following day, however, the same police officer was in the same area when he noticed the same two ladies again driving around with a large sign on their car. Now, he figured this would be an easy arrest, right? He began to catch up with them when he noticed a new sign which now read, Two fallen angels seeking Peter, \$50. *(Laughter.) (Applause.)*

So, I share that with you because messaging is important. *(Laughter.)*

And sometimes you have to be creative to catch the ear and eye of what's going on. Because some people will say, "Well, we're going to March." And some of these

young folks will ask you, "Where we marching to?" And if you don't have a good enough answer for them, you will find just you and somebody else or someone more that's willing to get out there with you.

'If we listen...'

But if we listen, that's why we've have got two ears and only one mouth. All right. If we listen to what our membership is telling us we need to be doing in order to garner the support that we need around the election time, we can pull what we need.

How many of you are shop stewards? Let me see your hands. *(Delegates comply.)*

That's a good representation. Yeah, give yourselves around of applause. *(Applause.)*

Now the reason I ask that and the reason I say this is you can be the best shop steward in the world but you will wait a long time before somebody will come and say, "Good job." Right? They will come with all of the complaints and all of the whatever confusions and whatever but it would take them a minute to say, "Good job." But they have all the ideas and all of the rest about how it should be handled. And when you say, "Well, how about you run and take my spot the next time, what happens?" *(Responses from the delegation.)*

So, you know I know what I'm talking about.

All of those pieces mean that being a leader is not recruiting people that will be followers for you but recruiting new leaders that can keep the banner flying high. That can keep the word of your Union in the mouths of your membership with some knowledge.

Because sometimes you got people creating their own story and talking about how this Union is supposed to work and what the Constitution and the Bylaws call for and you're standing there going I ain't never seen that in the Bylaws. I have never seen that in our Collective Bargaining Agreement. A bad message or a mixed message can be just as harmful as no message at all. So every time you are putting stuff together, remember who you're talking to and how is it that you can think quick.

'Together you can do anything and everything'

Now one afternoon a farmer his donkey who was getting kind of old fell into an abandoned well. That poor animal he started crying and he was crying for hours. As the farmer heard him, he was trying to figure out what to do. A well is a deep thing.

Finally, he decided that the donkey was old and that the well needed to be covered up anyway because it was about dried up no matter what. So it just wasn't worth it for him to put all that time and money to get that place all dug out to get the donkey out who would probably be gone in a short time anyway.

Well, he invited his neighbors over, told them come on over and help me and so they came because he had some food for them after it was over. You know a little bit of food will get you a whole lot of volunteers.

But they started grabbing the shovels and began to shovel dirt into the well, and realizing what was happening, that old slick donkey decided to come up with his plan, too. He kind of leaned to the side in the well as they shoveled the dirt into the well, he stepped on top of the new dirt and started patting it down, making it harder. The farmers kept shovelling it in and he would wait and he would step on the new dirt and step a little higher. Well after a little while and all of this was going on, guess what, that donkey was at the top looking at all of those who thought they were burying him in filling the hole. They were filling the hole but there was a plan that the donkey had. And he was coming up to the top of it.

Now, the moral of that story is just to tell you that, you know, sometimes when you are trying to cover your behind you better take a look around because sometimes the behind that you covered may not be your own. And someone who's got a plan will certainly outsmart you, out think you and be at the top of the pile.

And again, your Convention theme, we're Stronger Together, that's what really matters and gets that job done. Together you can do anything and everything.

One of the things that we know is if you really want to get somebody mad, start minding their personal business. I have not seen women come together so fast

as the issue on abortion in a long time. A part of it is whether you believe in abortion or not, don't tell me what to do with my body. *(Applause.)*

Okay. We may be old and a maybe a little slower and abortion does not even apply to our thinking but the audacity of you to decide for me what I can do with my body is way beyond me being quiet. It means we're going to grease up and get ready to go for the spike because baby it's on at that point. *(Applause.)*

That's what it means. That's what it means. *(Applause.)*

Immigration

And when you turn around and look at what they are doing on the immigration piece. Busing people in and dropping them off at the Vice President's house, what is that about? What kind of indignity do you think that is? First, treating people like cattle without any humaneness about the whole issue to start with. If we think about it, every one that has come to this country is an immigrant, is an immigrant and doing it together we have made a great country. *(Applause.)*

We have done that but we have done that together. And the time for division is off.

Now, there are sheets and sheets that I can share with you but I know you heard from Liz. You probably got a great song from Elise this morning. Did she sing? *(Applause.)*

That sister can go, too.

So the issues that our president gave about where we are politically, has already been done. The joy of being able to do it in harmony was addressed through Sister Elise this morning. And you've got Terry that will be here tomorrow, who will talk about the racial justice piece, and you have got me today who understands when it's time to hold them and when it's time to fold them.

Trust

Now one of the brothers asked me yesterday when I saw him to tell you about trust, the story I told to you all one time before. So I will do that and I'll do it real quick and I will be done and let you all dance

to Michael Jackson if that's what you want to do. *(Laughter.)*

Some of you all you know you can't dance, so don't get out there trying to act like a fool, okay? *(Laughter.)*

Because we will either join you or laugh at you.

But the issue of trust is one that's high on the list. As a leader you must establish that, so that people feel comfortable and secure in whatever you say and what you do. Now I have a band, he is no longer my husband because we got a divorce. *(Laughter and applause.)*

Yeah, we did. And we're pretty good friends right now. But while I was young, I looked at that man and my whole inside would just melt. Just fine for no daggone reason whatsoever. Yes, Lord Jesus, and sisters you all know what I'm talking about, you get that thing going on. Right? *(Laughter.)*

But when I started with the union, a part of what I had to do was to work on organizing as well. We had a large campaign going on, JP Stevens. And I had to travel for my union. And in doing so, I was on the road quite a bit. And it was fine with him in the beginning. And then our nosy behind neighbors, "I wouldn't let my wife be gone for that long", whatever, and you couldn't tell I could not tell him that them same ones who was telling him what I should not be able to do were some of the same ones that were trying to hit on me. Back in the day, I was fine, okay? *(Laughter and applause.)*

I was.

But I asked him when I was leaving, I said, Baby, can you give me some money, because I did not get my paycheck yet. And he looked me dead in my face with those gorgeous eyes he has and he says, I don't have any money. I said, Okay. Well, after he said that he was walking and talking at the same time and he walked into the bathroom to go take him a shower but he had a habit of hanging his robe up on the door and hanging his pants up on the knob. *(Laughter.)*

Well, while those pants were on the knob, they somehow managed to fall to the floor. *(Laughter.)*

And his wallet fell out of his pants. *(Laughter.)*

And it mysteriously just kind of laid open a little bit. In that wallet that fell out was the prettiest \$50 bill I had seen in a long time.

Now we were married for 47 years. Okay? But in that whole 47 years, he never asked me about that \$50 because he told me he didn't have no money. *(Laughter and applause.)*

So when I left, he was telling the truth. He didn't have any money because the \$50 walked with me. *(Laughter and applause.)*

So establish your trust. Make sure that people can trust you by what you say and what you do, be true to your Union as your Union is true to you. Be true to each other and do those things that you know will make you Stronger Together.

Do the thing that your gut tells you

Do the things that your gut tells you and not what somebody else tells you because you know when it's right.

ATU, I am so proud to be able to be before your Convention and this is the fourth one that I have had the privilege and the honor to speak at. And I hope that you all will invite me back again so that I can enjoy this family of mine. *(Applause.)*

Thank you all so very much. Thank you all so very much. I appreciate you. Thank you. *(Applause.)*

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: ATU in the house. I want to just say Clayola has been like she said, has been doing this for a long time for us and always funny, always a great speech, and I'm definitely glad that she enjoys coming back and liking us all, liking the ATU.



Okay. Please turn your attention to the screens for an important video about our organizing wins over the past three years.

Organizing Video

(Applause.)

COSTA: Give them a hand. A lot of organizing that we have done. I'm proud of that organizing video and all of the success that we had in organizing. We brought almost 3,000 new members to this family, more than as I said earlier, more than we have in a decade.

And I would like to call up our new Organizing Director that we hired and named director of our Organizing Department, Justin Panos. *(Applause.)*

GARY MAURER ORGANIZING AWARDS

COSTA: Please join me. Justin, please join me in presenting our Organizing Awards. These are given at each Convention in the memory of Gary Maurer, an international representative and organizer that passed away.

Gary passed away in 2010 after a long battle with cancer. I knew Gary, tough guy, tough guy, and he built a record and a reputation that continues to echo throughout the Union. Until this day, we have conversations and still bring him up.

He was fearless and tireless. He was a fighter for us, for all workers, for the right to join a union, and for a world free of racial and social injustice. He believed the key to success in organizing was oneonone meetings with your workers.

So at this Convention, we will be honoring 11 locals with the ATU Gary Maurer Organizing Award.

Justin, will you announce the names, please, and the winners.

Local 689-Washington, DC

Local 1743-Pittsburgh, PA

Local 1091-Austin, TX

Local 1577-West Palm, FL

Local 1336-Bridgeport, CT

Local 425-Hartford, CT

Local 448-Springfield, MA

Local 757-Portland, OR

Local 1756-Arcadia, CA

Local 987-Lethbridge, AB

Local 569-Edmonton, AB

ORGANIZING DIRECTOR PANOS: Good afternoon, brothers and sisters. It's my distinct privilege to announce the winners of the Gary Maurer Organizing Awards. So I'll be calling on the local and just come on up and I'll be giving a little brief synopsis of the campaigns that they ran at this time.

So first and foremost, Local 689, Washington, D.C. *(Applause.)*



International President John A. Costa and Organizing Director Justin Panos

So in addition to striking the employers, Local 689 organized 11 units in the last Convention period. The local embarked on an incredible student transportation organizing concentration effort in Charles County, Maryland.



Local 689-Washington, DC

They also have been certifying new fixed route units in Virginia, and congratulations on this massive effort to spread union democracy to where it's needed most. *(Applause.)*

Next up, organizing six units, is Local 1743 from Pittsburgh, Pennsylvania. *(Applause.)*



Local 1743-Pittsburgh, PA

Now, when I took this position, I heard the legend of Local 1743. And not only are they an organizing powerhouse in Pennsylvania, but they have gone on to bargain strong contracts in record time, so congratulations, 1743. *(Applause.)*

Next up, organizing four units, Local 1091, Austin, Texas. *(Applause.)*

Local 1091 has been taking on all the private sector employers in the Austin area, making sure that private contractors do not undercut their strong contracts at Cap Metro. All signs point to the local racking up more and more wins to continue, so congratulations, 1091. *(Applause.)*

Next up, organizing three units, come on down, Local 1577 from West Palm, Florida. *(Applause.)*



Local 1091-Austin, TX

This local had a historic win when they took on MV Transportation and actually won the first ever card check recognition at MV for a maintenance unit.

Now, the power of this, brothers and sisters, is that winning that first card check has opened the door for



Local 1577, West Palm, Florida

hundreds and hundreds of MV workers to come into our Union by signing them up on a majority of the cards and showing the boss that our Union is strong enough that they don't even want to go to the election. They just recognize the union. So congratulations, Local 1577. *(Applause.)*

Next up, organizing two private sector units is Local 1336 from Bridgeport, Connecticut. *(Applause.)*

The importance of these wins is that they are defending their core jurisdiction in a really competitive area in order to maintain the ATU as the exclusive bargaining agent on the property, and in doing so they are leading the way in New England and spreading the organizing bug to other locals. So congratulation, Local 1336. *(Applause.)*



Local 1336-Bridgeport, CT

Next up, Local 425, from Hartford, Connecticut, come on down. After organizing two units at their agency, they are ensuring that the ATU is wall to wall across their jurisdiction. And, in addition, Local 425 is ensuring that other locals in New England are getting on board by not just bringing these members into their unit, but they are also referring members to other units and they are a big source of leads for organizing Connecticut. So well done, Local 425. *(Applause.)*

Keeping with New England, Local 448, Springfield, Massachusetts. *(Applause.)*



Local 448, Springfield, MA

Local 448 has organized two impressive school bus units for roughly 250 new members in the past year. These were extraordinarily tough campaigns where employers were engaging in captive audience meetings, making these meetings mandatory for workers to come in. They are staring them in the face. They are driving the anti-union message, and these workers were so tough that they all stood up and walked out of that meeting and voted overwhelmingly to join the ATU.

So congratulations, Local 448. *(Applause.)*

PANOS: Next up, Local 757, Portland, Oregon. *(Applause.)*

This West Coast powerhouse has organized three units in the past three years, including road supervisors and other residual units at the TriMet system to ensure that the ATU is the exclusive bargaining agent out there.

Congratulations, Local 757. *(Applause.)*



Local 757-Portland, OR

So this year the award, we adapted the category and we are giving out awards based on the largest percentage of your local.

So at this time, I would like to invite up Local 1756, Arcadia, California. *(Applause.)*

After winning massive gains for their members at CoronaNorco, and Alvord yard, the local quickly pivoted into a new organizing campaign, bringing in 215 school bus workers from Riverside, California. They were out at the property every single day, and we had to get this petition in real quick because the school year was ending and they called me in three days and had a majority of cards and were ready for the election.



Local 1756-Arcadia, CA

So congratulations, Local 1756, on a massive win. *(Applause.)*

Next up, Local 987, Lethbridge, Alberta. *(Applause.)*

Local 987 was able to increase their membership by 20 percent by going after a commuter unit in Airdrie, Alberta. And this was a major win because it was against Canada's largest familyowned private unit,



Local 987-Lethbridge, AB

and this win springboarded us into getting two more than wins at this company and starting something in Alberta that had not been done in quite a while.

So congratulations, Local 987, on a fantastic win. *(Applause.)*

And the final recipient for this Maurer Award is Local 569, Edmonton, Alberta. *(Applause.)*



Local 569-Edmonton, AB

Local 569 organized Canada's largest on demand transportation system. This included 126 new members who drive on demand vehicles. This was one of the largest organizing victories in the nation in a decade, and it was a spirited campaign involving the employer filing objections against the Union. And rather than litigating it, we decided to call their bluff and rerun the election, and we won with an 80 percent margin.

So congratulations, Local 569. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Great work from our Organizing Department, working with the locals. Like I said, 3,000 members during COVID. Good

work. So I want to congratulate everybody. *(Applause.)*

And those that weren't here, some were in committees. So it's up here. We have it, when they come.

We have some announcements before we adjourn for the day.

Sarah, are you going to take care of that?

SAEZ: Yes.

This is a reminder to please wear your navy shirts tomorrow as we'll be taking the panoramic photo in the Convention Hall. Please be on time.

Also, for those who are going to go see the Michael Jackson One show at Mandalay Bay, shuttles will depart from the Caesars Palace tour lobby beginning at 4:00 p.m.

Also the LGBTQIA Plus breakfast will be held Wednesday morning from 6:30 a.m. until 8:00 a.m. in the Siena conference room for all members of the LGBTQIA Plus community.

INTERNATIONAL PRESIDENT COSTA: Before we leave, we have our first raffle. The first raffle of our Convention. Who's pulling it? I think what is it? The prize is a corn hole. I guess we can play later somewhere whoever wins it.

All right. Let's see. Who wants to do the draw? Yolanda, why don't you come up here and start the first one.

(Raffle draw.)

SISTER MORENO: Steve Campbell, 1724, Vancouver, British Columbia. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Congratulations.

Okay. So this Convention is officially recessed until 8:30 a.m. tomorrow morning. Enjoy.

Hope to see everybody at the show tonight and let's all be safe. See you tomorrow. See you later.

Whereupon, the 60th International Convention of the Amalgamated Transit Union was recessed until Tuesday, September 20, 2022, at 8:30 a.m.



DAY TWO

Tuesday Morning Session – September 20, 2022

The 60th International Convention of the Amalgamated Transit Union reconvened on Tuesday, September 20, 2022, at 8:38 a.m.

(Whereupon, a video was shown.)

(Applause.)

INTERNATIONAL PRESIDENT COSTA: Good morning.

DELEGATES: “Good morning.”

INTERNATIONAL PRESIDENT COSTA: Good morning.

DELEGATES: “Good morning.”

INTERNATIONAL PRESIDENT COSTA: That’s better. I want to feel like I’m in a union.

All right, how was that show last night? *(Applause and cheers.)*

We deserve it. We deserve it.

All right. We have a picture to take this morning. Hold on, let me take care of this. All right? *(Applause.)*

COSTA: We have our shirts. Our shirts are on?

All right, we’ve got some trips to make. So we are going to try to get everybody out of here early, so you can see

a little bit of Vegas, the foodie tour. You have The Mob Museum to go to. So there are some trips here.

So as we move along Sarah, do you want to do the introduction, please.

FATEEN SEIFULLAH

Imam, Masjuid As-Sabur Mosque, Las Vegas, NV

SAEZ: Yes. It is my pleasure to introduce Imam Fateen



Fateen Seifullah, Imam, Masjuid As-Sabur Mosque, Las Vegas, NV

Seifullah from Masjid AsSabur. *(Applause.)*

IMAM FATEEN SEIFULLAH: Good morning.

DELEGATES: *“Good morning.”*

‘Peace and blessings’

SEIFULLAH: May the peace and blessings that only God can give be with you and with us all. In the Arabic language, assalamu alaykum.

DELEGATES: *“Assalamu alaykum.”*

SEIFULLAH: It is really a pleasure and honor to be here, the 60th anniversary of Convention. The last time I was here was before COVID, so I would say if we could just for a few seconds, take a few minutes few seconds to remember those that we lost, maybe mention their names, and then we’ll begin the prayer.

(Moment of silence.)

‘Bless this gathering’

SEIFULLAH: In the name of God, our Sustainer, our Guide, the Ever Present One, never absent. Almighty God, the merciful, the wise, we seek your divine providence. Grant the leaders, the members of this Union, the quality of excellence. Bless and pour out your mercy on all present.

We stand before you today pleased to be able to gather in person, grateful to you for providing traveling grace that allowed us to be together from distant lands.

Oh, Sustainer of the Universe, we recognize your strength and our weakness. You are known by many names, and your character traits are numerous. You are Al wadud, in Arabic, the loving. You are ArRahman, the merciful. You are alGhafur, the forgiving. You are ALLateef, the gently kind.

We ask you to bless this gathering, strengthen this Union, bless everyone in this place, bless their families, bless the workers, the managers, the supervisors, bless this nation. Join our hearts together, make us one, make us live up to and be true to the statement of the United States of America, one nation under God.

Oh gently, kind one, give us traveling grace as we return to our cities, to our families, to our homes. Oh, gently kind one, refresh our spirits, clear our minds, and prepare us for the work, prepare us for the future, and make it better than it was in the past.

Amen. Thank you.

INTERNATIONAL PRESIDENT COSTA: Thank you.

Okay. We are going to do let’s do a recap video of yesterday.

CONVENTION DAY TWO RECAP VIDEO

(Applause.)

COSTA: I was listening and watching that tape and I came to the part when I was up here saying ATU. And like I heard “Stronger Together.”

And I said, ATU.

DELEGATES: *“Stronger together.”*

COSTA: And then it sounded a little bit better.

And then I said, ATU.

DELEGATES: *“Stronger together.”*

COSTA: ATU.

DELEGATES: *“Stronger together.”*

COSTA: ATU.

DELEGATES: *“Stronger together.”*



International President John A. Costa

COSTA: Now now it sounds good. Thank you. So we cleaned that up a little bit. *(Applause.)*

All right, we have some committee reports to do here and some introductions and committee meetings. The quicker we get some of the committees going, the earlier we can convene convene, yes. Adjourn, rather.

Okay, Sarah, you want to announce the committees and where to go?

SAEZ: Yes. The International Presidents and General Executive Board's Reports Committee will be meeting in Milano I at 9:30 a.m.

The International Secretary-Treasurer's Report Committee will be meeting in Milano IV at 9:30 a.m.

The Operations Work Force Development Committee will be meeting in Pisa at 9:30 a.m.

The School Bus Committee will be meeting in Siena at 10:00 a.m.

The Over-the-Road Committee will be meeting in Palermo at 10:00 a.m.

And the Occupational Safety and Health and Mental Wellness Committee will be meeting in Milano VIII at 10:00 a.m.

INTERNATIONAL PRESIDENT COSTA: Okay. We are going to hear from the Credentials Committee this morning. Are they ready? Come on up. *(Applause.)*

SECOND CREDENTIALS COMMITTEE SUPPLEMENTARY REPORT

COMMITTEE CHAIRPERSON TUCK: Mr. President, GEB, and delegates, we are pleased to report on behalf of the Credentials Committee that we do have a supplementary report, and I will call on my good brother, Jeffrey Richardson, who is serving as our Secretary to read that supplementary report.

Jeff.

COMMITTEE SECRETARY RICHARDSON: Good morning.



Jeffrey Richardson, President, Local 1342-Buffalo, NY

DELEGATES: *"Good morning."*

RICHARDSON: The supplemental report of the Credentials Committee. Mr. Chairman, this is a supplemental report of the committee of Credentials.

Since the presentation to the Convention of our initial report of the committee of Credentials, four additional delegates have registered and the committee has found their credentials to be in order.

Of this number, the committee found three to be eligible for participation in the election of International Officers, and the AFL-CIO convention delegates and alternates.

The fourth is a nonvoting delegate from the Joint Bargaining Council.

In addition, the committee heard from and determined that the credentials of ten delegates not previously seated were properly in order.

Six members of Local 1505 appeared before the committee, and the committee recommends they be found eligible to be delegates. The committee determined that the local union mailed its credentials in early September, but they were not received by the time of the Convention. The committee verified the identity of six delegates and determined they should be seated.

One member of 836, appeared before the committee, and the committee recommends them to be found eligible to be a delegate. The local union held the election for president, business agent, and one convention delegate after six weeks. CGL deadline due to late resignation of their former president.

One member of Local 1363 appeared before the committee, and the committee recommends him to be found eligible because the local union cured its arrearage before the Convention began.

Next, one member of 1249 came before the committee, and the committee recommends him to be eligible. The committee investigated the member's claim to be an alternate delegate serving in place of the local president, business agent. And we were satisfied that he should be credentialed as a voting member of this body.

Two members of 1575 came before the committee, and the committee recommends them to be eligible due to the local union reaching an arrangement to resolve the arrearage.

One member of 996 came before the committee, and the committee recommends them to be eligible as the elected delegate from the local.

One member from Local 1164 appeared before the committee, and the committee recommends them to be eligible as an elected delegate from the local.

Finally, one member of 682 came before the committee and the committee determined him to be eligible. The local union resolved the arrearage by the opening of the Convention.

I so move this entire report, Mr. Chairman.

DELEGATES: "Seconded."

INTERNATIONAL PRESIDENT COSTA: It's been moved and seconded to adopt the report of the Credentials Committee.

Is there any discussion? (No response.)

COSTA: Hearing none, all in favor say aye.

DELEGATES: Chorus of "ayes."

COSTA: Opposed. (No response.)

COSTA: Ayes have it. Thank you.

COMMITTEE CHAIRPERSON TUCK: Mr. Chairman, for the information of the Chair and the delegates, I note for the record that 655 delegates have been seated for this 60th Convention, and that 623 of those seated delegates have been found to be eligible for participation in the election of International Officers

and AFL-CIO convention delegates and alternates.

Thank you, Mr. Chairman.

INTERNATIONAL PRESIDENT COSTA: Thank you.

Okay. Next we're going to hear from the Appeals Committee. Are they here?

APPEALS COMMITTEE REPORT

COMMITTEE CHAIRPERSON CHAPMAN: Good morning, Mr. Chairman, delegates to the 60th Convention of the Amalgamated Transit Union, I'm honored to present to you this report of your committee on Appeals.



Jacques Chapman, President, Local 282-Rochester, NY

To the International Officers and delegates of the 60th Convention of the Amalgamated Transit Union, we, your committee on Appeals, having duly considered and carefully deliberated in response to a total of two appeals to the Convention report the following:

Appeal No. 1: James Macon, Local 998, Milwaukee, Wisconsin

This is an appeal submitted by James Macon of Local 998, Milwaukee, Wisconsin.

On November 30, 2020 the International Union placed Local 998 into a temporary trusteeship. On February 24, 2021, the majority of the Executive Board found the trusteeship was justified and should

be continued. By correspondence dated March 5th, 2021, Brother Macon appealed the General Executive Board's decision.

The temporary trusteeship was ordered because the local union was incapable of discharging its obligations as its members collective bargaining representatives, and otherwise carrying out the legitimate objectives of ATU. These circumstances arose from the breakdown and lack of a productive working relationship among the local union officers, specifically, the inability of key executive officers to interact in a constructive manner and to work collaboratively to address the business of Local 998.

A hearing was held before then International Representative Stephan MacDougall on December 30, 2020, and January 11, 2021, to determine whether the trustee was justified the trusteeship was justified and whether it should be continued.

Brother Macon represented the local union at the hearing and was provided a full opportunity to present evidence. Upon the completion and review of the evidence, Brother MacDougall concluded that the discord within Local 998 and the effects of that discord, including the acrimonious relationship between key executive officers and the decline in membership participation in local union meetings and affairs remained unresolved at the time of the trusteeship hearing.

The findings and determination of the hearings officer further found that there was no viable path for an improvement in the officers' relationship that would be significant enough to return significant enough to restore the full functioning of Local 998. Therefore, the underlying issues could not be remedied absent new elections in the local union.

The General Executive Board adopted these findings and former President/Business Agent James Macon here appealed that decision of the General Executive Board. Appeals Committee member Donnell Shorter, President/Business Agent of Local 998 recused himself from the consideration and votings on this matter.

After careful considerations of the record contained in the file and review of the telephone presentation by Brother Macon, the members of the committee on Appeals voted unanimously to recommend that this

Convention deny the appeal of Brother Macon and upheld the decision of the General Executive Board and I so move.

DELEGATES: "Seconded."

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's moved and seconded to adopt the recommendations of the Appeals Committee.

Is there any discussion? *(No response.)*

COSTA: Hearing none, all in favor say aye.

DELEGATES: Chorus of "ayes."

COSTA: Opposed.

DELEGATES: *One nay from the delegation.*

(Gavel knock.)

COSTA: The ayes have it. Thank you. *(Applause.)*

Appeal No. 2, Charles Lare, Local 587, Seattle, Washington

This is an appeal submitted by Charles Lare of Local 587, Seattle, Washington. Brother Lare appealed the March 22, 2022, decision of the General Executive Board to deny his appeal of International President Costa's August 20, 2021 decision regarding the challenges to the June 25, 2021 election of local officers, 587's officers.

Brother Lare's appeal to the International President alleged the appointment of the Local 587 Election Committee by the incumbent president created a conflict of interest.

Additionally, Brother Lare alleged that a rule adopted by the Election Committee which prohibited members from campaigning in their uniforms in nonwork areas on nonwork time was invalid.

Upon investigation and review of the relevant documents, the International President found that Brother Lare did not include his allegations concerning the appointment of the Election Committee in his initial challenge to the local union.

Therefore, this basis for the challenge was not properly before his office. President Costa further determined that although the campaigning rule was not required under federal law, the law permits an Election Committee to adopt reasonable election rules, so long as they're enforced consistently and evenly.

The International President further noted that there was no evidence that this election rule was applied discriminatorily to the benefit of a specific candidate nor was there any evidence that the application of this rule impacted the results of the election.

Brother Lare here appealed the March 22, 2022 decision of the General Executive Board. After careful consideration of the record contained in the file and review of the telephone presentation by Brother Lare, the members of the committee on Appeals voted unanimously to recommend that this Convention deny the appeal of Brother Lare and uphold the decision of the General Executive Board, and I so move.

DELEGATES: *"Seconded."*

INTERNATIONAL PRESIDENT COSTA: It is moved and seconded to adopt the recommendation of the Appeals Committee.

Is there any discussion? *(No response.)*

COSTA: Hearing none all in favor say aye.

DELEGATES: Chorus of *"ayes."*

COSTA: Opposed.

DELEGATES: *One nay from the delegation.*

(Gavel knock.)

COSTA: The ayes have it. Thank you. *(Applause.)*

COMMITTEE CHAIR CHAPMAN: On behalf of the committee, I thank International Vice President Steve MacDougall for his assistance, and on behalf of myself, I would like to thank Mustafa Salahuddin for serving as the Secretary on the committee on Appeals.

Brother Salahuddin will now read the names of the members of the committee on Appeals.

COMMITTEE SECRETARY SALAHUDDIN: Good morning, brothers and sisters.



Mustafa Salahuddin, President, Local 1336-Bridgeport CT

DELEGATES: *"Good morning."*

SALAHUDDIN: Kings and queens, I will now read the names of those who are on this committee:

Jacques Chapman, Local 282, *chair*

Mustafa Salahuddin, Local 1336, *secretary*

Kenneth Kephart, Jr., Local 22

Ralph Niz, Local 256

Ralph Buccitti, Local 281

John Rugama, Local 441

Troy Miller, Local 627

Johnny Haggith, Local 685

George Botts, Local 726

Antonie Maiben, Local 770

Pablo Gonzalez, Local 820

Kendall Barbour, Local 842

Steven Van Sant, Local 880

Donnell Shorter, Local 998

Sherrie Potter, Local 1015

Peter Schiraldi, Local 1145

Grant Logan, Local 1182

Lakecha Strickland, Local 1212

John A. Habanec, Local, 1241

William Howard, Local 1287

Korey Dupree, Local 1560

SALAHUDDIN: Those are the names of the committee members.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, committee. Nice work, thank you.

Let's give them a hand. They spent a lot of days in there. *(Applause.)*

COSTA: Okay. Our first speaker I just want to say something about our first speaker, Charlie Wowkanech. I met him years ago in Atlantic City at my first AFL-CIO Convention. And when you see this guy, there's just something about him. He just had a rage in him about workers and labor and it just caught my attention. And I watched Charlie grow into our State Fed President and I gotta be biased here, our NJ State Fed because of Charlie, I believe is the best in the country.

Come on, New Jersey. Give me some. *(Applause.)*

He is a fighter. He has a vision. He put together a political program to bring workers into politics. He saw a vision that if we were going to change and fight back, we needed to get our own in the positions in the State House that can pass laws and fight back the bullshit of trying to hurt us. And he has done a fine job of doing that through the years.

We got a lot of union labor presidents' family members in the State House in New Jersey that gave us a lot of good bills and a lot of good contracts. You know as long as we vote the right way, because votes, you know, elections have consequences and once in a while it goes the other way but the majority of time we do pretty good.

I've watched him fight and I asked him if he would speak here. My first Convention here and he said, yes, and I was honored.

Not only is he a friend but he is also a mentor. I've learned a lot from Charlie, watching him, and no bullshit type of guy, direct, says it like it is and just honored to have him here today.

So if you can just give us a big ATU welcome to my friend and New Jersey's friend and the labor movement's friend, Charlie Wowkanech. *(Applause.)*

CHARLIE WOWKANECH

President, New Jersey State AFL-CIO

NJ STATE AFL-CIO PRESIDENT WOWKANECH:
Good morning, brothers and sisters.

DELEGATES: *"Good morning."*



Charlie Wowkanech, President, New Jersey State AFL-CIO

WOWKANECH: Let's make believe we're in Atlantic City. Good morning, brothers and sisters from the ATU.

DELEGATES: *"Good morning."*

WOWKANECH: All right. Let me say, it's indeed a pleasure, an honor and a pleasure to be here with the sisters and brothers from the ATU.

I was listening back stage and to President Costa's announcement and description and it was very, very touching. But I want to recognize your Secretary-Treasurer Ken Kirk, the other officers, the executive officers and all of the sisters and brothers here.

But I just felt that, you know, when you have a relationship with someone for I guess I don't want to give an idea of how old we are but, you know, maybe 30 years. And you know, what your President talked about was a vision and about building something that could last and could help the labor movement. And it really couldn't have happened and that's why I was kind of touched this morning on two frontiers when I walked in. I saw the theme of your Convention, Stronger Together, and that's the only way this happens, not with one person, two persons, one union, two locals, it's when we all come together and we step in and say we're going to do this, we're going to make it happen. We can make it happen. *(Applause.)*

'Thank you for keeping this country moving'

So I just wanted to again, I came up the corridor there, and I saw the sign of all of the brothers and sisters who

through COVID lost their lives. And, John, we in New Jersey, we had our fair share and it was very, very sad.

So I just want to say to all of you here, thank you for what you do every day for keeping this country moving, for bringing people to work, bringing people on vacations, wherever. If it wasn't for you and I know in New Jersey I never stayed home. I went to work every single day. I felt if our brothers and sisters were out there on the front line, our ATU members, our nurses, our retail people in the grocery store, there was no way I was staying home. And I just want to say thank you for what you did.

Because it was pretty scary back in the early parts when as you know New Jersey and New York or New York and New Jersey were listed as had the most fatalities in the country and we really didn't know at that time what was going on.

Thinking outside of the box

But since John brought it up and it is one of my favorite subjects, you know many, many years ago, when I started out at the State Fed and I really worked as a Legislative Director. And I'm being honest with you, I quickly realized that we weren't able to really pass bills. We were more in a defensive mode of just going against the business and industry, the Chamber of Commerce, and we needed to think outside of the box and create something that would really help workers.

So we created this thing called the Labor Candidates Program, of which we trained our own brothers and sisters. We apprenticed them in the field of politics, if you will, just as you are not going to send somebody out to drive a brand new coach or a bus unless they are properly trained. You are not going to send a mechanic in to fix the diesel engine unless he or she has been trained.

So it was the same kind of concept. To make a long story short, in 26 years, we have elected 1,300 union members to public office. *(Applause.)*

Again, John, President Costa, if I will, he was there from the beginning. He supported, both with his members on the Saturdays with the labor walks as well as financially. The ATU gang in New Jersey, the sisters

and brothers jumped in, and it turned out to be a very, very successful program.

COVID-19

So now I want to get back to the COVID thing. When the sickness and the fatalities started happening and here is the benefit of having your own union members in the State House, in the Assembly and in the Senate. And mind you, the Chairman of the assembly labor committee was from the IBEW.

The first thing that we did and John and I and I see Ray Greaves and Orlando, who is on our Executive Board, Orlando Riley. We were being called and said, Charlie, we have a problem here. People are sick. They are applying for workers' comp, and the law in New Jersey says you have to prove that you contracted COVID on the job.

Imagine that? You are out there working while everybody else is staying home, and now you have to prove that you contracted the COVID on the job because the insurance provider was saying, How do we know that you did not go to a party Saturday night or you got it someplace else?

So immediately we contacted our labor people within the state legislature. We sponsored a bill called the Presumption of Workers' Compensation. We passed it within a week and a half. The Governor signed it. Now essential workers who came down with COVID no longer had to prove that they did not yeah. *(Applause.)*

And we did not stop there. As this thing started to get really, really sad, same thing. We contacted our brothers and sisters, our labor people in the State House. We sponsored a bill to increase the death benefit for all those who lost their lives. That took about three or four weeks. We passed that. The governor signed it. And I wish it was more, but at least it gave something to the families.

The other thing that I'm really kind of proud of and I don't know if this is something that developed out of COVID, or I think it actually started before. But in New Jersey and I don't know how it was around the rest of the country we saw that our transportation people in the public sector on trains and buses were starting to be assaulted. And John had called me and

said, Charlie, we need to do something. So what did we do? We sponsored a piece of legislation that made it a third degree aggravated assault. *(Applause.)*

If you are convicted of assaulting a bus driver, it carries a sentence of three to five years in jail and a \$15,000 fine. Now, how is that? *(Applause.)*

'We are not going to stand for that'

There you go. We are not going to stand for that. Lock em up. *(Applause.)*

Thank you. Don't thank me. Thank the New Jersey Labor Movement. Great program.



I want to just talk about one more thing that I thought was kind of impressive of what we did. It was, again, a lot of anti-privatization. I'm sure you all know that around the country with some of these public sector carriers. You know, you have a bad state legislature, and these private companies come in and maybe make a little contribution. All of a sudden that line goes out for bid.

We had a little bit of that going on in New Jersey. I would not lie to you, so we passed a piece of legislation to increase ridership, where employers who had 20 employees or more would form a tax credit, a pretax credit, so that workers could use the public transportation system, those that were going to work every day, and could pay for it, but it would be money that was not taxed.

And I was kind of proud of that. It was a little long effort. The private sector carriers fought us, but, again, we had the labor movement in New Jersey united. We had ATU

leading the charge, and it was very, very positive.

So those are a couple of examples, and I could go on and on and on, but I wanted to talk a little bit about the election. I'm sure Liz Shuler knocked it out of the park and you are going to hear from speakers all over the place.

National Registration Day

But today is National Registration Day. I don't know if you know that. Very, very important day. We are about 49 days out from election. I'm not going to sit here and tell you what's at stake. You all know it better than I do.

So it's really about speaking to our members on the job. It's also I believe as a State Fed President, and I'll say this, and I know John and Ray and the rest of the team here believes in this, is the saying, Stronger Together. You have to get out on the weekends. You have to do the labor walks. You have to talk to your brothers and sisters on the job.

I'm hopping around the country, like ATU does in New Jersey, you work with your central labor councils and your State Fed. That's when all of our unions come together, and when we work together, fight together, and as you know, we win together. *(Applause.)*

There's an awful lot at stake, an awful lot at stake. Here is just another little story, and it excites me about New Jersey. Our capital city and I know Ray and Orlando are aware of this. We had a mayor in the Trenton, New Jersey, which was our capital city, who wanted to give the workers, that were members of CWA and members of AFSCME, a raise, and the City Council voted the raise down.

So you know what we are doing now, we have four sisters, two sisters from CWA, two sisters from AFSCME, four union members that are running. They are on the ballot. They are going to run for City Council 49 days from now. *(Applause.)*

That's the way we handle it in New Jersey

And you know what? We are going to take that city over, too. There's no doubt in my mind. That's the way we handle it in New Jersey.

I would be remiss if I did not and please let me have the honor of just saying a few words. I have known this young man for 30 years. I have seen him as a local union president. I have seen him as a district council, state council president. I have seen his activism in the political circles. He's a consensus builder.

John and I talk quite a bit about different things. He has a tremendous concern about the workers not only in this Union of ATU but just workers in general. He has the passion. He has the drive. He has the energy.

And I really have to say, I'm just so proud of what he mentioned that we started out a long time ago. Here he is and he invited me. It's really an honor of my life. I want to say, Thank you, John. Thank you for the job you and your team are doing here.

I hope I'm not speaking out of school, but I like to see this when I speak to unions. The election is Thursday. I think the membership understands they have a real good team here, and it's really a good message in solidarity when you get up and support the team. And I wish you and your officers the best of luck.

I don't know what else I could say, but he's one of my dearest friends, someone that I rely on, someone that I call, quite frankly, quite a bit for his input. And, I'm really, it's just so exciting to be here, to see all of this, to see the professionalism of this conference, to see when I came in the hall this morning and saw this ATU red, white, and blue banner, I have to tell you, it blew my mind. *(Applause.)*

But I think that just speaks to the quality of the leadership that you have here. And, again, I'm going to end on this in saying, it's all right up here together. We might have a difference of opinion on different subjects, and that's what the democratic process is, but when the alarm bell rings and the challenge is given, we have to stand together and win, and with your help, we are going to do that. *(Applause.)*

'God bless the ATU'

So I just want to say in closing, God bless the ATU, God bless your leadership team, and God bless the labor movement.

And 49 days from now, we are going to get out, we are going to vote. We are not going to listen to what the polls say in that we are going to get our clocks cleaned and the Republicans are going to do this and do that.

If we do our job and talk to our members and we exercise our voice and the right to vote, on November 7th we are going to do okay. We are going to maintain the majorities, and God willing, we will be able to move the labor agenda forward.

God bless each and every one of you. Thank you very much. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: We would like to present you with a gift from the ATU for coming out and help you get back and carry some stuff back there. It's a nice duffle bag from the ATU.

NJ STATE FEDERATIONS PRESIDENT WOWKANECH: Thank you. God bless you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Charlie.

I think we have some more committees, so I would like to call up the Next Generation Committee to deliver their report, please. Are they ready?

REPORT OF THE NEXT GENERATION COMMITTEE

COMMITTEE CHAIRPERSON JOHNSON: Good morning, Mr. Chairman, and the delegates of the 60th Convention of the Amalgamated Transit Union.



Courtney Johnson, President, Local 1324-Savannah, GA

I am pleased to submit the report of the Next Generation Committee. The committee gave ample consideration and full discussion to Resolution S, which was referred to us by the Resolutions Committee.

The committee wishes to emphasize that investing in the next generation of union activists and younger workers is and should remain a strategic priority for the ATU.

The committee amended the resolution by adding the final therefore clause. The full text of the resolution, as amended, is provided to you in the Convention app.

In an effort to expedite this report, the committee determined that instead of reading the resolution in its entirety, we will read starting with the “therefore, be it resolved” clause.

Resolution S: Next Generation of Transit Workers

Submitted by the Amalgamated Transit Union

WHEREAS, investing in the next generation of union activists and younger workers is a strategic priority for the ATU; and

WHEREAS, the skills needed for new organizing, political action, direct action, health and safety, internal and external communications, news media, concerted action, negotiation, arbitration, coalition building, rider organizing, and member mobilization are critical to the success and the survival of the labor movement and the ATU; and

WHEREAS, the ATU recognizes that our local and national leadership must be drawn from, represent and understand the interests, background and concerns of the emerging workforce; and

WHEREAS, Millennial and Generation Z workers are an increasingly larger portion of the transit workforce; and

WHEREAS, despite the decadeslong decline of trade union membership in the United States and Canada, younger workers overwhelmingly support labor unions and are committed to combating economic and social injustice; and

WHEREAS, higher rates of membership and involvement of workers of all ages in the ATU will increase our ability to organize and win strong contracts for our members and our communities; and

WHEREAS, programs that focus on “next generation activists” are key to getting younger union members more involved in their local unions, as well as the state, provincial, national and international labor movements; and

WHEREAS, local unions have engaged new and young workers in campaigns that build majority participation through diverse and representative committees, organizing conversations, and training of rank and file leaders; and

WHEREAS, the ATU has assisted local unions and transit agencies in developing mentorship programs focused on both leadership and job skill development to maximize the retention of newly hired members and reduce burnout; and

WHEREAS, the ATU has assisted local unions and transit agencies to establish apprenticeship, preapprenticeship and mentorship programs for operations and maintenance workers; and

WHEREAS, the ATU has sought to partner with local unions, transit agencies and local institutions of higher education to offer college credit and economic incentives as well as to create certificate programs recognized by relevant government entities for transitrelated education; and

WHEREAS, the ATU has encouraged the efforts of local unions to conduct outreach to younger individuals and has participated in outreach events, such as Introducing Youth to American Infrastructure, targeted towards younger individuals; and

WHEREAS, the ATU has greatly expanded training opportunities for newly elected officers and shop stewards so that they may become effective union activists and leaders; and

WHEREAS, the ATU has enhanced its use of social media in union communications to reach younger workers since the last Convention; and

WHEREAS, programs that build intergenerational relationships between members of all backgrounds are important for the solidarity and success of the ATU and the labor movement;

THEREFORE, BE IT RESOLVED, that the ATU will continue to develop activists' initiatives and programs aimed at bringing younger members and workers into all ATU campaigns and activities; and

FURTHER, BE IT RESOLVED, that the ATU will continue to expand its use of social media communications which are more likely to reach younger workers; and

FURTHER, BE IT RESOLVED, that the ATU will work with our local unions to create mentoring programs for new officers and members to increase participation in the affairs of the Union; and

FURTHER, BE IT RESOLVED, that the ATU will work with our local unions and transit agencies to develop mentorship programs, apprenticeship and preapprenticeship programs; and

FURTHER, BE IT RESOLVED, that the ATU will explore opportunities to partner with local unions, institutions of higher education and transit agencies on transit-focused programs and seek appropriate government accreditation or certification for such programs; and

FURTHER, BE IT RESOLVED, that the ATU will support local unions in their efforts at community outreach to younger workers; and

FURTHER, BE IT RESOLVED, that the ATU will continue to expand training opportunities to educate ATU members, including younger members; and

FURTHER, BE IT RESOLVED, that the ATU will provide the support and resources to ensure the success of these "Next Generation" programs, and

FURTHER, BE IT RESOLVED, that the ATU will provide a report highlighting the successes and opportunities resulting from its next generation programs to the delegation at the next Triennial Convention.

The committee recommends concurrence with this resolution as amended, and I so move, Mr. Chairman.

DELEGATES: "Seconded." (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: It's been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? (*No response.*)

COSTA: Hearing none, all in favor say aye.

DELEGATES: Chorus of "ayes."

COSTA: Any nays? (*No response.*)

COSTA: The ayes have it. Thank you. (*Gavel knock.*)
(*Applause.*)

COMMITTEE CHAIRPERSON JOHNSON: And now Secretary Cory MacLeod of ATU Local 1320 will read the names of the Next Generation Committee.

COMMITTEE SECRETARY MACLEOD: Good morning, ATU, brothers, sisters, Comrades. I'd like to thank Courtney Johnson for chairing the committee, Local 1324, and on behalf of myself, Cory MacLeod, Local 1320.



Cory MacLeod, President, Local 1320-Peterborough ON

Matthew Chau, Local 113

Herman Saulle, Local 113

Nitin Datta, Local 279

Rahul Patel, Local 588

Katharine Mullen, Local 589

Alix Gaston, Local 589.

Leah Anderson, Local 689
Joe Ruffin, Local 757
Thomas Erdmann, Local 1056
Zachary Stever, Local 1321
Leasha Wright, Local 1336
Crystal Hanley, Local 1505

MACLEOD: Thank you very much. *(Applause.)*

COMMITTEE CHAIRPERSON JOHNSON:
The committee also wishes to thank International Vice President Amanda Sawyer-Malone for her contributions to this committee. *(Applause.)*

Thank you.

INTERNATIONAL PRESIDENT COSTA: Hold up. Courtney and Cory, and the team, putting the New Generation Next Generation Committee together, we started that at our last Convention. And doing these committees and looking on who we were going to appoint to the committee and finding a chair and a secretary is work. You know, you have to try to identify your work, your membership. And I just wanted to thank you all because this is our future. All right. This is our future. *(Applause.)*

And we need to recognize that. Because there's an hour we're all going to be here and we're all going to want to take advantage of those good pensions we have been fighting for and keeping. So thank you for coming out and doing this and let's give them a hand.

Thank you. *(Applause.)*

All right. I believe the Maintenance Committee is ready to deliver their report. Come on up.

MAINTENANCE COMMITTEE REPORT

COMMITTEE CHAIRPERSON RILEY: Good morning, brothers and sisters.

DELEGATES: *"Good morning."*

RILEY: Mr. Chairman, delegates of the 60th Convention of the Amalgamated Transit Union, I am pleased to submit the report of the Maintenance, New



Orlando Riley, Chairman, NJ State Council

Technology and Workforce Development Committee.

The committee gave ample consideration and full discussion to Resolution U, Advancing Careers in Transit Maintenance, Apprenticeship Programs and Workforce, which was referred to us by the Resolutions Committee.

The committee wishes to emphasize that ATU maintenance workers perform highly skilled work that ensures that transit vehicles and facilities are safe, reliable and accessible. New technologies including zero maintenance buses, which require technicians to be retrained and provided with proper safety equipment, procedures to prevent injuries excuse me and procedures to prevent injuries.

ATU is setting the standard for registered apprenticeship programs and transit maintenance that provide on-the-job training, wage increases for upscaling and national credentials for apprentices who complete training.

The full text of the resolution is provided to you in the Convention app. In an effort to expedite this report, the committee determined that instead of reading the resolution in its entirety, we will read starting with the "Therefore, be it resolved" clause.

Resolution U: Advancing Careers in Transit Maintenance: Apprenticeship Programs And Workforce

Submitted by the Amalgamated Transit Union

WHEREAS, ATU maintenance workers perform highly skilled work and ensure that the transit vehicles and facilities are safe, reliable and

accessible; and

WHEREAS, a significant percentage of qualified mechanics in the transit maintenance workforce will be retiring within the coming years, exacerbating staffing issues that lead to maintenance backlogs and reductions in safety, reliability and accessibility; and

WHEREAS, new technology, including the introduction of zero emission buses will require technicians to be retrained on new bus components and provided with the proper safety equipment and procedures to ensure that no member is injured working on new technology; and

WHEREAS, few programs exist to provide training to workers so that they can perform their jobs adequately, move up career ladders, and help our nations' transit agencies operate at maximum safety, reliability and accessibility; and

WHEREAS, in the United States and Canada there are military veterans and students at technical and trade schools with existing mechanical and electrical skills that would earn higher wages and gain expertise in transit apprenticeship programs; and

WHEREAS, the ATU recognizes the highly skilled nature of maintenance work, the invaluable experience of our maintenance members, and the high level of skill achieved by these members; and

WHEREAS, the ATU has been working with the International Transportation Learning Center, California Transit Works and the American Public Transportation Association to develop frontline training on electric buses, bus maintenance apprenticeships, and innovative rail maintenance; and

WHEREAS, the ATU fought for and won increased funding for workforce development in the Infrastructure, Investment, and Jobs Act; and

WHEREAS, the ATU is setting the standard for registered apprenticeship programs in transit maintenance that provide onthejob training, wage increases for upskilling, and national credentials for apprentices who complete training;

THEREFORE, BE IT RESOLVED, that the ATU is committed to establishing best practices for establishing registered apprenticeship programs for maintenance workers across the United States and Canada; and

FURTHER, BE IT RESOLVED, that the ATU is committed to making sure the interests of ATU members are represented in provincial ministries that establish and oversee apprenticeship programs; and

FURTHER, BE IT RESOLVED, that ATU shall advocate for federal programs to provide frontline workforce development and standardsbased training for bus and rail maintenance throughout labor/management partnerships and apprenticeships; and

FURTHER, BE IT RESOLVED, the ATU will continue to work with organizations like International Transportation Learning Center, California Transit Works and the American Public Transportation Association to ensure transit apprenticeship programs are equitable and improve the working conditions of transit workers across the Unites States; and

FURTHER, BE IT RESOLVED, the ATU will establish pathways for veterans and those with existing skills or trades to enter ATU apprenticeship programs and access training and education benefits earned through military service; and

FURTHER, BE IT RESOLVED, that ATU will continue to support federal funding to support technical training for frontline workers and establish training programs to help local unions seek out funding opportunities for apprenticeship programs.

RILEY: The committee recommends concurrence with this resolution and I so move, Mr. Chairman.

DELEGATES: "Seconded."

INTERNATIONAL PRESIDENT COSTA: It's been moved and seconded to adopt the recommendation of the Maintenance Committee.

Is there any discussion? (*No response*)

COSTA: Mic. 6.

DELEGATE FRANKLIN: Ken Franklin, ATU Local 308.

For clarity, does the apprenticeship program go beyond bus and rail maintenance?

INTERNATIONAL PRESIDENT COSTA: No, not this one.

DELEGATE FRANKLIN: Thank you.

INTERNATIONAL PRESIDENT COSTA: Okay.

Are there any other discussion? *(No response.)*

COSTA: Okay. Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

COSTA: Opposed? *(No response.)*

(Gavel knock.)

COSTA: The ayes have it. *(Applause.)*

COMMITTEE CHAIRPERSON RILEY: And now Secretary Norman Blessant, Local 382, will read the names of the Maintenance, New Technology and Workforce Development Committee.



Norman Blessant, Financial Secretary, Local 382, Salt Lake City, UT

Orlando Riley, New Jersey State Council, *chair*

Norm Blessant, Local 382, *secretary*

Richard R. Keating, Local 85

Scott Gordon, Local 113

Eric Darby, Local 192

Marqueal Williams, Local 241

Zachary Bodle, Local 265

Steven Faubert, Local 279

Jennifer Schmidt, Local 569

Bill Johnson, Local 583

Derrick Gray, 689

Glen Miller, 689

Damion Cannon, 689

Nicholas Rivera, 726

Anthony Rogers, 732

Kevin Kinoshita, Local 757

Antonio Floyd, 788

Kenneth Lewis, Local 819

Wilfredo Rivera, Local 819

Michael Young, Local 880

Chris Bourke, Local 993

Kurt Anderson, Local 1005

Raymond Burke, Jr., Local 1056

James Berry, Local 1179

Aaron Williams, Local 1277

Dave Madeychyk Local 1505

INTERNATIONAL PRESIDENT COSTA: Okay. Thank you. Maintenance Committee, give them a hand. Nice work. *(Applause.)*

COSTA: Thank you. Thank you.

Okay. I think we have another committee that's ready also, so I want to roll here. I would like to call up the Paratransit Committee to deliver their report.

PARATRANSIT COMMITTEE

COMMITTEE CHAIRPERSON BEECHING: Thank you, Brother Costa.

I'd like to thank the ATU International and Brother Costa for giving us the honor of presenting this important report.

I'd like to acknowledge the Nuwuvi and Southern Paiute peoples whose traditional territories we hold this Convention on. *(Applause.)*

Sisters and Brothers, Paratransit is access to healthcare,



Mark Beeching, President/Business Agent, Local 1724-Vancouver, BC

to food, to employment, to education, to families and to the community.

I want you to take a minute, shut your eyes and think of somebody in your family, somebody you love, somebody you care about that has a disability. This resolution is not just a piece of paper or a vote. This resolution is a commitment. A commitment to those people you love, the millions of people who rely on Paratransit every day for quality of life and dignity.

This committee brings us to a new age. Let's make ATU not just the Amalgamated Transit Union. Let's make ATU the accessible transit union. *(Applause.)*

Mr. Chairman, delegates of the 60th Convention of the Amalgamated Transit Union, I am pleased to submit the report of the Paratransit Committee.

The committee gave ample consideration and full discussion to Resolution BB, Supporting Transit Members, which was referred to us by the Resolutions Committee.

The committee wishes to emphasize that Paratransit workers served as a lifeline for riders with disabilities during the COVID 19 pandemic despite the risk to themselves and their families.

Paratransit workers require a unique set of skills to ensure that their riders get to where they need to be safely. Our Paratransit campaigns will raise wages and benefits for workers and improve the quality of service for the riders.

The full text of the resolution is provided to you in the Convention app. In an effort to expedite this report, the committee determined that instead of reading the

resolution in its entirety, we will read starting with the "Therefore, let it be resolved."

Resolution BB: Supporting Paratransit Members

Submitted by Amalgamated Transit Union

WHEREAS, the Amalgamated Transit Union is committed to fully accessible transit systems, robust paratransit service, and justice for paratransit passengers and workers; and

WHEREAS, paratransit workers represented by ATU are dedicated to helping passengers with disabilities get to work, school, the doctor, and other destinations; and

WHEREAS, being a paratransit worker requires unique skills and a special vocation; and

WHEREAS, in addition to driving specially equipped vans through massive service territories, paratransit workers are required to perform multiple tasks, including the operation of wheelchair lifts, ensuring that passengers are safely secured in the vehicle, and to deal with the diverse needs of passengers; and

WHEREAS, the ability to freely travel throughout a person's community is a civil right; and

WHEREAS, many public transit agencies in North America treat accessibility, not as a core function and responsibility of public transit, but rather as an afterthought, annoyance or burden; and

WHEREAS, this disinterest in, and sometimes outright hostility to, accessible transit leads agencies to outsource more than 70% of paratransit service to private contractors, abandoning meaningful oversight over the service, and knowing full well that most private contractors degraded the service in their efforts to cut corners to pad profits instead of focusing on the wellbeing of passengers; and

WHEREAS, the problems caused by the disinterest of transit agencies and the lack of

oversight over paratransit service is compounded by the agencies' failure to fully fund paratransit service; and

WHEREAS, these problems are only further compounded by transit agencies' failure to make fixedroute transit services fully accessible; and

WHEREAS, the result of all of this neglect is that paratransit riders are often treated like secondclass passengers, having to endure hourslong waits for rides, spend entire afternoons in vans travelling nonsensical routes and watch as fellow riders soil themselves on unreasonably long trips, through no fault of the passengers or drivers; and

WHEREAS, paratransit workers are often treated like secondclass transit workers, especially those employed by private contractors, many of whom operate nonunion, and are subject to low wages, inadequate retirement and healthcare benefits, unsafe and unfair scheduling practices, and unsafe working conditions; and

WHEREAS, the ATU successfully lobbied for language in the U.S. federal surface transportation bill to allow more Federal Transit Administration funds to be used for operating assistance for paratransit in order to address the failure of transit agencies to fully fund paratransit service; and

WHEREAS, the ATU has a long history of fighting to ensure that fixedroute and all other transit services are fully accessible; and

WHEREAS, the ATU has successfully organized tens of thousands of paratransit workers, and our paratransit members have raised their wages, and improved their benefits and working conditions through aggressive struggle;

THEREFORE, BE IT RESOLVED, that the ATU condemns the treatment of paratransit passengers and workers as secondclass citizens, and calls on transit agencies to fully embrace accessibility as a core transit and civil rights responsibility, and to treat paratransit passengers and workers as worthy of the same consideration as fixed route passengers and workers; and

FURTHER, BE IT RESOLVED, that the ATU will fight to have paratransit service directly operated by transit agencies, and end the contractingout system so that paratransit service is properly overseen and to remove as a guiding principle the degradation of service in order to boost profits; and

FURTHER, BE IT RESOLVED, that the ATU will work with passengers, disability rights advocates, community groups, and elected officials in pursuit of more funding to improve the quality of paratransit service; and

FURTHER, BE IT RESOLVED, the ATU will continue to advocate for fully accessible fixed route transit service; and

FURTHER, BE IT RESOLVED, that the ATU will organize unorganized paratransit workers to improve their lives and the lives of the passengers who depend on their services; and

FURTHER, BE IT RESOLVED, the ATU will work to improve working conditions for paratransit workers, including by negotiating strong collective bargaining agreements with fair wage and benefits packages, reasonable scheduling rules, and health and safety protections.

The committee recommends concurrence with the resolution and I so move, Mr. Chairman.

DELEGATES: "Seconded."

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's moved and seconded to adopt the recommendation of the Paratransit Committee.

Is there any discussion? (No response.)

COSTA: Hearing none, all in favor say aye.

DELEGATES: Chorus of "ayes."

COSTA: Opposed. (No response.)

(Gavel knock.)

COSTA: Ayes have it. Thank you. (Applause.)

COMMITTEE SECRETARY WILSON: Good morning, my ATU heroes and heroines. I'm here to read off the names of the committee for the Paratransit.



Barry "Donnie" Wilson, Local 689-Washington, DC

Mark Beeching, Local 1724, *chair*

Barry "Donnie" Wilson, Local 689, *secretary*

Nectarios Mitropoulos, Local 381

Caesarie Montgomery, Local 241

Barry Low, Local 279

Delrico Collins, Local 627

Gary Rouse, Local 689

Misa Green, Local 732

Michael Brown, Local 998

Luis Alcazar-Montoya, Local 1027

John Deloatch, Local 1181

Mark Peay, Local 1181

Dwayne Sessions, Local 1433

Darren Crawford, Local 1560

Kevin Colon, Local 1564

Oswaldo Chin, Local 1622

Joanne Barnes, Local 1704

Justin Priest, Local 1754

Marietta Quinney, Local 1775

WILSON: Thank you very much. *(Applause.)*

COMMITTEE CHAIRPERSON BEECHING: And I would also like to thank Barry for being the secretary and thank International Vice President Michelle Sommers for her contributions to this committee.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman, Mr. Secretary. Thank you for your great work. Let's give them a hand. *(Applause.)*

COSTA: At this time, I would like to call up the ATU Canada President, John Di Nino, to introduce our next speaker.

John, can you come up, please? *(Applause.)*

ATU CANADA PRESIDENT DI NINO: All right. Good morning.

DELEGATES: "Good morning."

DI NINO: A little bit louder. I didn't hear you.

DELEGATES: "Good morning."

DI NINO: Awesome. Good morning.



John Di Nino, ATU Canada President

I have the pleasure of introducing our next speaker, a lady who has served workers and their families as an activist, worker advocate, negotiator, community organizer, labor leader for more than three decades.

Bea Bruske was elected president of the Canadian Labor Congress in 2021, the second woman to hold the position representing over 3 million workers in Canada. *(Applause.)*

Before being elected to the CLC, Bea served as vice president of the UFCW in Canada representing over 250,000 workers across the country. Bea's passion for the rights of working people was ignited in 1987, when she and her UFCW Local 832 coworkers held the line on the picket line for 125 days. *(Applause.)*

And I just want to go on a little bit of a personal note here. You know, when Bea decided to run for the leadership of the Canadian Labor Congress, one of the first unions she reached out to was the ATU. She came to our office. She continues to visit our office. She is an advocate for transit.

She asked what we need. She wants to represent the transit workers. She's a climate change justice, a social worker. She does everything for the working class.

There's no better representative for the Canadian Labor Congress than my friend, Bea Bruske. I have the pleasure of introducing our friend, a friend of the ATU, Canadian Labor Congress President Bea Bruske.

Standing Ovation

BEA BRUSKE

President, Canadian Labour Congress

CANADIAN LABOUR CONGRESS PRESIDENT BRUSKE: Hello, ATU family and friends. How awesome is it to be in one room together? *(Applause.)*



Bea Bruske, President, Canadian Labour Congress

It is so nice to be here with you, and I want to take a moment, firstly, to thank President Costa for inviting me and for being such a tremendous leader that I look up to and admire so much. Thank you for that. *(Applause.)*

Absolutely. We should clap for that. John absolutely deserves that adoration.

And I also want to thank my friend, John Di Nino, of course, the Canadian President. John plays a very

important role on the Canadian Council.

We are the Canadian Labour Congress. As John said, we represent over 3 million workers in Canada, and over 50 different unions. And John's role there, on our Canadian Council, is to provide input and strategic direction for setting our goals for the Canadian Labour Congress, and I value his attention and priority setting.

So thank you very much for that, John.

Frontlines

Now, to all of you, I need to thank all of you because many of you have been on the front lines during the pandemic. You have kept our cities and our communities going, sometimes, oftentimes, at the risk to your own health and safety. I cannot thank you enough for your dedicated work.

ATU has done a tremendous job fighting for your members to make sure that they can be safe, making sure that during the pandemic you had what you needed to stay safe, and making sure that you had everything necessary, so that you could help us keep our communities going.

We have seen it in your Transit Worker and Pedestrian Protection Program Act. You are advocating for the safety of not only transit operators but transit users and the public as well. Your demands include improved safety measures for drivers from the high risk of harassment and violence at work, to the very serious physical injury from bad ergonomics. And as I learned yesterday, bad ventilation that you often have to put up with.

You want deescalation training for drivers and adding security shields to buses to keep drivers out of harm's way. This has been a very big issue in my home town of Winnipeg Manitoba, where we have had too many instances of harassment and violence against drivers in our transit system, including a terrible death back in 2017.

I want to give a special shout out to ATU 1505, from my hometown of Winnipeg for tackling this issue. *(Applause.)*

They are in the media fighting hard on this issue, and I so appreciate that every day.

Physical and mental health

Being on the front lines, we know, puts drivers at particular risk when faced with angry and frustrated customers, you know, having to deal with decisions that you folks are not making but that people are making for you and you are having to carry out that work. Many of you have dealt with verbal attacks, attacks from people using their hands, attacks with weapons, and that is not okay. It is absolutely unacceptable to put any worker in that kind of a risk situation, and I want you to know that the CLC stands with you in demanding change.

You are also calling for updated buses to prevent occupational injuries. I was so impressed yesterday looking at Local 113 and had Andrew show me the prototype of the bus of the future. What an amazing piece of equipment. I know that you are so well aware of the risks that are posed to transit drivers and to the general public, which is why you are also making sure to include better bus design in addition to driver assisted technologies, so that people don't get injured by passing buses.

I want to take a moment here though to pause and just to express my sorrow and my deep condolence for ATU 1572, who has just had a terrible accident on the weekend and has we have now lost a member who went to work hoping to come home that day to his family and due to an unfortunate workplace accident is not able to come home. Any kind of workplace deaths are never okay. Every single worker deserves to come home in the same state that they left in the morning. *(Applause.)*

And that has to include not just your physical health but your mental health as well. *(Applause.)*

'Absolutely shameful'

I also want to mention your call for investments into the National Public Intercity Transit Service for Western Canada. I'm from a prairie province, and I can tell you that the cancellation of the Saskatchewan Transportation Company and the Greyhound intercity transit service in Western Canada drastically limited many people's access to visit their families, to get to medical appointments, to deal with employment issues.

It's been absolutely shameful. It's had a devastating impact on individuals and families and communities in the prairie provinces.

It's a safety issue, it's a climate issue, and I have to tell you, it's also a human rights issue. Those of us from Canada, we know that the missing and murdered indigenous women's report that came out cites a lack of transit between communities as one of the factors in these issues occurring, so it's also a social justice issue.

I absolutely commend the ATU for taking on this fight, and I can assure you that you have the CLC's full support. It is no surprise to me at all, to see how fiercely you are advocating for your members. It's what we've all come to expect from the ATU.

'Unity and solidarity'

You are a strong union made up of strong activists and members and I know we can always count on ATU members to show up because you value unity and solidarity, and I value your activism. You work really hard to engage your members around the biggest policy and political debates of our time.

And, you know, it wasn't very long ago that in Canada we were dealing with a Steven Harper conservative government. It was one of the most antiunion, austeritydriven and mean spirited governments our country has ever had and you all of you worked hard to defeat that government. You engaged your members. You mobilized your members and you got them out to vote. *(Applause.)*

You helped end those dark days of that Harper government. And since then we collectively in the labor movement have made some very impressive gains for our members and for all working families.

Firstly, we want an expansion to the Canada Pension Plan giving an opportunity for all Canadians to retire with dignity. We want a ban on asbestos and that will help protect the health and welfare of the public but also of workers and it will address Canada's shameful history as an exporter of this deadly substance.

We want pay equity legislation making sure that women are paid equally to men in our country. We want a \$15 minimum wage and that is going to be

indexed to inflation, so that workers are not going to struggle as much to make ends meet. *(Applause.)*

During the pandemic we literally won billions of dollars in emergency benefits to keep workers afloat during the pandemic period. We also won ten paid sick days for federal employees, so that nobody has to choose whether or not they have to go into work to make their rent payment or if they can afford to take that day off. It is in the public interest. It's a public health interest but it's also in the worker's best interest.

And as any working parent here can tell you, it's so important that you have affordable child care. We won a pathway to a \$10 per child per day child care benefit plan. And as a working mom, I cannot even begin to tell you how much of a difference that would have made when my kids were small. *(Applause.)*

Clean energy

We also won incredibly important investments to tackle climate change and to create good jobs, good transit jobs that will be clean as well as good manufacturing jobs.

Our movement has to be recognized as a leader of fair transition to a cleaner energy economy and for many years now the CLC and our affiliated unions have called for strong just transition measures for workers in Canada. Measures that we all know need to include a transit plan.

We know that transit systems aren't just an integral part of keeping our communities running. We know that we cannot achieve our climate goals without an effective transit system.

So friends, these are impressive victories and they are your victories. So I want you to take a moment to really appreciate that it's because of folks in this room who push their provincial and federal governments to make these changes that we've been able to achieve these things.

You should be very proud. You are making a very big difference not just for your members but for all workers across Canada. *(Applause.)*

But you know what, we're not even close to being done yet. In fact, we are just getting started, my

friends. We have got some really big fights ahead of us and there is no one that I would rather have fighting beside me, whether it's on a picket line or dealing with government, than my friends at the ATU. *(Applause.)*

'We are going to fight'

So my friends, let me ask you some questions.

Are you fired up?

DELEGATES: Chorus of "yeses."

BRUSKE: Are you ready to go?

DELEGATES: Chorus of "yeses."

BRUSKE: Are you ready to fight?

DELEGATES: Chorus of "yeses."

BRUSKE: Are you really ready to fight?

DELEGATES: Chorus of "yeses."



BRUSKE: That's awesome because we are going to fight. We are going to fight to make sure that the economic recovery creates good jobs with fair wages for working families. And we're going to fight for better employment insurance and a stronger social safety net so that no worker and no family is left behind.

We are going to fight to expand our public healthcare system because we know that it has to include a national pharmacare program and a national dental care program.

And we are going to continue to fight for more urgent climate action to tackle the climate crisis to save this planet for our kids.

We are also going to fight and this is probably maybe my favorite one to make sure that we ban the use of scab workers. *(Applause.)*

These issues form the backbone of our political action program for the next coming months and years.

But my friends, I've got to be honest with you, there is one more really, really big fight that we're going to have to take on together.

The Conservative Party

Those of you in Canada may have heard that our Conservative party in Canada, not mine for sure, but the conservative party in Canada have recently elected a brand new leader. They are trying to shine up their party a little bit so they've elected a brand new spanking guy. His name is Pierre Poilievre. You might have heard of him.

DELEGATES: *"Boos"*

BRUSKE: Yeah, I'm with you on that one.

He promises to return Canada to the "good old days." The problem with the good old days is he means for workers those would be the Dirty '30s. Pierre has a very lengthy track record in Parliament that includes imposing austerity on everyday working people, slashing billions from our healthcare system, attacking workers and attacking unions directly, shredding benefits for unemployed workers and helping his buddies, the rich corporate friends, pay less in taxes.

And now he's borrowing from the playbook that we see happening in America all of the time. He is using phony populist rhetoric just like Donald Trump has to hide his track record, to hide his real agenda and to pretend that he's on the side of workers.

You know, Pierre reminds me of a scene from the movie Mars Attacks. I'm not sure if you remember this but it's the Martians coming to town. They are laying waste to the town, they're vaporizing anything that moves and at the same time over loud speakers you hear, "Don't flee, we're your friends." Well, that's

Pierre Poilievre in a nutshell. It's the rhetoric of cuddly E.T., you know the movie E.T., with the reality of a Godzilla that he is bringing to the table.

And just like Trump he is fanning the flames of resentment, blame, anger and hate. He is betting that if he scares enough people, if he makes enough people angry and resentful and divides us enough, that he might just get enough votes to win the next election.

I've got news for him. We're not going to let him get away with that. *(Applause.)*

We are going to expose Pierre's secret divisive slashandburn agenda making life harder for workers and for their families and we're going to fight together to make sure that he never becomes prime minister.

'Now is the time'

Friends, this is an absolutely pivotal moment in our labor movement in Canada and in the U.S. In addition to our political action, now is the time to double down on our organizing efforts.

The pandemic pulled back the curtain on a fatally flawed model of economics. It exposed the deep inequities and vulnerabilities in our society and workers as we know are fed up. They are fed up being told that you're essential one minute and told that you are disposable the next minute.

Absolutely. We're fed up with corporations making record profits during the pandemic, slashing hazard pay, cutting pandemic premiums while paying their CEOs and shareholders instead of investing in their workers. And we are all fed up with jobs where folks are overworked and risk your health and safety going to work for peanuts.

There is a renewed energy and a new militancy, especially among young workers. They're demanding better jobs, better wages, better security, benefits and a pension plan and they are looking to us, to unions, as the vehicle to help them stand up and speak out and fight for that better future.

And I've got to tell you, I'm absolutely in awe of the news that we see almost every week up in Canada and certainly in the U.S. as well, working people taking on these huge corporations. These are the same corporations that can

spend millions flying their private jets into whatever province or territory or state is being unionized, where their workplace is being unionized, to beat back organizing drives. Corporations like Starbucks, Amazon, Apple, Google, Microsoft, Cineplex and Sephora in Canada. But workers in those workplaces have come together to fight for better workplaces, to have respect and dignity at work and their dignity are inspiring others and are building a new wave of interest for unionizing right across North America.

Because, friends, this is our moment. It's the time for unions to prioritize all of our organizing efforts to make sure every single worker by signing their signature on that union card wins respect and dignity when they go to work each and every day. *(Applause.)*

'Our moment'

BRUSKE: It is absolutely up to us to grow our union density, to grow our movement. And it's also time to turn our dues paying members into committed activists. Because we know that when we gain union density, we gain more power. When our members' numbers grow, we grow our influence. And when our members, our existing members, become engaged, we can shape the direction of our countries. And that is how we can build a new economic and social model with workers at its core. And it's how we can recreate a more equitable inclusive and sustainable future for everyone.

My friends, this is absolutely our moment. It is every work place and every community that I visit I feel the energy. And I absolutely feel it in this room. I heard you back stage. You guys have been loud and proud the entire morning already and that is absolutely awesome because we know that we have the vision, we have the conviction, we have the leaders, we have momentum. We are the labor movement. *(Applause.)*

BRUSKE: So let's flex our muscle like never before. I'm so looking forward to continuing to work with the ATU in Canada and across North America. I hope to see many of the Canadians in this room at the CLC Convention next May in Montreal, because we know that when we work together, we can achieve amazing things.

So solidarity, my friends, and let's kick some ass for the working class.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Thank you, Bea. We have a nice duffle bag, an ATU duffle bag for you, and great speech. Thank you.

All right. Let's give her a hand. *(Applause.)*

COSTA: All right. David, we have another video? I want to take a minute there and put a video up?

(Video played.)

(Applause.)

INTERNATIONAL VICE PRESIDENT PEREZ: Good morning, brothers and sisters.

I'm proud to introduce Teresa Romero, President of the United Farm Workers, some of the hardest working people you'll ever meet. A position she has and was elected to in 2018 after serving as the union's Secretary-Treasurer.



International Executive Vice President Javier Perez

Teresa is an immigrant from Mexico who is proud of her U.S. citizenship and Mexican heritage. She has played an integral role in many recent successful union efforts and is admired by her peers for her work ethic and spirits. She is dedicated to creating a system to apply both in the United States and in Mexico to hire women while also helping create an environment in which women are no longer enduring verbal, mental, and/or sexual abuse.

Please join me in welcoming to the stage our sister in struggle, Teresa Romero.

Standing Ovation

TERESA ROMERO

President, United Farm Workers (UFW)

UFW PRESIDENT ROMERO: Thank you very much, John. Thank you for inviting me. Thank you to your membership.

These are difficult times, and both our unions have a lot of history. And let me tell you a little about myself. I'm the only the third President of the United Farm Workers. *(Applause.)*



Teresa Romero, President, United Farm Workers (UFW)

I am the only immigrant Latina president of a national union. We need to change that. *(Applause.)*

It is a privilege to be here with all of you. We have we face many challenges, and both of our unions represent workers that are essential workers that during the pandemic were there. Everybody could count on them, and I thank you for that. I thank you for your sacrifice. I know it was not easy, but we could count on you to be there for us.

Farm worker march

I represent workers that are also essential workers. Unfortunately, their working conditions and challenges are greater than we could ever imagine. Last month we let me start with this.

Last year, we introduced a bill that would make it easier for farm workers to vote for union representation. We started a march. The governor vetoed it. Gavin Newsome vetoed it the first day of the march. And what the bill does is give farm workers options to

vote for union representation.

The way that currently happens is in person at the employer's premises, where the supervisors are looking over their shoulders, where they hire security for the day of voting, and where in many cases they have called immigration and workers have been deported. It is shameful. It is shameful.

We decided to introduce the exact same bill because here in California, all of you who are from California know that here in California, we have options to vote for our elected officials, for the way that we voted for the governor. And it is, by doing it in person, if we want to, by doing it by mail, if we want to, by asking for help to fill out the ballot, if we want to, or ask somebody to deliver it for us. That is exactly the bill that we introduced again.

Unfortunately, we never heard from him from last year until the beginning of August, when we started a march from Delano to Sacramento. It was a 24day march, and we walked 335 miles. *(Applause.)*

To bring attention to the importance of this bill, we had marches that were permanent, that were farm workers, that were not making any money for the month, that left their family behind for a month, that children they left children behind, but they knew how important this was.

Some of them have a contract, have union representation, but they were doing it because they know how difficult it is to get there and they were making the sacrifice for other farm workers. Unfortunately, we have not heard yet what Governor Newsome is going to do.

If you remember, there was a recall for the governor last September, and let me tell you what farm workers were doing. Farm workers for the most part are undocumented, and they are not eligible to vote, but they were knocking on doors to get people out to vote against the recall, and what he did a week later was to veto our bill. We cannot have something that works for him, something that is good enough for him but is not good enough for farm workers. That is not acceptable. *(Applause.)*

The reality of farm workers

And, yes, we are stronger together. And I will ask you that you reach out to the governor's office or use your

social media, asking him to sign AB 2183. And you may not live in an agriculture area, but let me tell you, you eat. Your family eats. The state where you come from, you eat, and that is food that is harvested by mostly undocumented farm workers.

When it takes us decades to be able to pass overtime for farm workers and we have to do it state by state, this is the first year that farm workers in California are able to receive overtime pay after eight hours of work or 40 hours a week. The first year. *(Applause.)*

When you have to have legislation to pass legislation that it takes you years to protect farm workers from heat illness, we need to understand that in many cases right now, the temperatures are 110, 115 degrees for weeks at a time, and we have to fight for years to get four things. One, fresh water for farm workers. Two, a shaded area for when farm workers have a rest period; there's an area shaded area where they can rest. Three, a tenminute break every two hours, when the temperatures are 95 degrees. And, four, information to farm workers, so they recognize the symptoms of heat illness. Most of us don't recognize them, and that also took us decades.

We invited all 100 senators to work in the fields. We wanted them to experience what it is because they have no idea. *(Applause.)*

Only two of them, accepted, Senator Alex Padilla from California and Senator Corey Booker from New Jersey. *(Applause.)*

And believe me, they did it because they wanted to work. They did not want just the photo op. They worked six, seven hours on their knees. The temperatures were not that hot, but it still was hot. Dirt, moving fast, and at one point, Senator Padilla is harvesting radishes next to a worker that is training him.

The worker that is training him is as fast as you can imagine, as efficient as you can imagine, and Senator Padilla is having a hard time just getting the radishes out of the earth. And then he looks at him and says, How long have you been doing this? And the worker said, 50 years. And he says, Wow. He says, How old are you? And the worker says, 70. And he says, Why do you keep doing this? Why don't you retire? And the worker's answer was, I'm undocumented.

I pay taxes, but I will never be able to collect Social Security. I don't have a pension plan, so I have to keep working.

And that is the reality of farm workers in our country. This is our great country. When you have dairy workers who come to us because of all the violations that are happening and we try to engage big buyers and we have actions in front of the big dairy coop that does not want to meet with us, we went in Seattle to the corporation the offices of a big corporation wanting because they buy from this dairy, asking them to help us meet with this dairy. That is all we wanted.

So we took farm workers, some elected officials, and labor leaders. At first they did not even want us in the building. They wanted us to wait outside.

And finally, after insisting, somebody came down and it was a young man, and he kept saying, I should not be listening to you. I should not be talking to you. You should deal with them directly.

'You don't want to listen to me, then look at me'

And one of the workers in her very broken English stepped forward and said, You don't want to talk to me. You don't want to listen to me, then look at me. And she opened her mouth. She had been kicked by a cow, lost all of her front teeth, had not been able to even hug her children for the last two years because that is how much pain she was in. And she says, This is what happened to me.

Another woman stepped forward and said, I have been sexually harassed for years and in front of my husband, and we both have to be quiet because we have a family to support.

A gentleman in a very soft voice says, I just want to be treated as well as the cows that I tend. This is the reality of farm workers.

And as essential workers that you are and as essential workers that farm workers are, I thank you for your sacrifice. I thank you for your hard work. I thank you for your support for farm workers.

Si, se puede

This is this is a time where we need to stick together. This is a time where we have governors and legislators and presidents who say they support labor. We need to put you know hold them to that. And we need to make sure that Governor Newsome doesn't say one thing but does another.

So please, please, use your social media, use your voice, tell them that AB 2183 needs to be signed. Farm workers have a lot of challenges. He can make it easier for them and it is in his hands right now.

Thank you very much. Can I hear a Si, se puede?

DELEGATES: "Si, se puede"

ROMERO: A little louder, please.

DELEGATES: "Si, se puede"

ROMERO: Thank you very much. Thank you.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: See how she said it, Labor? We're all struggling and how are we going to beat this, by saying Stronger Together. We're Stronger Together.



Thank you, Teresa. Thank you for coming out and speaking. We have a gift for you.

Okay. Play the music again. You can play the music.

Okay. Our next speaker is the National President of the Labor Council for Latin American Advancement, which represents the interests of approximately 2 million Latino trade unionists throughout the United States and Puerto Rico.

I would want to say this right, Yanira Merino is veteran leader and immigration rights leader and was born in El Salvador and migrated to the U.S. in 1990.

At the time, an ongoing war in her country was going on. When she arrived to the U.S., she joined the labor movement in order to protest poverty wages, wage theft and discrimination, unsafe working conditions at a shrimp factory where she worked in Los Angeles.

Merino and coworkers organized and led efforts to change these unfair practices. She has since worked in numerous organization campaigns, immigration efforts as well as solidarity work with Central America.

Merino's election to the National Presidency of the LCLAA represented a turning point for the organization as she became the first woman and first formerly undocumented immigrant to lead the organization. *(Applause.)*

COSTA: Yes. So please let's give a warm ATU welcome to President Merino.

Thank you. *(Applause.)*

YANIRA MERINO

President, The Labor Council for Latin American Advancement (LCLAA)

LCLAA PRESIDENT MERINO: Buenos Dias.

DELEGATES: "Buenos dias."

MERINO: Let me try this again. Buenos Dias.



Yanira Merino, President, The Labor Council for Latin American Advancement (LCLAA)

DELEGATES: “*Buenos dias.*”

MERINO: Well, I hope you took your lesson Spanish book. (*Speaking Spanish.*)

MERINO: Thank you. Thank you very much. I am honored to be here with my siblings representing representing all the states that your Union have works and members. ATU means a lot for LCLAA. Thank you for inviting me.

Thank you for having me to talk to you in this very important gathering when you come together with your locals, your councils, your International and national leaders, allies and guests to celebrate your 60th National Convention.

Congratulations. (*Applause.*)

‘One voice’

You come together in one voice because you and I, we know that we’re Stronger Together. (*Applause.*)

Somebody said and thank you President Costa for that introduction that I was and I came this country undocumented. Let me put that I do have documents right now just in case. (Laughter.) (*Applause.*)

Just in case.

And it was a challenge for me and my family and I found a house in the labor movement. Not only I found a house for me, for my family, for my children, but I also found a place where I can fight because people like you.

Thank you. (*Applause.*)

Labor Council for Latin American Advancement

The Labor Council for Latin American Advancement and the Amalgamated Transit Union have had a long history of partnership. So I want to thank President Costa for your amazing and outstanding leadership and support of LCLAA and the other constituency groups.

I also want to extend that thanks to the entire ATU Board for their tireless work on behalf of workers, not

only your Union your members but all workers in this country, and for their support of LCLAA.

I also want to take this opportunity to recognize our current LCLAA national board member, Ismael Rivera. (*Applause.*)

And retired national board member Jose Guerrero. (*Applause.*)

Their support and their work have helped cement LCLAA as a relentless force in the labor movement. The leadership have move us and challenge us to new heights.

My siblings, now more than ever we need to work to be in solidarity with each other. We need to work because we are going through very challenging times.

Just this summer the inflation has risen at incredible rates the cost of everyday necessities like food, housing, gas, have reached new heights that many working families cannot afford. It’s becoming more and more difficult to keep up with the rising cost of living across this country, and for many workers, it makes it almost impossible to provide for their families.

Yes, we are the lucky ones. We have a collective bargaining agreement but many workers in this country do not.

But even in light of all of this, American workers realized the difference a union make in their lives. The support for labor unions is now at its highest in more than 60 years.

‘We need to organize’

As a movement, we need to take advantage of it but we also need to cultivate it. We need to organize. We need to remind nonunion workers that being part of a union not only results in higher wages, better benefits, or safer working conditions but it also allows workers to join a movement that is larger than themselves.

We need to show that the labor movement is diverse, open to new ideas and willing to build coalitions with all of these sectors that make this country thrive. That’s the only way to really advance because we know we are Stronger Together. (*Applause.*)

As unionists, we have the responsibility, yes, to represent our members, to defend workers' rights, but we also have the obligation, the task to move the needle forward, so we can leave this movement and this country better for the next generations. *(Applause.)*

MERINO: In this vein, LCLAA strives to improve the conditions of Latino and immigrant workers in this country, especially as a large portion of our communities earn less than the minimum wage and are overrepresented in our country's most dangerous jobs.

However, we know that organizing them is just not enough. We have to strike while the iron is hot. We have to take advantage of this moment. Let's keep the energy in our movement alive. Let's organize the unorganized.

Are you with me?

DELEGATES: "Yeses" from the delegation.

MERINO: Are you ready to fight?

DELEGATES: "Yeses" from the delegation.

MERINO: This is our time familia, es nuestro momento. Among the unorganized, we find immigrant workers and Latina workers ready to fight with you and with me. And I ask again, are you ready to fight?

DELEGATES: "Yeses" from the delegation.

MERINO: Let me see let's answer like ATU. Are we ready to fight?

DELEGATES: "Yeses" from the delegation.

Immigrant workers

MERINO: Louder, my siblings. There's a significant portion in the American workforce, almost one in five workers is an immigrant. And Latinas are the second largest group of women workers in this country, yet immigrants are subjected to more dangerous working conditions and are more likely to face retaliation when they try to organize.

Latinas continue to be the largest group with the largest wage gap in this country. We have to offer our solidarity. We have to welcome them with open arms to

our movement, as we fight together to make sure that all workers, regardless of their immigration status or genders, have the same opportunity to join the unions to build a better future. *(Applause.) (Spanish spoken.)*

Because we know that if there is a group of workers that is easily exploited, easy to take advantage of, all our rights are at risk. I know that we know that.

Let's not allow corporations to continue dividing us by race, gender, ethnicity, the language we speak or whom we love.

Corporations and employers have mastered the way of dividing us. They divide us Latinx workers, from Black workers, from Asian workers, from white workers, from union workers.

Many says that immigrants come here to steal U.S. workers' jobs. My siblings, that is not true. We have the same hopes that any one of you have, a better future. *(Applause.)*

The goal of these corporation employers is to divide us. Let's not allow that. We know that divided we will fall and united we will win. Stronger Together.

'Civic engagement must be a priority'

We organize our movement and we have to continue doing that, but we also have to do the other thing that is important, especially when we are talking about elections. We have to mobilize our communities to vote. We cannot hesitate on this issue. Civic engagement must be a priority, despite the intimidating politics, despite how difficult it can be, despite how polarizing it is.

We cannot give up. We know what it takes, and we know what politicians will do in Washington, D.C., if we don't hold them accountable. And the only way is to make sure that our communities and our members vote. Compañeros, compañeras, familia, these are very important times. We are very close to a midterm election that will have a very positive or a very negative impact on our lives, not only in our jobs but in the democracy of this country.

There is forces out there that are working overtime to try and divide us and not allow many people

to vote, and we have to talk to every single voter. We have to reach out to new people. Each year there's 4 million young people turning 18 years old, and each year more than half a million more individuals becomes American citizens. That means that this year we'll have almost nine million people that we have to reach out.

Some might argue that this population that I'm mentioning are not worth targeting because they have low turnout, because younger people don't go to the polls, because new naturalized citizens are less likely to vote than the U.S. citizens, but the truth of the matter is that we cannot dismiss new voters as unengaged when we have not done work that is needed to engage them, brothers and sisters, my Siblings.

'Let's work even harder'

There are many that are waiting for us to knock on their doors. Many new voters are young voters, Asian, Latinos. They are very diverse, and they are often an afterthought for many political organizations when it comes to mobilize them. They are less likely to be contacted, less likely to be canvassed, and less likely to be phone banked, and, believe me, the other sides are doing their work.

So let's work together. Let's work even harder. We are the labor movement, and this is where we can make the difference. *(Applause.)*

MERINO: Let's expand our universe. I know that we unions, we are a machine and we mobilize our members, but the question for us is, will we be able to expand our vision to reach new heights, will we in solidarity reach out to those that are nonunion, those that are people of color? And I know if any group is ready for that task, it's you.

ATU, you work hard, you have a leadership that has a vision, and I know that we are going to see you there. So I'm looking forward, I'm really looking forward to work with you, to continue with this partnership because it's worth it because we know because I know that you know that when we stand together, that when we fight together, we win together.

Thank you. Thank you. Muchas gracias y si, se puede.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Give her a hand.

Yanira, I had the opportunity to, when Larry passed away, meet you I believe in Orlando. I was out there visiting the local, and we were having the LCLAA Conference there. And Ismael Rivera was telling me and I said, Let me stop by, so I left the local and I stopped by and I actually attended a meeting to get an understanding of what we were involved with.



And your passion to fight, it shows, and I was very impressed with your passion and I'm very honored that you came here and spoke before our delegation on our 60th Convention.

We do have a gift for you and it's an ATU bag, a duffle bag. Thank you very much. Let's give her a hand. *(Applause.)*

Thank you, Yanira. *(Applause.)*

Okay. I think we have another committee we can do. I'm going to hear from the Operations Workforce Development Committee.

We ready? Come on up.

Don't you have any music that we can play as they come up and pump up a little bit? It's kind of getting quiet.

OPERATIONS WORKFORCE DEVELOPMENT COMMITTEE

COMMITTEE CHAIRPERSON WEINSTEIN:
Mr. Chairman, delegates to the 60th Convention of the Amalgamated Transit Union, I'm pleased to submit the report of the Operations Workforce Development Committee.



Shane Weinstein, President, Local 1575-San Rafael, CA

The committee gave ample consideration and full discussion to Resolution T, Advancing Bus Operator Skills to Meet Future Workforce Challenges, which was referred to us by the Resolutions Committee.

The committee wishes to emphasize that transit operators kept the economy moving during the COVID-19 pandemic despite the risk to themselves and their families. Operators work in complex environments under difficult circumstances every single day, ensuring that passengers get to where they need to be safely.

Our apprenticeship programs will attract new recruits to this essential workforce and help current members build successful and satisfying careers.

The full text of the resolution is provided to you in the Convention app. In an effort to expedite this report, the committee determined that instead of reading the resolution in its entirety, we will read starting with the “therefore, be it resolved” clause.

Resolution T: Advancing Bus Operator Skills to Meet Future

Workforce Challenges

Submitted by the Amalgamated Transit Union

WHEREAS, ATU transit operators perform highly skilled work vital to ensuring the safe passage of millions of riders throughout the United States and Canada on a daily basis; and

WHEREAS, transit operators kept the economy running and schools and hospitals open as the world responded to the COVID-19 pandemic despite the risk to themselves and their families; and

WHEREAS, transit operators are responsible for managing issues and emergencies onboard, such as assisting passengers with disabilities and the elderly, and managing unpredictable and at times violent public behavior; and

WHEREAS, transit operators work in complex environments, where transit vehicles must contend with vulnerable road users such as pedestrians and cyclists and other vehicles that may drive unpredictably; and

WHEREAS, there will be 500,000 job openings in public transportation in the next 10 years; and

WHEREAS, transit has the highest percentage of older workers among all transportation sectors; and

WHEREAS, in the United States and Canada there are military veterans and students that would benefit from higher wages, on the job training, and mentorship from ATU workforce development programs; and

WHEREAS, ATU has established transit operator apprenticeship programs that have trained thousands of ATU members and set them up for successful and satisfying careers; and

WHEREAS, ATU mentorship programs have been established to create a collaborative work environment, increase job satisfaction and commitment, transfer knowledge and history about the union to a new generation of union members, and develop new leaders who can serve the union in a variety of ways;

THEREFORE, BE IT RESOLVED, that ATU is committed to supporting the expansion of bus operator apprenticeship and mentorship programs in the U.S. and Canada and continuing to set the standard for transit operations training programs; and

FURTHER, BE IT RESOLVED, that the ATU will continue to establish best practices for registered transportation apprenticeship programs with the Department of Labor in the United States and Employment and Social Development in Canada; and

FURTHER, BE IT RESOLVED, that the ATU will work with the International Transportation Learning Center, California Transit Works and other organizations to continue establishing apprenticeship programs and secure funding and certification for these vital programs; and

FURTHER, BE IT RESOLVED, the ATU Training and Workforce Development Department will work closely with local unions to expand apprenticeship programs that show value of our work through comprehensive training and adequate wages that encourage military veterans and young workers to find careers in the transit industry; and

FURTHER, BE IT RESOLVED, ATU will continue to expand mentorship programs that provide support and improve job satisfaction for new transit operators that will be the next generation of union members and leaders.

WEINSTEIN: The committee recommends concurrence with this resolution, and I so move, Mr. Chairman.

(Seconds from the delegation.)

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It is moved and seconded to adopt the recommendations of the committee.

Is there any discussion? (No response.)

COSTA: Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

COSTA: Any nays? (*No response.*)

COSTA: The committee recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

COMMITTEE CHAIRMAN WEINSTEIN: Now, Secretary Rachel Hill, Local 1070, will read the names of the Operations Workforce Development Committee.



Rachel L. Hill, Financial Secretary, Local 1070-Indianapolis, IN

COMMITTEE SECRETARY HILL: Good morning.

DELEGATES: “*Good morning.*”

Shane Weinstein, Local 1575, *chair*

Rachel L. Hill, Local 1070, *secretary*

Junior Sutton, Local 113

Eric Braziel, Local 192

Gwendolyn Land, Local 256

Shaun Walston, Local 265

Darnell L. Morris, Local 268

John D. Harwood, Local 583

Cory M. Rigtrup, Local 587

Diron Jackson, Local 689

Keishia Gorham Parham, Local 842

David Stiggers, Local 1005

Sendra Childs Cornish, Local 1209

Mauro Varela, Local 1277

Tony Tasillo, Local 1572

Herbert R. Slein, Local 1741

HILL: The committee also wished to thank Jermaine Gibson for his contributions to this committee. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Secretary. Thank you, Committee. Job well done.

Give them a hand. *(Applause.)*

COSTA: Now, we're going to hear from the International Secretary-Treasurer's Report Committee.

Come on up.

INTERNATIONAL SECRETARY-TREASURER'S REPORT COMMITTEE

COMMITTEE CHAIRPERSON BOWERS: Hi, everybody. I will be giving you the report of the International Secretary-Treasurer. Behind me is our good looking crew. They will be introduced later on.



Toi Bowers, Local 241-Chicago, IL

Delegate Toi Bowers, Local 241, Chair. *(Applause.)*

BOWERS: Good afternoon, Mr. Chairman, Executive Vice President Perez, Secretary-Treasurer Kirk, and delegates. We the committee on the International Secretary-Treasurer's Report submit the following.

The committee examined and reviewed the Report of the International Secretary-Treasurer's for the 60th Convention of the Amalgamated Transit Union.

The audited reports prepared by Calibre CPA Group, PLLC, certified public accountants selected by the

General Executive Board to make the audits to inspect the books and financial records covering the period July the 1st, 2019, through June 30th of 2022 were available to the committee for inspection.

The committee also had available the internal ATU general ledger, detailed reports, upon which the audit reports were based on. All questions raised by the committee were discussed and satisfactory answers were found to the same.

The committee found that in accordance with Section 37 of the International Constitution and General Laws, the reports of the accountants were published and copies of the published reports were forwarded to each local union, except a report for the sixth month ending June 30, 2022, which will be forwarded to each local next month.

Finally, the committee found the union to be in sound financial condition. The committee also found that labor organization bonds were obtained and issued to each local union and joint bargaining council, as prescribed in Section 36 of International Constitution and General Laws. The premiums for these bonds were prepaid by the Bonding and Indemnity Fund, the cost of which were subsequently reimbursed to the fund over the ensuing three years.

The committee noted that allocations are periodically made from General Fund to the Convention Fund to ensure that sufficient funds would be available to pay for the costs associated with our Conventions.

The committee believes these allocations provided for a sound method of accounting for future costs.

In conclusion, the committee would like to commend the work of the International Secretary-Treasurer Kenneth Kirk. *(Applause.)*

BOWERS: And to express its appreciation to him for being available to the committee. We also wish to thank International Controller Salma Yousefi for her appearance *(Applause.)*

BOWERS: for her appearance before this committee and for her assistance to the financial secretaries and treasurers over the local union.

Thank you, Salma.

Mr. Chairman, I would like to personally thank the members of the Secretary-Treasurer's Report Committee for their hard work and otherwise express all of our appreciation for the thoughtful assistance of our esteemed International Vice President Marcellus Barnes. *(Applause.)*

And Brother Jeffrey DiPerna *(Applause.)*

BOWERS: for his assistance as the secretary of the committee to bring this report to a conclusion.

Mr. Chairman, the committee moves that the report be accepted by the delegates in attendance of this Convention. Names of the members of the committee, Brother DiPerna will name those names now.

(Seconds from the delegation.)

INTERNATIONAL PRESIDENT COSTA: All right. It is moved and seconded to adopt the IST Committee Report.

Is there any discussion? *(No response.)*

COSTA: All in favor, say aye.

DELEGATES: Chorus of "ayes."

COSTA: Opposed. *(No response.)*

COSTA: Report adopted. *(Gavel knock.)*

(Applause.)

COMMITTEE SECRETARY DIPERNA: Good morning.

DELEGATES: "Good morning."

DIPERNA: If it's still morning.



Jeff DiPerna, Financial Secretary, Local 85-Pittsburgh, PA

First of all, thank you, Mr. Chairman, for this appointment. It's a great honor.

The names of our committee, most importantly.

Toi Bowers, Local 241, *chair*

Jeff DiPerna, Local 85, *secretary*

Paul Doucette, Local 107

Max Matharu, Local 113

Josette Moss, Local 192

Raj Singh, Local 265

Harry Lew, Local 583

Paul B. Neil, Local 587

James Bradley, Local 589

Rhealene Wagner, Local 615

Steven Sousa, Local 618

Keith Bullock, Local 689

Amalio Soto, Local 694

David Ward, Local 732

David Greaves, Local 819

Corey Gallman, Local 880

Michael Harvey, Local 1001

Tommy Bellfield, Local 1005

Byron Bolling, Local 1056

Lawrence Prosser, Local 1091

John Claude Calixte, Local 1181

C.J. Todd, Local 1309

Tanika Thompson, Local 1385

Jackie Smithson, Local 1587

And, Maria Carrera, Local 1596

DIPERNA: And just a special thank you again for International Vice President Marcellus Barnes and International Secretary-Treasurer Kenneth Kirk for assisting us on this. Thanks again. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Chair and Mr. Secretary, for the fine job, and thank you, committee members. Thank you very much. *(Applause.)*

COSTA: Okay. Looks like we completed our duty today, and we're going to do a raffle. How about we

do the raffle, but before we do the raffle, do you want to do the announcements now or do you want to wait until after the photo?

I think we'll wait until after the photo and we'll do the announcements. Okay. Let's do the raffle. What are we winning this time?

INTERNATIONAL VICE PRESIDENT PEREZ: The winner of the raffle is Jose Cruz, Boston. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: It looks like that's what you won up there, right, ATU giant Connect 4. All right. *(Laughter.)*

COSTA: What?

Okay. We're going to do the camera right now, so the photo is going to be done in a few minutes. Please listen for an important announcement after today's about today's excursions and other reminders. So we are going to do the photo now. Are they ready? Sorry. Do the announcements while they set up.

SAEZ: All right. Tomorrow we will have an LGBTQIA breakfast that will be held from 6:30 a.m. to 8:00 a.m. in Siena conference room for all members of the LGBTQIA+ community.

Both excursions, the foodie tour and the Las Vegas historic tour, will be departing from Caesars Palace tour lobby. Please check your tickets for departure time.

Box lunches for the Las Vegas historic tour will be handed out outside the convention hall. Please only take one.

Thank you.

INTERNATIONAL PRESIDENT COSTA: All right. So are we ready for the panoramic photo that we're going to do, David?

All right. So let's David, why don't you get up here? We want everybody organized.

SAEZ: All right. So we're going to have everybody stand up at their seats and turn towards the back of the convention room.

INTERNATIONAL PRESIDENT COSTA: And I think we have got to get up guys and come over here.

Can the GEB come on up on stage please? If you'd like come on up on stage, please.

Sarah, make it right.

SAEZ: First, we're going to take a picture, and then we're going to do a group ATU, Stronger Together, so just wait for some cues.

INTERNATIONAL PRESIDENT COSTA: Tell us when he is going to snap the picture, so we can all have our eyes open.

SAEZ: Please bear with us. We just have to move the lift. It will just be a couple more minutes.

Thank you.

(Panoramic picture and Stronger Together videos taken.)

Whereupon, the 60th International Convention of the Amalgamated Transit Union was recessed until Wednesday, September 21, 2022, at 8:30 a.m.





DAY THREE

Wednesday Morning Session – September 21, 2022

The 60th International Convention of the Amalgamated Transit Union reconvened on Wednesday, September 21, 2022, at 8:38 a.m.

INTERNATIONAL PRESIDENT COSTA: Yeah. Look good. Looking good out there. *(Applause.)*

DELEGATION: Who moves this city?

We move this city.

Who moves this city?

We move this city.

Who moves this city?

We move this city.

Who moves this city?

We move this city.

Who moves this city?

We move this city.

Who moves this city?



International President John A. Costa

We move this city.

Fired up. Ready to go.

INTERNATIONAL PRESIDENT COSTA: Fired up.

DELEGATES: *“Ready to go.”*

COSTA: Fired up.

DELEGATES: *“Ready to go.”*

COSTA: Who moves this city?

DELEGATES: “*We move this city.*”

COSTA: Who moves this city?

DELEGATES: “*We move this city.*”

COSTA: Who moves this city?

DELEGATES: “*We move this city.*”

COSTA: Who moves this city?

DELEGATES: “*We move this city.*”

COSTA: Yeah. (*Applause.*)

Okay. Okay. I hope everybody had a good time. Fired up and ready to go. I hope everybody enjoyed the excursions yesterday.

Okay. We have a pretty busy schedule today, and I would ask that after lunch everybody please come back in. We got a we would like everybody here after lunch, so don't forget we got I'll just say, come back.

All right. I'll have Sarah Sarah, you want to give the introduction, please.

SAEZ: Yes. Please welcome to the stage Cantor Jessica Hutchings from Congregation Ner Tamid.

JESSICA HUTCHINGS

Cantor, Congregation Ner Tamid

CANTOR HUTCHINGS: (Singing) Lord prepare me to be a sanctuary, pure and holy, tried and true. With thanksgiving, I'll be a living sanctuary for you.



Jessica Hutchings, Cantor, Congregation Ner Tamid

Emmitt is my 2yearold son. He loves buses, trains airplanes and pretty much every truck in existence. Transportation fascinates him. He sleeps next to his toy cement truck and school bus. When we're on the way to school, he calls out with excitement, Mommy, a school bus. When do I get to ride a school bus? Honestly, before he was born, I don't remember ever noticing all the vehicles occupied by amazing humans doing tireless work in transportation.

'The vital work of mass transit'

It was just the hustle and bustle of typical every day life to me, and yet through the eyes of a toddler, I have awoken to the vital work of all kinds of mass transit, and his excitement translates to my appreciation.

As adults we often take things for granted and make them mundane. I pray today that we can see through the eyes of a child and with wideeyed wonder see the preciousness in every aspect of our every day life. May we never take for granted the tireless efforts of those who work in transit.

Dear God, you have given us the incredible gifts to be shepherds for holy moments and holy work. You have given us understanding, patience, and kindness. With our minds, hands, and hearts, you have enabled us the gift of gathering. Bless us now and help us grow, thrive, and achieve the highest heights of learning, agreement, and opportunity to be gathered together as a community this week in convention with our colleagues, leaders, and friends.

Holy One of blessing, prepare our minds to be open and willing to receive knowledge, fortitude to make important decisions, and prepare our hearts to be willing to receive new opportunities and renew old and sacred bonds. Every day we give our all and put ourselves on the line to escort and protect humanity to where they need to go.

We are constantly working for a more logistically sound world. We are grateful for the gift of life and the ability to continue to reach such esteemed heights.

There is a saying in Judaism that the virtues of one individual brings honor to his or her entire people. The work of those in transit is like that of building

a sanctuary, a masterpiece, putting the puzzle pieces together to create a system of safe passage for so many.

‘We are a living virtue’

The work of this organization is to make sure all who dwell are protected, cared for, and treated justly. Together a sanctuary of peace is built. We are a living virtue.

As we work together this week, let it not be as individuals but as a team. May we derive strength and wisdom from one another. The process of learning is as endless as time itself. We must seek to encourage one another in this invaluable practice, which requires persistence and determination.

Let us be thankful for each person in this room. May we not sit idly by but instead be filled with spirit, intention, and the will to step up, grow, and make positive change Stronger Together.

Faith alone is one thing. Taking action produces results. Have faith that God is with us and be not afraid to leap.

‘Grant us learning, growing, and community building’

God protect this group of brave, strong, enduring, incredible people. Grant us learning, growing, and community building. May we go home fulfilled by what we have experienced. May we be more inspired than ever before. Be with us and bless us, oh God, now and always. Amen.

(“Amen” from the delegation.)

HUTCHINGS: *(Singing)* Lord, prepare me to be a sanctuary, pure and holy, tried and true. With thanksgiving I’ll be a living sanctuary for You. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Beautiful. Thank you.

Okay. We have a few announcements to make before we kick this off.

So, Sarah, you want to bring us up to date?

SAEZ: Today there will be a special memorial ceremony at 1:00 p.m., so be sure you are in your seats so you don’t miss it.

Day Two Convention Banquet tonight will be held in the Julius Ballroom, which is directly below this ballroom on the pool level. The cocktail reception will begin at 5:00 p.m., and the banquet will begin at 6:00 p.m.

INTERNATIONAL PRESIDENT COSTA: Okay. Can we please turn your attention to the screens? We’re going to do our recap video of yesterday.

Convention Day Three Recap Video

(Applause.)

INTERNATIONAL PRESIDENT COSTA: Okay. We have some committee meetings today to announce. The Political Action Committee will be meeting in the Milano VII.

We have the Diversity, Equity and Inclusion Committee will be meeting in Turin at 8:45.

The Organizing and Collective Bargaining Committee will be meeting in the Trevi at 8:45 and the Balloting Committee will be meeting in Milano III at 8:45. Okay.

All right. We have our first speaker for today, Stephen Cotton, the General Secretary of the International Transportation Workers Federation, a global union federation of 665 trade unionists representing 20 million workers and 147 countries. Throughout his career at the ITF, Cotton has sought to improve the operations of the ITF focusing on building affiliates’ power to make a real difference in the lives of transportation workers and influence lead industry players influencing players in the transportation sector.

Under Cotton’s leadership, the ITF has transformed into an organization allowing the ITF and its affiliates to secure industry leading contracts and protocols with key multi-national companies in the transportation industry. So please welcome to the stage Steve Cotton. *(Applause.)*

STEPHEN COTTON

General Secretary, International
Transportation Workers Federation (ITF)

ITF GENERAL SECRETARY COTTON: Good morning, ATU.

DELEGATES: *“Good morning”*

COTTON: Are you ready for today?

DELEGATES: Chorus of *“ayes.”*

COTTON: So first, a massive privilege to be the first General Secretary of the ITF to address you. It's truly a privilege.



Stephen Cotton, General Secretary, International Transportation Workers Federation (ITF)

18 million strong

This 60th Convention recognizes your history and contribution to the labor movement. I'm here to represent our 18 million transport workers that cover every sector of transport but they want you to know that this Convention, your leadership, is important to our labor movement.

We are very proud about the relationship with the ATU. We are very proud about the leadership. And, John, thank you for the commitment, the invitation but also the commitment to make sure your members' voice are heard in the loudest way in the world of transit and bus transportation.

We also have a fantastic colleague, John Lyons, who helps us translate the messages back to your leadership. I really hope that this meeting can be an opportunity to build an even stronger bond and we would hope

to see more of your delegates at our land transport sessions in March next year in Marrakesh in Morocco where we will have our Convention in 2024.

You're a dynamic organization and we know that organizing is at the heart of what you are trying to do, and we know it doesn't matter which part of the world you come from, organizing the workforce, building power is utterly critical. And your power is part of that 18 million. Improving conditions, winning rights for public transport workers in every country, in every region of the world, means that we make it much, much harder for the greedy corporate owners and ensure there is an equitable distribution of wealth. We all know in the labor movement an injury to one is an injury to all.

'You move the world'

Brothers and sisters, you move the world. You move the city, and you ensure through the darkest times we're able to keep our cities and our societies going. We saw that through the pandemic.

And what do you deserve? You deserve good jobs and decent salary. Do you deserve decent jobs with good salaries? *(Applause.)*

Throughout the pandemic you were on the frontline dealing with the darkest moments many of us can remember in living memory. Many of you risked your health and the health of your families to keep our cities moving. And tragically, the monument outside reflects sadly how many of your members lost their lives not just in the UK but across the world.

Health and safety for the labor movement has never been more important. And it's vital that we ensure not just here in the United States but across the world, your wellbeing is on the top of our collective bargaining list. *(Applause.)*

Protection in the workplace

We see as a result of the pandemic more angry riders. We see more members of the society unhappy, and we have to do more to protect you in the workplace. The pandemic has changed the way people respect transport workers. Enough is enough. None of you

should be touched by the public. None of you should be verbally abused. It's critical that we put this on the top of our list in the world. *(Applause.)*

Thank you.

I think at this moment in time with the rising cost of energy and food, inequality is at the worst ebb in our developed society. Corporate profiteering and greed makes it more difficult for unions to represent the voice of the working men and women and it's critical that we show strength. It's critical that we show solidarity and we demand, demand better wages, better safe working conditions and decent work throughout the model.

We want as trade unionists to make your lives happy. We want to satisfy your families that you will return home from work. We want to ensure that you're well trained, skilled and protected in our societies and it's critical that your voice is loud and clear.

The ITF and the ATU are working very heavily on health and safety. We, the ITF, take your voices to international bodies like the UN and, in particular, the International Labor Organization, and we advocate for a global standards and we make sure that you're in a position to ensure that those minimum standards we expect are respected.

Multinational corporations

We also recognize that the role of multinational corporations in transit and public transport is becoming more advanced, particularly, companies such as Transdev, and we're working with ATU and a number of our other American affiliates to make sure that we share best practice.

Well, what do I mean by that? If a union in France can guarantee unions are common, union collective agreements, union conditions, we want to share those best practice clauses with you and other colleagues when Transdev is the employer.

We are demanding that they recognize unions. We are demanding that we have a place at the table when they discuss surveillance, changing technology. It's critical that workers have a voice about how the industry is modernized and how we ensure that your best interest is protected.

I said I represent 18 million workers. But make no mistake, the importance of the United States and it's political position when it comes to working practices around the world.

The world looked on when President Biden became the new President and his strong message of support for unions in the United States resonates around the whole world. That is an important statement. It's critical.

The world watches the United States

And again, John, and the whole of the team, that you're involved in all of our projects and initiatives because the world watches the United States. You are a leading nation. And right now in the moments of tremendous uncertainty, the role of the American labor movement has never been more important.

Brothers and sisters, your issues are our issues, the ITF is an affiliate led organization. We want to deliver concrete things in the world that protect you in the working place. The ITF belongs to you, our affiliates.

The initiatives and discussions on your tables should be brought to the global tables to make sure there's a level playing field when it comes to protecting workers.

We recognize as a part of the pandemic, the job to protect the funding for public transport. We have a project about protecting public transport as a social need and it's critical that that resonates around the world.

Let's us join forces across the world. We work with the C40 to be the mayors of the big cities of the world, to make sure labor's voice is on the agenda and on the budgets, to make sure you can have safe equipment and good salaries.

'Long live ATU'

Brothers and sisters, we believe in you. Brothers and sisters, this Union is a powerful union, a democratic union and I'm immensely proud to bring you fraternal good greetings.

Long live ATU. Thank you.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Steve, thank you so much. It's nice to finally meet you in person. We have been trying to get together for a while but doing it by Zoom. So great job. Looking forward to working with you going forward in person.

And we have a gift for you, this is an ATU duffle bag, so you can all of that money you win. I heard you hit that slot. You can, you know, put it in there and take it home with you.

ITF GENERAL SECRETARY COTTON: Brilliant, John. Thank you all. Thank you very much. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you.

Okay. I believe the Credential Committee is ready to do their daily report.

SECOND CREDENTIALS COMMITTEE SUPPLEMENTARY REPORT

COMMITTEE CHAIRPERSON TUCK: Mr. Chairman, delegates, it is my proud honor to give this second supplementary report on the committee of Credentials.

In yesterday's first supplementary report, the committee reported on four additional delegates whose credentials were not contested and 14 delegates whose credentials were contested.

Since the presentation to this Convention of our first supplementary report on the committee of Credentials, three additional delegates have registered, and the committee has found their credentials to be in order. Of this number, the committee found all three to be eligible for participation in the election of International officers and AFL-CIO Convention delegates and alternates.

In addition, the committee heard from members from three local unions and recommends that the Convention find two to be disqualified and one to be qualified.

First, the committee heard from members of Local 1778 regarding their claim to one delegate seat at this Convention. Due to Local 1778's per capita tax

arrearage, the committee recommends the Convention deny Local 1778's request to have a delegate seated at this Convention. Under the Constitution and General Laws, Article 614, Financial Requirements.

Second, the committee heard from a member of Local 241 regarding his claim to delegate status. The committee extends its sympathies and solidarity to the brother from Local 241 after his termination from the employer but recommends that the Convention find him disqualified to take the seat as a delegate under the Constitution and General Laws, Article 6.9, Disqualifications, as he is no longer employed at an ATU employer.

Finally, the committee heard from members of Local 1028 regarding the local union's claim to two delegate seats rather than one. Local 1028 has established that it has in excess of 300 members to the committee's satisfaction, so the committee recommends that the Convention seat a second delegate from Local 1028.

That delegate should be the local union's Financial Secretary, Sister Aminatu El Mohammed. The committee recommends the International Secretary-Treasurer also contact this local to rectify their roster, so that its membership reporting can be corrected.

I so move this entire report, Mr. Chairman.

DELEGATES: *"Seconded."*

INTERNATIONAL PRESIDENT COSTA: It's been moved and seconded to adopt the report of the Credentials Committee.

Is there any discussion? *(No response.)*

COSTA: Hearing none, all in favor say aye.

DELEGATES: Chorus of *"ayes."*

COSTA: Opposed. *(No response.)*

(Gavel knock.)

COSTA: The ayes have it.

COMMITTEE SECRETARY RICHARDSON: Mr. Chairman, for the information of the chair and the delegates, I'll note for the record that 659 delegates have been seated for the 60th Convention and that 627 of those delegates have been found to be eligible for

participation in the election of International officers and AFL-CIO Convention delegates and alternates.

Thank you, Mr. Chairman.

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Secretary, and thank you, Mr. Chairman. Okay.

Next, we have a video. Please roll it

(Commotion from the floor.)

INTERNATIONAL PRESIDENT COSTA: Sorry. Mic 5.

DELEGATE BASIR: Point of order. There was there is discussion here for the Chair. The brother in Local 241

INTERNATIONAL PRESIDENT COSTA: Brother, the report has been adopted, so what is your I can't hear you.

Put Mic 5 on. All right.

DELEGATE BASIR: All right. Can you hear me now?

INTERNATIONAL PRESIDENT COSTA: Yes.

DELEGATE BASIR: Thank you, Brother Chair. Regarding the brother from 241, he no longer works at the property because the President and Business Agent collaborated with our employer to terminate him based on trumped up charges that he organized a wildcat strike. The brother was not doing a wildcat strike. He was merely sharing information from the Amalgamated Transit Union regarding safe operation of vehicles during the uprising in our cities.

He has been a target of this president all the way up to this week, when he improperly organized the Executive Board to vote to cancel Brother Eric Slater's trip to the to the Convention.

INTERNATIONAL PRESIDENT COSTA: Brother.

DELEGATE BASIR: Yes, sir.

INTERNATIONAL PRESIDENT COSTA: Brother, the report has been adopted.

DELEGATE BASIR: Well, this is a travesty in justice and this is unfair, and this will not be the last time you hear from me about it.

INTERNATIONAL PRESIDENT COSTA: Okay. Thank you, Brother.

Okay. Next, we have a video. Please roll the video.

Campaigns Video

(Applause.)

COSTA: I'm proud of the campaigns that we have got going on all over the place. Look, you have to have a campaign. Getting ready to do a contract, we should have a campaign before it, so despite the pandemic, we had successful strikes. We won strong contracts for our members, and I want to thank all the business agents, all the members that came out and supported the locals and fought either at the table, at bargaining, when we brought all of the members in, to see we were unified and we were not going to let them divide us.

So, once again, thank you all. *(Applause.)*

COSTA: At this time, I would like to call up International Secretary Kenny Kirk to introduce our next speaker.

INTERNATIONAL SECRETARY-TREASURER KIRK: Good morning, everyone.

DELEGATES: *"Good morning"*

KIRK: With great pleasure, I would like to introduce our next speaker. Since 2007, Reverend Terry Melvin has held the second highest office in the New York State labor movement as Secretary-Treasurer of the 2.5 million member New York State AFL-CIO.

In 1980, Melvin started his career as a member of the Civil Service Employees Association, Local 427 at the Western New York development center. After being hired on the night shift, he quickly moved from shop steward, grievance representative, to vice president of the local. At age 21, Melvin became the youngest local president when he was elected to the position of president of Local 427, a local union representing over 2,000 members.

Amongst his various labor community roles, Mr. Melvin is a man of devout faith and spiritual belief. He's an ordained Baptist minister, and he serves as associate minister and assistant to the pastor at Second Baptist Church in New York.

Please give a round of applause for our next speaker, Brother Terry Melvin.

Standing Ovation

REVEREND TERRY MELVIN

President, Coalition of Black Trade Unionists

COALITION OF BLACK TRADE UNIONISTS,
PRESIDENT MELVIN: Good morning, ATU.

DELEGATES: “Good morning”

MELVIN: Let me try that you know, I was back in the green room, and I saw your president up here. And it sounded like you all was awake, and then I show up out here and you all give me this half good morning. *(Laughter.)*



Reverend Terry Melvin, President, Coalition of Black Trade Unionists

MELVIN: Let me try this again. Let me try it the way your president did it. ATU.

DELEGATES: “Good morning.”

MELVIN: All right. That is a little better, little better, little better.

Let me first recognize and thank your president for his leadership, for the invitation to be here. Give him a hand, if you will, John Costa. *(Applause.)*

Let me also recognize my friend and one who sits on our Coalition of Black Trade Unionists National Executive Council, your Secretary, my friend, Ken Kirk.

And, also, I'd be remiss if I did not recognize the one that has allowed me to come out and play and do

this work for the last few decades, the one that kept my household in check, the one that made sure that when I came home off the road, that the key still worked in the door, my lovely wife of 32 years, Sonja Melvin, is here with me. Give her a hand. *(Applause.)*

I tell everybody, it is hard to be a wife of a union official. It's sure enough hard to be a wife of a Baptist preacher, but when you are a union official and a Baptist preacher, she has a place in heaven already. Let me let you know. *(Laughter and applause.)*

All right. ATU, how is everybody doing today? *(Cheers from the delegation.)*

I want to thank everybody again for the invitation to come here to be with you. It's the first time I have been to an ATU Convention, and I pray it won't be the last.

But I tell folks all the time, the first time you invite me to speak, you don't know what you are going to get. I will know if I did a good job if I get an invitation to come back, so I'm looking forward to seeing what happens after today.

There's nothing like being in Sin City to talk business, but let me also commend all of you, because even in the face of such temptation, you're here today. You showed up to do the business of ATU's membership, so give yourselves a hand for being here. *(Applause.)*

Look, I have been to eight conventions this year, and let me just start off telling you everything what I have told every convention that I have been to. It's okay to come out to these places, these conventions. It's okay to get together and socialize with your friends, but let me tell you, if you came here and you get all of this education, if you do all of this business, if you get all this knowledge and you don't take it back and take care of your members, you done wasted your time and their money. *(Applause.)*

So I want to talk to you a little bit today about the Coalition of Black Trade Unionists. As I said, I'm the International President of CBTU, and I'm biased when it comes to CBTU.

Coalition of Black Trade Unionists

But before I can talk about what we are doing now, I need to tell you about how we got started. See, back in

the 1970s, there was an election going on for president of the United States. Some of you all have been around long enough to remember.

The president was going on. We had a race between Nixon and McGovern. The labor movement, the labor movement was taking a neutral stance in that election.

Black labor stood up and said as bad as Nixon has been to black and brown folks, as bad as he has been to poor folks, there is no way in hell we were going to let our institution stand neutral in that race. We needed to take a stand and Black labor came together as the Coalition of Black Trade Unionists and took a stand in that election to support McGovern over Nixon. Now we know what happened, but we did what was just and what was right.

At that time, we looked at the labor movement as a whole and we noticed that the labor movement, the leadership, did not reflect the membership of the movement. We decided there needed to be some change. Somebody had to wake up the movement. There was a limit to what we could accomplish and not enough room at the table for true representation.

There were conditions that created CBTU. Let me say that again. These were the conditions, yes, the conditions that forced CBTU to be born. If we had a seat at the table, if we were fairly and adequately represented, CBTU would not exist today. CBTU would have no reason to be established.

‘Necessity is the mother of invention’

The conditions forced the creation of organizations. Necessity is the mother of invention and we invented CBTU out of necessity. We needed to connect labor with our community. We needed to ensure that the leadership of our great movement reflected the membership. We needed to ensure that our children received quality public education. We needed to ensure that everybody had affordable healthcare throughout this country.

This is how we got here, sisters and brothers. But, wow, we’re still here. Why do we still exist? Haven’t the conditions changed? Oh, I have heard it all. You’re a

divisive organization. You’re antiwhite. Let me let you know that in Alabama one of our chapters in Alabama is predominantly white run and the president is a white man, so we ain’t antianthing. We are everybody deserves their seat at the table. *(Applause.)*

‘A seat at the table’

I hear folks say you have a seat at the table. What is the problem? I hear people saying that you have diversified the national labor movement. We have the most diverse leadership in the national labor movement. We got a woman at the top and a black man in the second seat. What is your issue?

I hear people saying that we have a racial justice task force looking at how to inculcate racial justice and social justice and a racial lens into all of the work that we’re doing in the movement. Why do you still have to exist? What is going on?

I’ll tell you what the problem is. Black Lives Matter is still a problem. *(Applause.)*

Young black men and women being killed is still a problem. Highest unemployment for all demographics is still a problem. Inadequate healthcare access and treatment is still a problem. Flint, Michigan, is still a problem. Jackson, Mississippi, is still a problem. *(Applause.)*

Us, sisters and brothers, at the table, doesn’t change the conditions we toil in. So CBTU exists to make sure that we are always at the table. That we never forget our seat is temporary unless we force permanence. If you all don’t think that we need a black labor organization in the face of the widerising white supremacy, I don’t know what else I can say.

‘We still need to exist’

I know my people are nervous. I know my community is to have their voting rights taken away. I know healthcare is getting worse in this country. Underemployment is as bad, if not worse, than unemployment. So we still need to exist. We need to be present at the table.

Right now, sisters and brothers, we are too close to an election to just lay back. Black voters are being disenfranchised to the point where we can't even get cups of water while waiting in lines for hours. Now I want you to understand what that means because when you hear people can't get water in line, you're thinking what's the problem some folks say in my neighborhood we wait 5, 10 minutes to vote. Well, the problem is they have changed the voting locations for people in our community that the lines are so long that you have to wait hours at a time. So a cup of water might be just what you need.

They restrict our vote and choke our resources. But sisters and brothers, there is too much at stake to let this go. Four years of 45 was no joke and I don't want to go back. Let me explain *(Applause.)*

Let me take a moment to explain because I know there is some folks in this room that voted for 45. And, no, I ain't saying his name because I start cussing and it's not good for a Baptist preacher to be cussing, so I ain't saying his name. *(Laughter and applause.)*

'America was never great'

Excuse me. But I'm going to say this. Make America Great Again, I want to let my sisters and brothers know that voted for him, this is my problem. For my folks, America never was great. *(Applause.)*

It wasn't great when we were in slavery. *(Applause.)*

It wasn't great when we had Jim Crow laws. *(Applause.)*

It was not great when we had red lines barring us what we could buy, how we could get loans. It was not great, sisters and brothers. *(Cheers and standing ovation.)*

You got to understand where we're coming from. In shackles is not great. So for me, sisters and brothers, Make America Great Again, we have not got to the greatness of this great country called the United States of America. *(Applause.)*

January 6th, insurrection was no joke. Now look everybody in this room know that if I had led the insurrection and my people were up there fighting, it wouldn't just be the January 6th insurrection. It would be Bloody January 6th. *(Cheers and applause.)*

It is no joke that somebody that does not want to lose power in this country, would call arms and try to take over the country by force. That is no joke. *(Applause.)*

I ask you to pray for our brother Benny Thompson who is chairing that January 6th committee. He has gotten death threats. Yes, death threats for just doing his job.

This gun violence that we are seeing across this country, sisters and brothers, is no joke. Some of you know I'm from Buffalo. I lived when I was growing up right in the neighborhood where that Tops was, knew some folks from the neighborhood. It's a damn shame when grandmamma can't go to the grocery store and buy some food and not be safe. It's a shame when you can't go to the church and not be safe. It's a shame when children can't go to school and be safe. Something has to be done with gun violence in this country. We cannot stand back and accept that our children are being killed everyday, grandma being killed, granddaddy being killed.

Standing Ovation

MELVIN: I'm not saying take a gun from anybody that rightfully has it. The work that Congress just did on gun violence it is not enough. That's just a drop in the bucket. Everything they did, what occurred in Buffalo would still occur today with he changes that the Congress made. There was nothing substantial. Yeah, they did a couple things, but we as citizens of this country have to hold them fully accountable.

Voter suppression laws popping up in so many states is no joke. Banning books that discuss race, sexuality, and gender is no joke. Laws restricting the right to protest is no joke. This ultra conservative Supreme Court is no joke.

Roe v. Wade

I want to let you all know that Roe v. Wade was just the beginning. I mean, I get it. I'm a Baptist preacher. I get it. I believe I don't believe in abortion, but I sure as hell don't believe it's my right to tell you what to do with your body. *(Applause and cheers.)*

I said that's just the beginning. Clarence Thomas always said he going after same sex marriage. They said, Reverend Melvin, don't you got a problem with with same sex marriage? I got a problem with that, they say. I say, I got a solution for you. If you got a problem with same sex marriage, don't marry nobody of the same sex, and we ain't got no problem. *(Applause and cheers.)*

Another thing that's on the table interracial marriage. Now, Clarence may have a good reason for trying to get out of that. *(Laughter and applause.)*

There is still some states in this country that say that they can tell you whether you can use contraceptive in your own bed whether you're married or not. That's still on the table.

'We must wake up our community'

Sisters and Brothers, in solidarity we must wake up our community and likeminded communities. This is our country. This is our land. We must maintain our right to live with dignity and respect. We must take what is rightfully ours. We must not turn back. We must not give up. Let me be clear, elections are won and lost by the black vote. Look at the last two. That's why they want to lock us out.

And let me tell you an unspoken dirty secret. We never invest enough in turning out the black vote. Yep, I said it. Get the name right. Terrence, Melvin, because somebody going to go back and tell. I don't care. The truth will set you free, and I want to be free. *(Laughter.)*

When it comes time to invest in the voter turnout, the black vote is always underfunded, and when it is funded it's from outside groups who fly into town



and try to buy our vote instead of investing in people. *(Applause.)*

But, sisters and brothers, CBTU is the fix. CBTU has built and maintained that's right, maintained a GOTV infrastructure in the black community. So if you asked me what we're working on, there it is. We need to vote. We must and we need to help our community vote to make national change.

Beyond that, CBTU has become a key liaison between labor and other social justice movements. The Black Lives Matters and urban environmentalists, CBTU has relationships and allies with organizations that our members are a part of. That unionists attend and engage with. People are more than their jobs and CBTU is there to connect the dots.

Once again, while we're at the table, the conditions have not advanced enough to make us obsolete. America is not ready for CBTU to not exist. Black people have too many struggles to not have CBTU exist. The labor movement doesn't have enough members for CBTU not to exist.

'We need to grow'

We are a movement that is shrinking and not growing, eroding and not progressing. We need less labor groups we don't need less labor groups, we need more. We don't need to shrink. We need to grow. If this movement can bend over backwards to not isolate our 45 other members, by God, we better become pretzels for the Black, Latino, LGBTQ, Asian, Muslim communities and all other communities that are within this great movement of ours. *(Applause.)*

Sisters and Brothers, we are a movement of working people. And as people, we have to move forward. We have to grow. We have to become the change we talk about and be the change agents we dream of.

CBTU exists because we have work to do and we need you, ATU, to help us be a part of the solutions. Join a chapter in your area and let's get involved together.

All colors, all creeds and every title in the rainbow. We have to rise up. We have to organize. We have to make tomorrow better than today. And I call on all of you as my family to get out there and do it.

'The pursuit of happiness'

We need quality public education and an economy that works for all. We need the ability to elect who represents us. We need a country that lives up to its founding creed that said we hold these truths to be selfevident. That all men are created equal. That they are endowed by their creator with certain inalienable rights and among these are life, liberty and the pursuit of happiness.

By dammit, I want the pursuit of happiness. I want all of my people in this country to have the pursuit of happiness. *(Applause.)*

So we have to join together because when we join together we win. We are Stronger Together. When we fight, we win. When we fight, we win. When we fight, ATU, we win. And we are Stronger Together.

So let's join together. Let's lift up each other. Let's get everybody together. Let's join together and let's kick some ass, ATU.

Join me in this fight. We can do it. We can do it

God bless you. *(Cheers and standing ovation.)*

INTERNATIONAL PRESIDENT COSTA: Kicking some ass there.

(Applause.)

INTERNATIONAL Secretary-Treasurer KIRK: Brother Melvin, thank you for those inspirational words. And you know I would encourage all of our brothers and sisters and especially my Black brothers and sisters that we all get involved. Let's go out and do a great job in November and let's have the right to stand up for our own.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: I had to give Terry some water. That was a hell of a speech thank you. *(Applause.)*

COSTA: Okay. Can we please turn your attention to the screen for a special video.

(Video played.)

(Applause.)

COSTA: That's right. Our union is setting the standards for apprenticeship programs in the transit industry and we're preparing our members for the change in technology and to advance their careers.

We now have an Apprenticeship and Workforce Department, and our Union has been named one of the Department of Labor's first apprenticeship ambassadors. So we are doing great work, brothers and sisters. We are doing great work.

INTERNATIONAL PRESIDENT'S AND GENERAL EXECUTIVE BOARD REPORT

COSTA: All right. Next, we have a number of committee reports. So are we ready?

The first up is the International President's and General Executive Board's Report. The committee may come up.

COMMITTEE CHAIRPERSON MICHAEL McMILLAN: Mr. Chairman and delegates to the 60th Convention, your committee on the International President's Report and General Executive Board Report is pleased to submit to you its report.



Mike McMillian, President/Business Agent, Local 1300-Baltimore, MD

We have carefully examined the President's Report and General Executive Board Report for this 60th Convention. We wish to give recognition at this time to the President and GEB Board for their continued assertiveness in achieving new goals. *(Applause.)*

McMILLAN: We therefore submit the following findings to the GEB Convention covering the

President's Report and GEB Report for the period of July 1, 2019, to June 30, 2022.

The committee, first and foremost, recognizes and appreciates the International's swift and steady response to the coronavirus, which was the greatest threat to the ATU members in the history of our Union. While we lost more than 220 members during the dark days of the pandemic and we mourn each and every one of them, the numbers would have undoubtedly been much worse, had it not been for the heroic and unprecedented actions of the International President and the General Executive Board partnership throughout this period.

The International President Report and GEB Report detailed the constant activities that took place over the past two years to get this Union through the very difficult times. Weekly telephone call video conferences kept locals and conferences' boards informed regarding the latest developments on funding for PPE, critical safety matters, from the U.S. Congress, Canadian parliaments, state and provincial governments, and the Centers for Disease Control.

This information was vital to the ATU members who risked their lives by reporting to work each and every day. The committee is grateful to the International for the leadership it provided during the difficult period. The phrase Stronger Together was proven time and time again throughout the past three years. *(Applause.)*

McMILLAN: Remarkably, the regular business of the Union carried on, and the committee commends the International on its continued efforts to build and improve upon the ATU's extensive educational and training programs preparing our members for everyday challenges they may face at the bargaining table and legislative halls throughout the U.S. and Canada.

The committee further commends the International on its continued success in the legislative, legal, research, campaigns, and Communications Department throughout the reporting period as well as the creation of a new Workforce Development Training Program Department, despite the trying times we continue to live in.

Extraordinary organizing efforts in the face of challenges for ATU members and all working families has led to 81 successful representation campaigns over these three

years, bringing nearly 2,968 new union workers to our family. *(Applause.)*

McMILLAN: These results demonstrate that the ATU will play a significant role in the renewal of the labor movement across the United States and Canada.

Under the provisions of our Constitution and General Laws, it's the duty of the Executive Board to supervise and direct the affairs of the Union during periods between Conventions, and see the laws and policies of the union are carried out by the International officers, the local union officers, and the general membership of the Union.

Within the 36month term herein reported, the General Executive Board held six regular meetings and several special meetings. Due to the pandemic, some of these meetings were held by video conference.

As required by the Constitution and General Laws, the General Executive Board employed certified public accountants to audit the books and accounts of the International Union for the semiannual meetings of the General Executive Board.

During the past 36 months, the General Executive Board has processed seven requests for financial relief and arbitration expenses, approving or deferring four of those requests, extending significant direct assistance and excusing the payments of per capita taxes by various requesting local unions typically for a period of three to six months.

The General Executive Board rendered five decisions on membership appeals brought in accordance with the Section 22.10 of our Constitution and General Laws of our General Laws, two of which are being considered at this Convention.

It is apparent to this committee that these actions could only have been obtained through a close and productive working relationship, between the General Executive Board and our International Executive Officers, combined with a strong sense of responsibility and commitment to the members of the Amalgamated Transit Union.

On behalf of this committee and the delegates attending this Convention, we wish to express our appreciation for the outstanding work that has been

accomplished by the International President and the General Executive Board for our Union on behalf of each and every rank and file member. *(Applause.)*

McMILLAN: Mr. Chairman, this is our complete report to the Convention for action. The committee of the International President's Report and General Executive Board Report recommends adoption, and I so move, Mr. Chairman.

DELEGATES: "Seconded."

(Applause.)

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and seconded to adopt the report.

Is there any discussion? *(No response.)*

COSTA: Hearing none, all in favor, say aye.

DELEGATES: Chorus of "ayes."

COSTA: Opposed. *(No response.)*

COSTA: The ayes have it. *(Gavel knock.)*

(Applause.)

I call at this time Brother Willie Delgado, Local 1596, to read the names of the members of the committee.

Thank you.

COMMITTEE SECRETARY DELGADO: Good morning.

"Good morning" from the delegation.)



Wilfredo Delgado, President/Business Agent, Local 1596-Orlando, FL

Michael McMillan, Local 1300, *chair*

Willie Delgado, Local 1596, *secretary*

Fritz Titus, Local 113

Rick Rideout, Local 113

Paul Jason, Local 164

Kelvin Gilkey, Local 241

Al Barnes, Local 281

Inga McGlothin, Local 627

John Gaines, Local 689

Joseph Cherry, Local 857

Albert Garcia, Local 1225

Jodi Williams, Local 1333

John DiRito, Local 1277

Lydia M. Moore, Local 1342

Paul Churchill, Local 1462

Percival Patterson, Local 1493

Jay Khawaja, Local 1572

Frank Vani, Local 1573

April J. Williams, Local 1591

Terry Richards, Local 1637

Scott Penvose, Local 1749

Donald Turner, Local 1701

Christopher Lake, Local 1761

Brent Cerenzia, Local 1767

And we would also like to thank IVP Richie Murphy. He was part of this committee as well.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Secretary. Appreciate the hard work. Let's give them a hand. *(Applause.)*

Mic 1 I mean 2.

DELEGATE BASIR: Thank you.

Just a point of order regarding the committee, the GEB Apprentice Program. Brother Chair, what guaranties do we have in place to ensure that the apprentice program is hired out as fulltime permanent and not parttime? We have a major problem with our members living in poverty in parttime jobs.

INTERNATIONAL PRESIDENT COSTA: No guarantee, Brother.

DELEGATE BASIR: Well, I think that's out of order because we have to have equal pay for equal work. We are unions. No member should suffer more than the other member.

INTERNATIONAL PRESIDENT COSTA: Brother, the report has been adopted. Take note of that. Thank you for the comment. We have to move on.

DELEGATE BASIR: Never. We will never move on with our members in poverty. Never.

INTERNATIONAL PRESIDENT COSTA: Okay. So next up is the School Bus Committee, come on for your report.

SCHOOL BUS/PARATRANSIT COMMITTEE REPORT

(Committee chanting ATU.)

COMMITTEE CHAIRPERSON CORDIELLO: ATU in the house. We are fired up today. Good morning, brothers and sisters.



Anthony Cordiello, Local 1181-New York, NY

DELEGATES: "Good morning"

CORDIELLO: Before I read the report of the School Bus Committee, I want to do a little brown nosing here.

I would like to thank President Costa, International Secretary-Treasurer Kenneth Kirk, International Vice President Javier Perez, the General Executive Board, the

representatives, and the staff for setting up a fantastic, spirited 60th Convention. *(Applause.)*

CORDIELLO: I will now give the report of the School Bus Committee.

Mr. Chairman, delegates of the 60th Convention of the Amalgamated Transit Union, I'm pleased to submit the report of the School Bus Committee. The committee gave ample consideration and full discussion to Resolution AA, Advancing the Interest of Student Transportation Workers.

A full text of this resolution is provided to you in the Convention app. In an effort to expedite this report, the committee determined that instead of reading the resolution in its entirety, we will read starting with the "Therefore, be it resolved" clause.

RESOLUTION AA: Advancing the Interests of Student Transportation Workers

Submitted by Amalgamated Transit Union

WHEREAS, every day, school bus drivers and aides across North America are entrusted with the care and safety of millions of children that they transport to and from school and school-related activities on school buses; and

WHEREAS, drivers and aides are not only responsible for the safe and proper operation of the school bus, but also must often respond to medical and other emergencies that arise during the trip to and from school, as well as disciplinary problems and alltoo frequent outbreaks of violence aboard their buses; and

WHEREAS, school bus drivers and aides are often the first to respond in such instances and can serve to warn school officials when a child is demonstrating violent or other potentially dangerous behavior; and

WHEREAS; bullying has become a huge problem; and

WHEREAS, drivers are typically the only authority figure aboard the bus, and have only a rearview

mirror in which to view the students entrusted to their care; and

WHEREAS, it is critical that bus companies recruit and retain a skilled and trained workforce that will provide the safest and most reliable transportation to schoolchildren; and

WHEREAS, low wages, inadequate benefits, and difficult scheduling and other working conditions in the student transportation industry undermines the recruitment and retention of a skilled and trained workforce; and

WHEREAS, employee protective provisions (EPPs), which guarantee student transportation workers continue employment at existing terms and conditions of employment in the case of a change in school bus contractors, are the best way to ensure both a skilled, trained and safe workforce, as well as fairness for the affected workers; and

WHEREAS, during the beginning of the COVID-19 pandemic, schools shut down and school bus workers were laid off; and

WHEREAS, the ATU led a labor coalition to pass the Coronavirus Economic Relief for Transportation Services (CERTS) Act, which provided relief to school bus companies to rehire and retain workers; and

WHEREAS, many student transportation workers are not represented by a union; and

WHEREAS, in the last year, the ATU successfully organized student transportation workers at fourteen garages demonstrating the desire of student transportation workers to join the ATU;

THEREFORE, BE IT RESOLVED, that the ATU shall continue to advocate on behalf of student transportation workers; and

FURTHER, BE IT RESOLVED, that the ATU shall support mandating trained aides to be present on all school buses; and.

FURTHER, BE IT RESOLVED, that the ATU shall support requiring training for school bus drivers and aides on managing student behavior, safety and security awareness, and emergency preparedness and response; and

FURTHER, BE IT RESOLVED, that the ATU shall work to prevent attacks on school bus drivers and aides, including the support of criminal statutes to treat physical attacks on school bus drivers and aides in the same manner as attacks on transit operators; and

FURTHER, BE IT RESOLVED, that the ATU shall continue its efforts to raise the standard of living for its existing school bus members at the bargaining table and fight to protect their jobs; and

FURTHER, BE IT RESOLVED, that the ATU supports EPPs to ensure a skilled, trained and safe workforce, and to ensure that workers are treated fairly; and

FURTHER, BE IT RESOLVED, that the ATU shall continue to push for legislative vehicles to protect the jobs of school bus workers; and

FURTHER, BE IT RESOLVED, that the ATU shall aggressively work to organize school bus properties so that more school bus workers can enjoy the benefits of union representation.

CORDIELLO: The committee recommends concurrence with this resolution, and I so move, Mr. Chairman.

DELEGATES: “*Seconded.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the committee’s report.

All in favor is there any discussion? (*No response.*)

COSTA: No? All in favor, say aye.

DELEGATES: Chorus of “*ayes.*”

COSTA: Opposed. (*No response.*)

(*Gavel knock.*)

COSTA: The ayes have it. (*Applause.*)

COMMITTEE CHAIRPERSON CORDIELLO: And now Secretary Diane Stambaugh will read the names of the School Bus Committee.



Diane Stambaugh, President/Business Agent, Local 1743-Pittsburgh, PA

COMMITTEE SECRETARY STAMBAUGH: Good morning.

Anthony Cordiello, Local 1181, *chair*

Diane Stambaugh, Local 1743, *secretary*

Lelah Rex, Local 381

Crystal McGee Lee, Local 256

Michael Haughton, Local 448

Derrick DuBose, Local 689

Anna Tompte, Local 757

Catina Wilson, Local 788

George Saint-Victor, Local 1181

Nicko Hedge, Local 1181

DeBoss Christian, Local 1338

John Q. Adams, Local 1563

Joseph Riddle, Local 1595

Nancy McCurdy, Local 1733

Albert Caterino, Local 1753

Lupe Carranza, Local 1756

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Secretary. Thank you, committee members. Give them a hand. Nice job. *(Applause.)*

(Committee chants ATU.)

INTERNATIONAL PRESIDENT COSTA: Okay. *(Applause.)*

COSTA: Next up is Over-the-Road Committee. Reports are ready, come on up.

OVER-THE-ROAD COMMITTEE REPORT

COMMITTEE CHAIRPERSON MILLER: Good morning, Mr. Chairman, delegates of the 60th Convention of the Amalgamated Transit Union. I am pleased to submit the report of the Over-the-Road Committee.



Karen Miller, President/Business Agent, Local 1700-Chicago, IL

The committee gave ample consideration, full discussion to Resolution CC supporting Over-the-Road bus members which was referred to us by the Resolutions Committee.

The committee had an excellent discussion about the difficult working conditions that continue to plague our industry, including a lack of overtime pay, insufficient rest periods and inadequate rest facilities. These are critical issues that threaten the safety of both our members and our passengers. We must continue our fight to improve the lives of workers in the Over-the-Road industry.

The committee wishes to emphasize the dramatic toll that COVID-19 has had on our members, many of whom were laid off during the pandemic. Now more than ever there is an urgent need for federal support of national Over-the-Road bus networks in both the United States and Canada.

The full text of the resolution as amended is provided to you in the Convention app. In an effort to expedite the report, the committee determined that instead of reading the resolution in its entirety, we'll read starting with the "Therefore, be it resolved" clause.

Resolution CC: Supporting Over-the-Road Bus Members

Submitted by Amalgamated Transit Union

WHEREAS, for tens of millions of North Americans, intercity bus service is an essential part of our transportation systems; and

WHEREAS, prepandemic, the intercity bus industry carried more passengers than rail services; and

WHEREAS, intercity buses have long served as a lifeline to areas without train or plane service, and for individuals who don't have access to a car; and

WHEREAS, Over-the-Road (OTR) bus service is essential for rural North America, for students, and for low-income people; and

WHEREAS, yet, intercity bus travel has been in decline for decades; and

WHEREAS, OTR ridership plummeted by more than 80% in North America as COVID-19 swept across the continent; driving many bus companies to the edge of bankruptcy, and pushing thousands of members out of their jobs; and

WHEREAS, the ATU led a Labor coalition to pass the Coronavirus Economic Relief for Transportation Services (CERTS) Act, which provided relief to OTR bus companies to rehire and retain workers; and

WHEREAS, at the peak of intercity bus travel in 1970, 130 million passengers rode intercity motor coaches; and

WHEREAS, industry deregulation began in the 1980s, allowing consolidation, the elimination of unprofitable routes and increased competition, which drove down wages and working conditions; and

WHEREAS, Greyhound's reduction in service in the U.S. and the demise of Greyhound Canada have left many communities in North America without frequent or reliable intercity bus service; and

WHEREAS, a Germany based mobility company has purchased Greyhound;

THEREFORE, BE IT RESOLVED, that the ATU will work to organize workers in new emerging OTR bus companies in an effort to once again build up its numbers in the intercity bus industry; and

FURTHER, BE IT RESOLVED, the ATU will advocate for federal funding for robust national intercity bus service in the United States and Canada; and

FURTHER, BE IT RESOLVED, that the ATU calls for the reestablishment of intercity bus service across Canada to replace the loss of reliable bus service between Canada's cities and rural communities caused by the shutdown of Greyhound Canada; and

FURTHER, BE IT RESOLVED, the ATU will ensure that Greyhound's new owner maintains service in North America and otherwise protect the interests of our members and those communities that rely upon them; and

FURTHER, BE IT RESOLVED, the ATU will continue to work to improve wages, benefits, and working conditions for Over-the-Road workers.

COMMITTEE CHAIRPERSON MILLER: The committee recommends concurrence with this resolution as amended, and I so move, Mr. Chairman.

DELEGATES: *"Seconded."*

INTERNATIONAL EXECUTIVE VICE PRESIDENT PEREZ: Brothers and sisters, it's been moved and seconded to adopt the recommendation of the committee.

Are there any questions this morning? *(No response.)*

Any questions? *(No response.)*

Any questions? *(No response.)*

Hearing none, the question is on the adoption the committee recommendation.

Those in favor please signify by the sign of aye.

DELEGATES: Chorus of *"ayes."*

Those opposed, please signify by no. *(No response.)*

The resolution is adopted *(Applause.)*

COMMITTEE CHAIRPERSON MILLER: Now Secretary Wanda Harrison, Local 1119, will read the names of the Over-the-Road Committee.



Wanda Harrison, President/Business Agent, Local 1119-Wilkes-Barre PA

COMMITTEE SECRETARY HARRISON: Hi, good morning.

Karen Miller, Chair, Local 1700

Wanda Harrison, Secretary, Local 1119

Robert Girdharry, Local 689

Robert Carle, III, Local 824

Ronald G. Giza, Local 1342

Stephen Maroto, Local 1363

Richard L. Davis, Local 1498

Andrew Woods, Local 1512

Dennis Jorgenson, Local 1603

Mark Jones, Local 1614

Shawn Purcell, Local 1624

Herman Green, Sr., Local 1700

COMMITTEE SECRETARY HARRISON: The committee would also like to thank the International Vice President Bruce Hamilton for his contributions this committee.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you. Let's give the committee, Over-the-Road Committee a

big, big round. *(Applause.)*

COSTA: Thank you. All right.

Next, we have up is the Health and Safety Committee. Come on up.

OCCUPATIONAL HEALTH AND SAFETY AND MENTAL WELLNESS COMMITTEE REPORT

COMMITTEE CHAIRPERSON COURTNEY: How does anyone follow, Brother Terry Melvin? *(Applause.)*

COURTNEY: Mr. Chairman, this is the report of the Occupational Health and Safety and Mental Wellness Committee.



John Courtney, President/Business Agent, Local 265-San Jose, CA

Officers and delegates of the 60th Convention of the Amalgamated Transit Union, we, your committee on Occupational Health and Safety and Mental Wellness submit the following for your consideration and approval.

The committee met and discussed the current status of the ATU Health and Safety Program. The committee also gave ample consideration and had robust discussions to Resolutions M, N and O, which were referred to us by the Resolutions Committee.

The committee wishes to emphasize that resolutions were thoroughly discussed and we reached consensus on these important issues.

The full text of the resolutions as amended is provided for you in the Convention app. In an effort to expedite this report, the committee determined that instead of reading all of the clauses in each resolution, the body, and the intent of each resolution starting with the “Therefore, be it resolved” clause would be read.

At this time, I would therefore move that we go to the resolved clause of the resolutions and allow me to read them in an effort to expedite the consideration of these important matters. The resolutions in their entirety will appear in the official proceedings.

We turn first to Resolution M provided for the health and safety of the ATU members.

Resolution M: Providing for the Health and Safety of ATU Members

Submitted by Amalgamated Transit Union

WHEREAS, the ATU has always fought for the health and safety of its members since its inception in 1892; and

WHEREAS, thousands of transit workers have tested positive for COVID-19 and more than 200 ATU members have died of COVID-19 since March of 2020; and

WHEREAS, during the pandemic, transit workers were continuously exposed to large crowds of transitdependent riders at close range, often times without the necessary personal protective equipment to keep them safe; and

WHEREAS, a study by researchers from the National Institute of Occupational Safety and Health found that transit workers experience 79% higher rates of Chronic Obstructive Lung Disease (COPD) and 32% higher rates of asthma than the average population, which has resulted in a staggering 44% of transit workers reporting shortness of breath, 37% reporting having asthma and 44% reporting wheezing in the same study; and

WHEREAS, the air flow in transit buses flows from back to front carrying debris, viral particles from sick passengers, exhaust and other pollutants

lofted in the air as aerosols and fine particles, which infect and injure our members; and

WHEREAS, transit workers still have higher rates of musculoskeletal injury than most other occupations according to the Bureau of Labor Statistics, Statistics Canada, and independent researchers; and

WHEREAS, poor transit vehicle design and engineering has created safety hazards for transit operators leading to workers becoming disabled, injured, or ill due to their working environment; and

WHEREAS, working with the ATU, the Federal Transit Administration in the United States unced an award to the International Transportation Learning Center for a “Bus of the Future” project to design a prototype transit bus that improves operator vision, security, back health, and biohazard protections; and

WHEREAS, many transit workers still do not have access to clean, secure, and wellequipped restrooms and schedules do not allow enough time to use them; and

WHEREAS, a majority of transit workers report either avoiding eating or drinking, trying to ‘hold it in,’ or using diapers or bottles to cope with lack of restroom access; and

WHEREAS, driving with the urge to void has been found to be as hazardous as driving under the influence of alcohol and can cause health issues including urinary tract infections, bladder infections, and hemorrhoids; and

WHEREAS, bus and rail mechanics are exposed to high voltage wires, wet floors, toxic chemicals, dangerous fumes, defective ventilation systems, and ratinfested underground workplaces; and

WHEREAS, the Occupational Safety and Health Act of 1970 (OSHA) in the United States does not cover State and local government employees in 22 states that disgracefully have failed to adopt so called “state plans” leaving our publicsector members in those states with few to no legal protections from unsafe working conditions; and

WHEREAS, the new U.S. federal infrastructure law included ATUdrafted language requiring labormanagement safety committees, with equal numbers of labor and management representatives;

THEREFORE, BE IT RESOLVED, that the ATU will further its commitment to improving occupational health and safety on the job in the U.S. and Canada; and

FURTHER, BE IT RESOLVED, that the ATU commits to support the design of a prototype transit bus (Bus of the Future) that establishes engineering controls to improve operator visibility, addresses shortfalls with existing security barriers, reduces wholebody vibration, improves workstation ergonomics, fixes air flow hazards, improves air quality with filtering and sterilization, and provides for safer access for passengers; and

FURTHER, BE IT RESOLVED, that the ATU will continue to push bus manufacturers to implement design changes that would mitigate or reduce current safety hazards, including through the development of procurement, vehicle design, vehicle maintenance standards and best practices; and

FURTHER, BE IT RESOLVED, that the ATU will continue to educate and train members to wage effective campaigns to win adequate restroom access, access to lactation facilities better air quality on vehicles and in shops, protections from toxic chemicals, and proper tools and equipment; and

FURTHER, BE IT RESOLVED, that the ATU will lobby for the adoption of state OSHA plans in all states to ensure that publicsector and privatesector employees, including public transit workers, have the legal protections from unsafe working conditions afforded to other workers in the United States; and

FURTHER, BE IT RESOLVED, that the ATU shall train members on the implementation of the new safety committees required under U.S. Law and assist locals in carrying out the committees' responsibilities; and

FURTHER, BE IT RESOLVED, that the ATU shall bargain for strong contract language

that ensures health and safety standards and enforcement for all its members.

COURTNEY: The committee recommends concurrence with this proposal and I so move, Mr. Chair.

DELEGATES: "*Seconded.*"

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and seconded to adopt the recommendation of the committee.

Is there any discussion?

Mic. 5.

DELEGATE BEECHING: Thank you, Brother Costa, and thank you, Committee for presenting this important motion. I speak in favor of it.

One omission is that paratransit vehicles have unique ergonomic issues that are not included in the display on the bus of the future.

I would ask this committee to recommend that paratransit vehicles be included and the design of paratransit vehicles be included. Our workers are being injured at unparalleled levels due to the poor design of our vehicles.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Brother, name and local, please.

DELEGATE BEECHING: Mark Beeching, Local 1724, Vancouver.

Thank you. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Thank you.

Being that was a recommendation, Brother. We'll take that in consideration.

Any other discussion? (*No response.*)

COSTA: All right. Hearing none, all in favor to the Committee's recommendation to adopt, say aye.

DELEGATES: Chorus of "*ayes.*"

COSTA: Opposed? (*No response.*)

COSTA: Ayes have it. Thank you. (*Gavel knock.*)

COMMITTEE CHAIRPERSON COURTNEY:
Thank you.

Resolution N: Protecting Mental Health and Preventing Workplace Violence

Submitted by Amalgamated Transit Union

WHEREAS, in May of 2021, nine members of ATU Local 265 in San Jose, California, were tragically shot to death on the job by a coworker; and

WHEREAS, the work of our members causes daily chronic and acute stress, whether due to unreasonable schedules and demands which are impossible to consistently meet, due to angry and unpredictable passengers, or due to reasonable fears regarding occupational hazards related to the pandemic; and

WHEREAS, our members are subject to additional daily stress due to the prevalence of workplace assaults and violence, and the constant possibility of attacks; and

WHEREAS, these psychological and social hazards all too often result in mental health conditions, and those mental health conditions are all too often undiagnosed and untreated; and

WHEREAS, while most management efforts to mitigate workplace violence are based solely on security measures, there is a growing recognition that there must be solutions in place to address underlying mental health conditions early on long before a violent act is committed; and

WHEREAS, a successful strategy for combating workplace violence must include prevention including mental health assistance in addition to security measures; and

WHEREAS, workers must have access to, and be encouraged to use, reporting systems which are confidential and protect them from retaliatory actions; and

WHEREAS, workers with mental health concerns must have access to employee assistance programs (EAPs) which are not affiliated with their employer so that they are confident that their concerns will be kept private and not be used as the basis for discipline or other adverse employment action; and

WHEREAS, employers should develop emergency preparedness plans to respond to a variety of scenarios, including activeshooter situations, and conduct regular emergency preparedness drills; and

WHEREAS, transit workers should receive training on deescalation, selfdefense and emergency preparedness training, and drills should be conducted for a variety of workplace violence scenarios;

THEREFORE, BE IT RESOLVED, that the ATU commits to the development of health and safety training programs and resources that prepare local union safety committees and representatives to identify and mitigate psychological and social hazards at their workplace; and

FURTHER, BE IT RESOLVED, that the ATU will work with local unions to fight to reduce these psychological and social hazards in order improve workers' lives and their families' lives and reduce the risk of mental health conditions; and

FURTHER, BE IT RESOLVED, that the ATU will work with local unions to get our members access to reporting systems and independent EAPs and UAPs so that they can address mental health concerns confidentially and without fear of retaliation; and

FURTHER, BE IT RESOLVED, that the ATU will work with local unions to ensure that our employers establish emergency preparedness plans and conduct regular drills; and

FURTHER, BE IT RESOLVED, that the ATU will work with local unions to ensure that our members receive deescalation, selfdefense and emergency preparedness training;

FURTHER, BE IT RESOLVED, that the ATU will work with local unions to ensure access to peertopeer support training to help members in need.

COURTNEY: The committee recommends concurrence with this proposal, and I so move, Mr. Chair.

DELEGATES: “*Seconded.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? (*No response.*)

COSTA: Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

COSTA: Opposed. (*No response.*)

COSTA: The ayes have it. (*Gavel knock.*)

COMMITTEE CHAIRPERSON COURTNEY:
Resolution O, Not One More, Stopping Attacks on
Transit Workers.

Resolution O: Not One More! Stopping Attacks On Transit Workers

Submitted by Amalgamated Transit Union

WHEREAS, in recent years, we have seen unimaginable attacks on transit workers simply trying to do their job; and

WHEREAS, attacks generally result from fare disputes, scheduling matters, and other incidents over which bus operators have no control; and

WHEREAS, unlike commercial airline pilots and other transportation workers, bus operators are vulnerable to attacks because they are seated out in the open without physical barriers to protect them; and

WHEREAS, bus operators often get verbally abused, spit on, punched, slapped, stabbed, sexually assaulted, beaten with a variety of objects, including baseball bats, pipes and canes, and even doused with hot coffee and urine; and

WHEREAS, rail workers and other transit workers also get assaulted on a regular basis; and

WHEREAS, Thomas Dunn, a member of ATU Local 1593, was murdered by a passenger in Tampa; and

WHEREAS, Irvine Jubal Fraser, a member of ATU Local 1505, was murdered by a passenger in Winnipeg; and

WHEREAS, countless other American and Canadian transit workers have died or been seriously injured on the job as a result of senseless attacks; and

WHEREAS, the ATU has successfully lobbied for passage of laws in at least 30 states increasing the penalty for assault when the victim is a transit worker; and

WHEREAS, Bill S221 passed by the Parliament of Canada may now result in more serious criminal charges for threatening or assaulting a transit operator; and

WHEREAS, the ATU drafted and built a Labor coalition in support of the Transit Worker and Pedestrian Protection Act (TWPPA), legislation in the U.S Congress that was needed to save the lives of transit workers and riders; and

WHEREAS, the TWPPA defined “assault” as any interference with a transit worker, ensuring that all such assaults get reported to the U.S. Department of Transportation; and

WHEREAS, the bill required transit systems to conduct risk assessments of assaults on transit workers and determine whether such assaults are increasing; and

WHEREAS, the TWPPA required transit system managers to work with their frontline workforce and the unions that represent them to come up with solutions to stop the attacks through safety committees with equal numbers from labor and management representatives; and

WHEREAS, the legislation was incorporated into President Biden’s Infrastructure Investment and Jobs Act and is now law;

THEREFORE, BE IT RESOLVED, that the ATU shall work to implement the Transit Worker

and Pedestrian Protection Act and Infrastructure Investment and Jobs Act, so that NOT ONE MORE transit worker will be the victim of senseless and brutal attacks in the U.S.; and

FURTHER, BE IT RESOLVED, that the ATU shall continue to work in Canada in support of similar legislation and policies to protect our members from assaults.

COURTNEY: The committee recommends concurrence with this proposal, and I so move, Mr. Chair.

DELEGATES: *“Seconded.”*

INTERNATIONAL PRESIDENT COSTA: It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? *(No response.)*

COSTA: Hearing none, all in favor say aye.

DELEGATES: Chorus of *“ayes.”*

Opposed. *(No response.)*

The ayes have it. *(Gavel knock.)*

(Applause.)

COMMITTEE CHAIRPERSON COURTNEY: And now Secretary Heraghty will read the names of the Occupational Health and Safety and Mental Wellness Committee.

COMMITTEE SECRETARY HERAGHTY: Good morning, brothers and sisters.



Martin Heraghty, President/Business Agent, Local 824-New Brunswick, NJ

(“Good morning” from the delegation.)

HERAGHTY: And the names are as follows:

John Courtney, Local 265, *chair*

Martin Heraghty, Local 824, *secretary*

Roland Beaudet, Local 113

Kiranvir Sidhu, Local 113

John Pospishek, Local 265

Douglas Underwood, Local 382

Michael Trupish, Local 569

Tzur Wilfand, Local 587

Harold Batson, Jr., Local 587

Lee Creech, Local 589

Maurice Womack, Local 689

Michael Donohue, Local 726

James Atkins, Local 732

Thalia Klunick, Local 752

David Gosha, Local 1005

Fred Andreani, Local 1181

Jodi Williams, Local 1333

Sandra Renee Nickles, Local 1464

Mohinder Sidhu, Local 1505

John Nabil Zahreddine, Local 1573

Michael Cole, Local 1587

HERAGHTY: I would also like to thank and recognize our Chair from Local 265, John Courtney *(Applause.)*

HERAGHTY: who led us through a thoughtful discussion. The committee also wishes to thank International Vice President James Lindsay for his contributions to this Convention. Thank you very much. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Secretary, Mr. Chairman, and committee, great work. Thank you. *(Applause.)*

COMMITTEE CHAIRPERSON COURTNEY: Hold on, fellows. I’m sorry. Hold on.

On behalf of the committee, of all of the members of the committee, thank you for the opportunity to play

a leading role in the creating of the Union's health and safety policies over the next three years.

IP Costa, I want to say thank you, thank you so much for your work on prioritizing mental wellness in the workplace and on the job. *(Applause.)*

Mr. Chairman, that concludes the report of the Occupational Health and Safety and Mental Wellness Committee.

Thank you, John. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Well, our next speaker, it's an honor for me to introduce. We became very close and became I consider a friend, a close friend, and that is our next speaker, the United States Secretary of Labor, Marty Walsh. *(Applause.)*

COSTA: He is a lifelong champion of workers, a card-carrying union member and a close friend of the ATU.

Born and raised in the neighborhood of Dorchester in Boston, by immigrant parents.

Secretary Walsh fought to ensure the nation's economic works I'm sorry economy works for everyone. He was the mayor of Boston. Secretary Walsh also made his mark as a labor leader. After following his father into the Laborers Local 223 in Boston, he rose to head the Building and Construction Trades Council.

As our Labor Secretary, he continues to champion working Americans to create a more inclusive economy.

He has been a strong proponent of apprenticeships and named our Union as one of the first apprenticeship ambassadors. Yeah. *(Applause.)*

COSTA: I'm honored he took the time to come here. He's very busy. He traveled here for our Convention.

I'll tell you, we are very lucky to have a Labor Secretary that comes from labor. That I can pick up the phone and that cares about every one of you and the work you do out there and knows the hard work that you are doing, knows the way you are being treated, and knows the good work that we are doing to make your jobs better and keeping the economy and the cities moving.

So it's my honor to welcome my friend, our Labor Secretary, Marty Walsh.

Standing Ovation

MARTY WALSH

U.S. Secretary of Labor

U.S. SECRETARY OF LABOR WALSH: Good morning, everybody.

DELEGATES: *"Good morning"*



Marty Walsh, U.S. Secretary of Labor

When I was walking through the casino last night going to my room and I should have just went to my room and not come back down, and I came back down and I saw a few ATU shirts around the casino, so I hope everyone did okay last night. And if you didn't, you'll make it up tonight, and if you don't, you'll make it up the next night, and, if not, you are going to go home crying. So just enjoy the Convention. *(Laughter and applause.)*

Let me just start by thanking your president, John Costa. John, I have a message for you, by the way. I was talking to the president yesterday, and he said to me, Tell John and the ATU that I'm sorry I can't be there with you today, but I want you to know that when I ran for president, they had my back and I have their back. So I want you to know that.

Standing Ovation

I also want to thank Secretary-Treasurer Kirk, Vice President Perez, members of the General Executive Board.

I want to give a shout out to a guy that I have known for a long time. I think he's here somewhere. Our careers kind of went together, it's International Vice President Steve MacDougall. I want to thank Stevie as well, wherever you are.

To our local all of the union officers here, thank you. To every delegate, member, retiree of this great historic Union, thank you so much for all that you do.

I also want to give a shout out and thank you to the workers here at Caesars Palace for making this Convention possible. *(Applause.)*

'I'm a Boston guy'

And because I'm a Boston guy, a Massachusetts guy, I also have to give a special shout out to my friend, President Jimmy Evers and my friends at Local 589, and the Carmen's Union in Boston. Where are you 589? *(Applause.)*

I just have to tell you a quick story. So back in 1996, I was running for state representative in my district, in Boston. It was my first time running for office, and I had a bunch of unions with me, helping me out. And Local 589 at the time they might still have it had a van, and in the van was the Carmen's Union signs and your logo and all of that.

And for about six months, one of your members, Danny Dykens, who was a board member, drove that around Dorchester with a megaphone on the top saying, Vote for Marty Walsh, and then he got the great idea, which is brilliant of getting people in other languages. So we are going around, and Local 589 was a big part of me getting elected in my journey into politics. So thank you, 589, for that. *(Applause.)*

And since that time, just for the other unions in the room, we fought many battles side by side, as a state representative, as mayor of the City of Boston, or as head of the Building Trades, we fought against privatization. We fought assault on workers' rights, and I'm not surprised that last night Jimmy and his team secured an important agreement to protect their pension. So I want to thank you, Local 589, and congratulate, you. That was an important win for 589.

Standing Ovation

And protecting pensions is something that I certainly believe in as a Labor Secretary and President Biden believes in it, whether it's in Massachusetts or in California or anywhere in between, every worker

deserves a dignified retirement because you bargain for it, you work hard your whole career for it, it should never be cut back or ever taken away. The fact is that members of this Union already sacrifice enough.

'Your members show up every single day'

You work tough schedules. You deal with health risks. You even face violence on the job, yet your members show up every single day to serve and protect and move their communities forward.

And our economy depends on every one of you in this room and all of your members. So instead of attacking their rights, we should be defending their rights. Instead of cutting their benefits, we should be expanding benefits, especially coming out of a pandemic where you put and your members put your lives on the line every single day.

I was mayor of the City of Boston when the pandemic began. We needed those buses and trains to get nurses and doctors to work to save lives. *(Applause.)*

We needed paratransit to get our most vulnerable elderly and disabled patients to the hospital.

We needed our school bus drivers to get our kids back to school safely when they reopened, but more importantly during the pandemic, deliver food when kids did not have food to have and the bus drivers delivered food. *(Applause.)*

We needed our maintenance and repair workers to keep the systems running every single day.

'You showed up despite the risk'

And all across this country you showed up despite the risk. You lost over 200 members nationwide to COVID-19. You never got the recognition that you deserved.

That's why just before Labor Day, we did something special at the Department of Labor in Washington. We have something called the Labor Hall of Honor when you walk in you see the names on it. And it's the Hall of Fame for workers and worker advocates.



It has union pioneers like Cesar Chavez and A. Philip Randolph. It has legendary workers like 1968 Memphis sanitation strike workers who marched with Dr. King. And we have the first responders from 9/11. And now it has every single transit worker in the United States.

This year *(Applause.)*

This year we added all essential workers of the COVID-19 Pandemic. We made sure that transit workers are part of that class to be honored and remembered in Americas' history. *(Applause.)*

And on the day we did it, some of your members from the D.C. area joined us. It was a great event.

But the fact is, workers deserve more than a recognition. Workers deserve rights and respect, their promises kept, their wages and benefits protected and workers deserve elected officials who have their back.

'We believe in you'

So I'm here to tell you today President Biden and Vice President Harris and myself and this entire administration has your back. We believe in you. We support you. We stand with you and those just aren't words.

Standing Ovation

I want to have you think back to January of 2021 for a minute and what President Biden inherited. Millions of Americans couldn't find jobs. The pandemic was raging out of control. People's lives were at risk every single day. The President's American Rescue Plan, when he passed it, his first piece of legislation, changed all that. It got shots in the arms before before by the way, vaccines became controversial relief to families,

schools opened safely, businesses started hiring again, the economy opened up and America got back to work in a big way.

Since President Biden has taken office and for the naysayers out there that say that this isn't working the economy in this administration has added 9.7 million jobs to our economy. The labor market is 100 percent fully recovered. The unemployment rate has been below 4 percent since December. Economists didn't even think that was possible. And what those numbers mean is not only are people working, more workers have leverage to demand better wages, better benefits, better opportunities and better contracts.

And the president said he would put power back in the hands of working people and that's exactly what he has done. And that's what he has kept doing through the bipartisan Infrastructure Law. This is the biggest investment in generations to rebuild our infrastructure and create good union jobs.

'Largest federal investment in public transit in our nation's history'

Transportation investments used to mean almost entirely roads and highways but not for this President. For public transit alone, the law provides \$90 billion in guaranteed funding over the next 5 years. *(Applause.)*

The largest federal investment in public transit in our nation's history.

It's going to allow us to expand transit options across every state and county. Improve access for the elderly and people with disabilities. Replace thousands of vehicles that you drive and operate with clean technology. And a percent of that funding will help your members get the training they need to repair and maintain those electric buses because you drive those buses, so you should be taking care of those buses and running those buses and doing everything in those buses. *(Applause.)*

I get a chance to work across the cabinet to make sure that our investments are supporting good jobs. And we're gonna make sure that your members get those opportunities.

And we're also gonna make sure that the President doesn't stop here because the next bill he passed was

the CHIPS and Science Act which is already sparking major investment in advanced manufacturing. That means good jobs, stronger supply chains and lower prices. It means bringing manufacturing back to the United States of America where it belongs where we have been betting on workers in America making products. *(Applause.)*

The Inflation Reduction Act

The Inflation Reduction Act is the new law of the land. It will help gas and health prices continue to come down. It will reduce the deficit. It will make sure big corporations pay their fair share.

I just want to talk about that for a minute. Under the last administration, there was a tax cut. That didn't benefit anyone in this room but it benefited the rich. Under the Biden plan, no one in this room gets one cent raised on taxes and we raised taxes on the 55 largest corporations in the United States of America. *(Applause.)*



That pay zero today, that need to pay more a little bit to give back to the American people and put some money back in working class people's pockets. *(Applause.)*

That's what we should be doing. I'm not saying put them out of business but I'm saying give us a break, give you a break and make them pay for a change. *(Applause.)*

We will win also the clean energy future for America by investing in good jobs, in union jobs. And I want to give you something else to think about the

the American Rescue Plan, the CHIPS Act, the Inflation Reduction Act, all of this passed with only Democratic votes. No one on the other side, no support at all. They didn't think that any of this was good. Bringing American jobs back to America, cutting costs on prescription drugs for seniors and elderly, making sure health care costs are helping, doing none of that stuff.

American Rescue Plan protected pensions. No one thought it was a good idea to protect anyone's pension.

'Leadership matters'

I think that's a shame but it tells you something. It tells you that leadership matters. It tells you who you vote for matters. The issues you talk about with your members matter. Their rights, their opportunities and their family's future is at stake.

I can tell you that the case last week during the railroad negotiations. We brought employers and unions to the table inside the Department of Labor because we were concerned that if those railroads went on strike, that would cripple our economy, cripple the gains we made. The president and I made sure that the employers understood what was at stake for our economy and what was at stake for our workers. That that status quo wasn't good enough.

Like your members, they worked through a pandemic to keep things going without a contract. And they got an agreement that recognizes and respects their workers.

As Labor Secretary, I'm focused on empowering all workers morning, noon and night. That means expanding protections for health and safety on the job. That means cracking down on wage theft and discrimination. It means investing in apprenticeship and job training. It means expanding programs for our veterans and railroad workers.

'Improving opportunities for all workers'

And improving opportunities for all workers that have been held back in the past. Including workers of color,

women, workers with disabilities and immigrants. We can't forget the workers that have been marginalized. *(Applause.)*

And this Union understands that more than others, more than anyone else. Because this Union looks like America. This room looks like America.

You create those opportunities. You believe, like I believe, every single worker has the right and dignity to have safety on the job. Every single worker has the right to a fair wage. And every single worker has the right to join a union.

The fact is unions are good for our economy and good for our democracy. And more workers right now are looking for that opportunity than we have seen in a long, long time.

So we are meeting the moment. We are working across all of the government to protect workers rights and take down barriers to work organizing. We're make it clear that workers choice and workers choice alone to form a union that's how it should be. *(Applause.)*

Workers' Organizing Resource and Knowledge Center

In the Department of Labor, we set up the Workers' Organizing Resource and Knowledge Center. We call it WORK for short. There's all kinds of acronyms. Everything in D.C.'s an acronym, so WORK.

It's an online guide for how you form a union or join a union. We built it in partnership with union members including this, your Union, the ATU. Together we have the opportunity to write the next great chapter in the history of the labor movement and I'm grateful to the ATU for helping lead the way.

As I walked around outside, I saw everyone had pride in their boots that they made. Look at those pictures of your unions 20, 30, 40, 50 years ago, there was a sense of pride then. Those members, those union members worked hard to make sure we have the benefits we have today.

You have the same opportunity today to take your Union, your individual locals, and this International to a whole new level. In the last 3 years, this International Union has organized over 3,000 workers, if I've got the numbers right. School bus drivers to power transit

workers from Springfield, Massachusetts to Baltimore, Maryland, from Washington, D.C. to Riverside, California. And I don't want to leave out the great organizing wins in Canada from Ontario to Edmonton as well. *(Applause.)*

'It's about better opportunity'

When workers organize, the economy moves forward. It's about better opportunity. And it's more than that. It's about fighting for respect. Respect for your work, for your rights and for who you are.

I want to tell you just a brief quick story about what that means to me. John already alluded to this. Your President Costa already alluded to this. My parents came from Ireland in the 1950s. My father came out here in 1956 and my mother came out in 1959. They didn't have anything.

But my father had an opportunity to join Laborers Local 223 in Boston and that opportunity allowed him the opportunity someday to get into the middle class. And that Local allowed our American dream to become a reality.

I had a chance to follow my father into that same union. I worked construction. I was able to be recording secretary of that local union and president of that Local union.

I got a chance to run the Boston Building Trades. I was in the Legislature in Massachusetts for 16 years. Mayor of Boston for 7. And now I stand before you as United States Labor Secretary.

I am a proud union member and a voice for the workers in the President's cabinet. *(Applause.)*

And I'm here today because a union opened the door to my immigrant parents and my immigrant family.

Standing Ovation

'The middle class built America but unions built the middle class'

And as President Biden likes to say the middle class built America but unions built the middle class. *(Applause.)*

Now after decades of attacks on workers rights, you have all gone through it, we are rebuilding the middle class with good union jobs. And we have an opportunity that we must be there for everyone no matter their race, their gender, where they live, or what industry they work in. *(Applause.)*

We have an opportunity right now because you have the most pro labor president in the United States' history and you have a Secretary of Labor who carries a union book in his pocket. *(Applause.)*

So brothers and sisters, let's seize this moment. Let's keep fighting for good jobs, for pensions, the right to organize, opportunities to reach all Americans. Together we will make this country stronger because when we stand together, we win. When we work together, we win. And when we fight together, the working people always win.

Standing Ovation

Thank you. God bless you. God bless the labor movement and God bless the United States of America.

Standing Ovation



International President John A. Costa

INTERNATIONAL PRESIDENT COSTA: Marty. Marty. Marty. Marty.

(Chants of "Marty" from the delegation.)

Marty, thank you. You know, I didn't want to say it but he talked about California's pension. California in the house?

DELEGATES: Chorus of "yeses."

All right. We saved that, right, 13C? Talked about Boston's pension. Has he been dealing with that, Boston?

DELEGATES: Chorus of "yeses." *(Applause)*

And many other things, so this man, like I said, doesn't forget where he comes from. He knows labor has got him here. He knows look, thank you, Marty, thank you for everything. *(Applause.)*

(“Fired up” from a delegate.)

Ready to go.

All right. I'm thinking about a lifestyle break. Everybody want to take a little break or go straight through? Move forward?

DELEGATES: Chorus of "yeses."

All right. Okay. So we got next up is the Laws Committee. Are they ready? Come on up.

LAWS COMMITTEE REPORT

COMMITTEE CHAIRPERSON JACKSON: Good morning. Good morning, everyone.

(“Good morning” from the delegation.)

I hope you brought your pillows and your blankets because this is a long one. *(Laughter.)*

JACKSON: Mr. Chairman, delegates the 60th Convention of the Amalgamated Transit Union. I am honored now to present the report of the Laws Committee for the consideration and action of the delegates.

Because I would be remiss if I did not do so on behalf of the entire committee, I would like to thank the committee Secretary, Danny Cassella. *(Applause.)*



Raymond Jackson, President/Business Agent, Local 689-Washington, DC

International Vice President Yvette Trujillo. *(Applause.)*

Manny Sforza. Everybody know Manny. *(Applause.)*

And most definitely Ray Greaves. Where are you at, Ray? *(Applause.)*

For their assistance in carrying out the important work of the Laws Committee. The Laws Committee have heard from those delegates wishing to appear in favor of or in opposition to the seven proposed amendments to the Constitution and General Laws recommended by the International President and the two proposed amendments forwarded to the International office by the local unions.

I will present the proposed amendments as they are ordered and the proposed changes in the laws and resolutions and the proposed changes to the laws and resolutions, appendix documents found in the Convention app.

Amendment 1

Submitted by the International President

JACKSON: The International President has proposed amending two sections, 6.13 of the Constitution and General Laws of the CGL. Section 6.13 provides that the International Union will reimburse local unions, joint bargaining councils, and ATU Canada for some of their expenses related to sending delegates to the International Convention.

Under the current section, 6.13, the International reimbursed the expenses of each local union, JBC, and the ATU Canada, \$1,000 for its first delegate and \$750 for the second delegate. The International President has proposed that the reimbursement for both the first and the second delegate be \$1,500.

Also under the current section, 6.13, the International Union reimburses expenses of local unions with 300 or fewer members an additional \$1,000 for its delegate.

The International President has proposed to increase the additional reimbursement to smaller local unions to \$1,500.

The committee believes that our Union has correctly been working to ensure that the ATU local union

and joint bargaining council and ATU Canada participate fully in the life of the International Union. We believe also that the delegates here today can help with that effort by adopting the International President's recommendation to increase the amount of delegate expenses for which the International Union will reimburse local unions, JBCs, and ATU Canada.

We believe that the proposed increase will allow and encourage more local unions, and particularly small local unions, to attend future International Conventions.

We also are aware that inflation has cut into the value of the current reimbursement amount currently in effect in Section 6.13.

In light of the goal of in light of the goal of full participation in the International Convention and in light of the number of years which have passed since the CGL was last amended to increase the assistance provided, the Laws Committee recommends concurrence on Amendment No. 1.

DELEGATES: *"Seconded."*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and seconded to adopt the recommendations of the law committee.

Is there any discussion? *(No response.)*

Hearing none, all in favor, say aye.

DELEGATES: Chorus of *"ayes."*

Opposed. *(No response.)*

The committee's recommendation is adopted. *(Gavel knock.)*

(Applause.)

Amendment 2

Submitted by the International President

COMMITTEE CHAIRPERSON JACKSON: Long morning.

International President's Amendment No. 2. The International President has proposed amendments

to Section 19.3 of the CGL. Section 19.3 sets the minimum strike benefit.

Under the current language, International Union strike benefits begin with the third week of the strike or lockout, and those benefits are a minimum of \$200 a week. The International President recommends that Section 19.3 be amended to provide minimum benefits of \$400 per week, starting on the first day of the strike or lockout. *(Applause.)*

JACKSON: The proposed amendment would amend the sixth sentence of the first paragraph of Section 19.3 so that it will read:

Minimum strike benefits of \$400 per week shall be paid to each member or nonmember fee payers each week of the strike or lockout, except that if the strike or lockout lasts less than seven days, the benefit will be prorated, such as the benefit will be one-seventh of 400 per day or fraction of a day for which the strike or lockout continues.

The committee took note of the increased importance of aggressively bargaining to protect and advance the interests of our members and the committees we serve. We took note also that some of our biggest victories in the last three years were the results of well organized and strategically planned strikes.

The committee understands that strike benefits do not win strikes, militant and well organized members do. The International Union needs to continue supporting our members when they are on strike. For this reason, we believe that the current minimum strike benefit of \$200 per week, starting on the third week of a strike, should be amended as recommended by the International President to be a minimum of \$400 per week, starting on the first day of the strike. For that reason, the Laws Committee recommends concurrence on Amendment No. 2.

DELEGATES: *"Seconded."*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and seconded to adopt the recommendation of the Law Committee.

Is there any discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of *"ayes."*

Opposed. *(No response.)*

The ayes have it. (Gavel knock.)

(Applause.)

COMMITTEE CHAIRPERSON JACKSON: For some reason, I know 689 need that.

(Laughter.)

Amendment 3

Submitted by the International President

JACKSON: The International President has proposed amending to Section 20.2 of the CGL. Section 20.2 lays out the requirement that a local union or joint bargaining council must meet in order to receive strike sanctions from the International Union General Executive Board.

Currently, a local union or JBC is eligible to receive strike sanctions only if it had made an offer to the employer to arbitrate the contract dispute.

The International President has proposed that an offer of arbitration will no longer be conditioned on receiving strike sanctions, and that instead it will be just an item which will be considered by the General Executive Board in deciding whether to grant strike sanctions.

The proposed amendment would amend the ninth and tenth sentence of the Section 20.2 and add a new sentence following those sentences. Try saying that.

(Laughter.)

As proposed starting at the ninth sentence, Section 20.2 would read:

In cases of failure thus to secure a settlement, the IP or the IP's deputy may then, in conjunction with the local committee, prepare propositions of arbitration, defining the points in dispute and the basis upon which they shall be arbitrated. If the company refuses to accept arbitration, if tendered, the IP or the IP's deputy shall then communicate to the membership of the GEB any such refusal.

Any offer of arbitration shall be a factor to be considered by the GEB in determining whether to grant strike sanctions. Flexibility in campaigning and bargaining strategies is more important when our local union and joint bargaining councils deal with difficult contract negotiations.

While the practice of submitting disputes to arbitration may be a sound path in certain situations, there are other situations where local unions and JBCs are rightfully concerned that an employer can force them into arbitration at a time when doing so would demobilize our members, undermine bargaining strategy, and take strike actions off the table.

We conclude that local unions and JBCs should have the flexibility to determine bargaining and strike strategies and that the International Union General Executive Board should look at the offer of arbitration as a factor to consider when granting strike sanctions but not as a requirement.

Consequently, the Laws Committee recommends concurrence on Amendment No. 3.

DELEGATES: *"Seconded."*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of *"ayes."*

Opposed. *(No response.)*

The committee recommendation is adopted. *(Gavel knock.)*

(Applause.)

Amendment 4

Submitted by the International President

COMMITTEE CHAIRPERSON JACKSON: The International President has proposed to amend Section 28 of the CGL. Section 28 requires the International

Union to publish and mail to all members In Transit Magazine. The International President proposes to eliminate that requirement.

The proposed amendment would remove the fourth sentence in that section. The sentence which will be removed currently states, "The journal shall be furnished to all members of the Union and all nonmember fee payers without charge. It shall be furnished to other subscribers at an appropriate uniform rate, as determined by the IP."

The Laws Committee took note of the fact that some members prefer electronic communications over printed communications and that electronic communications can better provide information as it is developed and without the delay of printing and mailing.

With that in mind and so that the International President could, if members' preference changes in the future, transition from publishing and mailing In Transit Magazine in the current hard copy format to publishing it electronically, the Laws Committee recommends concurrence on Amendment No. 4.

DELEGATES: *"Seconded."*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and seconded to adopt the recommendation of the committee.

Any discussion? Mic 2.

DELEGATE BASIR: Thank you, Chair.

My concern about the electronic part is that we will eventually not have a printed copy.

INTERNATIONAL PRESIDENT COSTA: Brother, name and local, please.

DELEGATE BASIR: My name is Eric Basir, Local 308.

That printed copy I wanted to share with the members is an excellent tool in organizing and helping our coworkers learn about their rights. So I just want to make sure that the membership understands that there is a benefit to having a hard copy when it comes to talking with and assisting our coworkers.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Thank you, Brother.

Any other discussion? *(No response.)*

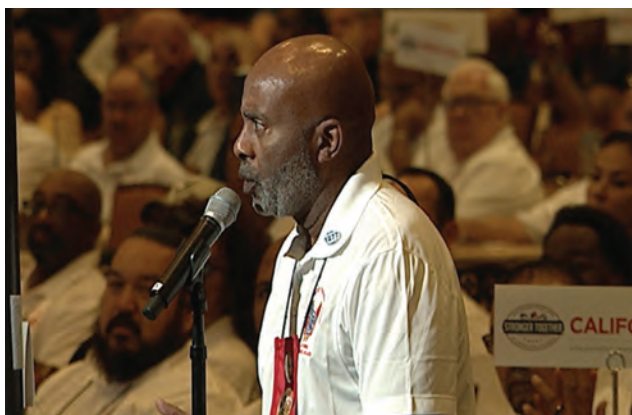
Okay. Hearing none oh, I'm sorry. No. 3

DELEGATE FRAZIER: Errol Frazier, 1277. I wanted to make sure that we are still supporting our Mail Carriers out there, right? So let's not cut them out of this deal. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Brother.

Any other discussion? Any other? *(No response.)*

Okay. Hearing none, all in favor say aye.



Errol Frazier, Local 1277-Los Angeles, CA

DELEGATES: Chorus of "ayes."

Opposed.

DELEGATES: Chorus of "noes."

The committee recommendation is adopted.

Thank you. *(Gavel knock.)*

(Applause.)

Amendment 5

Submitted by the International President

COMMITTEE CHAIRPERSON JACKSON: International President Amendment No. 5. The International President has proposed to amend Section 29.4 of the CGL. Pursuant to Section

29, the International Union provides a death and dismemberment benefit.

Section 29.4 is entitled Qualifications for Benefits and lays out the criteria for receiving the benefit. Under Section 29.4, local unions must properly enroll members with the International Union in order to maintain the member's eligibility for the benefit.

The International President seeks to amend Section 29.4 in order to give the International Secretary-Treasurer imminent discretion to award the benefit when members have not been properly enrolled by their local union.

The proposed amendment would add an additional sentence at the end of the second paragraph. The additional sentence would read, notwithstanding the above, the IST shall have the discretion to provide a funeral or dismemberment benefit to an individual who has not enrolled with the IU due to good faith efforts or omission of a local union.

It was brought to the attention of the Laws Committee that there have been occasions in which deceased members were ruled ineligible for the International Union's death benefit due to an error on the part of local unions in reporting members of the International Union.

These errors in the past of local unions have put hardships and regrettable impacts on families of the deceased.

So that the International Secretary-Treasurer has discretion to provide death and dismemberment benefits when an individual has not enrolled with the International Union due to a good faith error or omission of a local union, the Laws Committee recommends concurrence on amendment No 5.

DELEGATES: "Seconded."

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It has been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? Any discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

Amendment 6

Submitted by the International President

COMMITTEE CHAIRPERSON JACKSON: International President’s amendment No. 6. The International President has proposed to amend Section 29.10 of the CGL.

Under Section 29.10, the death and dismemberment benefit is set at \$1,000. The International President proposed to amend Section 29.10 to increase the benefit to \$2,000 effective October the 1st, 2022.

Due to the COVID-19 pandemic, the growing violence against transit workers and industrial accidents we have seen far too many members die in the last three years. These tragedies create difficult times for the families of transit workers.

We are also aware that inflation has cut into the value of the current benefit of \$1,000. In light of the number of years which have passed since the Constitution and General Laws was last amended to increase the death and dismemberment benefit and in light of the growing cost of funeral arrangements, the Laws Committee recommends concurrence on amendment No. 6.

DELEGATES: “*Seconded.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? Mic 3.

DELEGATE CHRISTIAN: Yes, sir. DeBoss Christian, 1338.

I want to commend the Laws Committee, especially for this one in the midst of what we do each and every day consisting of COVID. We have no excuses. I want to commend the members that are here away from their families without excuses in the midst of COVID.

So with that being said from the 1,000 to the 2,000, to relieve the family members of our members that was lost consisting of COVID, I want to thank you and I want to say I appreciate you for what what you do.

Thank you. (*Applause.*)



DeBoss Christian, Local 1338-Dallas, TX

INTERNATIONAL PRESIDENT COSTA: Thank you, Brother.

Any other discussion? (*No response.*)

Any other discussion? (*No response.*)

Okay. All in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)

Amendment 7

Submitted by the International President

COMMITTEE CHAIRPERSON JACKSON: International President’s Amendment No. 7. The International President has proposed to amend the Constitution and General Laws to use genderneutral language throughout.

Changing to genderneutral language throughout the CGL involves a number of changes. Typically, of the changes proposed is change in language such as “his” or “her” local union to the “member’s” local union.

To see all of these language changes, please go to the proposed changes to the laws and resolution appendage documents in the Convention app.

The ATU represents transit and other workers of all backgrounds and identities throughout Canada and the United States. We are open to all workers and discriminate against none. We want all workers and members to understand that they belong in the ATU and that they are respected by the Union.

For that reason, the Laws Committee recommends concurrence on amendment No. 7.

DELEGATES: “*Seconded.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

There’s a move and second to adopt the recommendation of the committee.

Any discussion? (*No response.*)

Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

COMMITTEE CHAIRPERSON JACKSON: Told you all to bring a pillow and a blanket. (*Laughter.*)

We are now done voting on the seven amendments proposed by the International President.

We will now look at resolutions proposed by Locals 265 and Local 276.

RESOLUTION No. 1

Submitted by Local 265-San Jose, CA

COMMITTEE CHAIRPERSON JACKSON: Local

265 from San Jose, California has proposed that the Constitution and General Laws be amended to provide for absentee voting in the election of local union officers when local unions have in-person elections.

The local union expressed concerns that members cannot always present themselves at the polls during elections. The full motion can be read and the proposed changes to the laws and resolution documents in the Convention app.

The Laws Committee has significant concerns that absentee balloting would create enormous administrative burdens on local unions and that the increase in complexities inherited in absentee balloting could result in uncertain election results as challenges based on absentee balloting were filed and also could result in a need to rerun elections.

Because of these concerns, the Laws Committee recommends nonconcurrence with Constitutional Resolution No. 1.

DELEGATES: “*Seconded.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? Mic. 5.

DELEGATE BASIR: Thank you, Brother Chair. Eric Basir, Local 308.

I’m extremely concerned about the lack of direct democracy in ATU, especially in Chicago with Locals 308 and 241.

Any effort that we can make as a body to ensure that every member has a vote and has a say no matter where they are, what shift they are on, what garage or terminal they are in is critical to the survival of our Union.

Please support this bylaw from our brother. This is critical. I know it’s going to be hard. It’s going to cost money but, hey, if we could get iPad minis for all of the delegates, we can afford whatever price it takes for democracy in the Amalgamated Transit Union. We cannot just sit here and elect someone and then suffer for three years because I was working on the wrong

shift or I was in a bad mood.

We have to make sure that members no matter where they are they have a voice in the Union because the Union belongs to us, not the elected people.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 3.

DELEGATE DATES: Good afternoon, P.L. Dates, Local 689.

I want to ask all of us to make sure that we think before we do this. I sincerely believe that every election that we have is forecasted. Everyone knows when it is. If it's that important to you, come and participate. *(Applause.)*



P.L. Dates, Local 689-Washington, DC

You can take a sick leave day, take a vacation day. You can do whatever it is you need to do. *(Applause.)*

I don't think that you're silencing anyone by having a forecasted date that you chose to do something else. We go to baseball games, football games and everything else and I think that you take a risk of convoluting the waters of how we go about doing our voting policy by doing it here.

Thank you for your time. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 1.

DELEGATE KHAWAJA: Jay Khawaja, Local 1572.

I understand the comments made by the brother at Mic 3. However, every single Local, every single member in this room has been affected by COVID, right, one way or another.

My own local was shut down for over a month in total because we were exposed to COVID which created a lot of backlogs in our own work places had we not gone into that technology phase.



Jay Khawaja, Financial Secretary, Local 1572-Mississauga ON

What I mean to say is COVID is a part of our life now, whether we want to accept it or not. It has brought in a lot of changes. It will continue. And obviously it affects everybody in a different manner.

I agree some are. We know for a fact that my local is going to have an election next year but there are certain things that are still uncertain. And if someone is affected by that, who are we to take that away that right away from that member. I'm not saying completely take it away, but we should still entertain the idea of having an alternative to making sure that every member has an opportunity to cast their vote the same way every member in this local pays their dues. All right? The same way every local puts up the per capita to the International, the same way every member has that right as well. That's what we should be looking at, the bigger picture and providing an alternative.

If a member God forbid something happens, we're talking about assaults, if a member is truly something happens is it that person's fault that person was involved in something? And if that member can't get to that ballot, we're criticizing that member for being involved, right? So this is the reason why we as a body, a bigger body, beautiful body, we need to look at alternatives and making sure that our brothers and our sisters have that opportunity to voice their opinion.

Thank you very much. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 3.

DELEGATE BOWERS: Good morning, everybody. Toi Bowers from Local 241.

I just want to speak and say that things happen every day. And when they happen, we have to make adjustments. Sometimes we might miss voting in an election but we are prepared ahead of time to get out of here and vote and sometimes we have to think down the line. I heard someone say, well, we gave our best everybody but we can pay for this.

We have smaller locals. We have medium locals. We have larger locals and what right do we have to dictate the money that's being spent out of their local's treasury? We don't have that right. We don't have absentee ballot. I continue for us to go the way we have been going because the system is working. It's not broken. *(Applause.)*



Toi Bowers, Local 241, Chicago, IL

INTERNATIONAL PRESIDENT COSTA: Mic 3.

DELEGATE CHRISTIAN: DeBoss Christian, 1338.

I respect what the brother is saying but the one thing I don't respect is the member. We got all kind of excuses why we can't but we never come up with excuses why we can. See the problem we got is we got official union meetings one day out of a month, not 10 days, not 20 days, one day out of a month. *(Applause.)*

And if you can't plan for that morning or that night for one day out of a month. See, we keep using COVID as an excuse. *(Applause.)*

We done lost too many members today as we will tomorrow. We're here consisting of COVID COVID

is still going on. It's still in the midst but we're here. There's no excuses. *(Applause.)*

We took away from our families to be here. We go to that job each and every day in the midst of COVID. When you pay your electric, your lights and your water bill, they ain't asking you about COVID, they asking you about that bill money. So in reality we cannot continue to use COVID as an excuse if they was saying you were still in their Local, everybody and their mama would be there.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 6.

DELEGATE FRANKLIN: Good morning. Ken Franklin, ATU Local 308.

Electronic systems are only great for certain things. It's efficient for collecting dues. Here we are in an era where we want our members to be brave, step up, step out, and get on the strike line and hold strike lines.



Ken Franklin, Local 308, Chicago, IL

If the members refuse to come to meetings, like the previous brother said, one day a month, how is simply voting online going to strengthen our Union? *(Applause.)*

We must hold members accountable, and if members can't come to a meeting one day a month, one day a month, how are we going to grow stronger.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Mic No. 3.

DELEGATE BARNES: Brother Chair, my name is Troy Barnes from 689. I want to call the question. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Okay. Brother, we had a few people at the mics. Are they still up or done that was left? I'll continue to move on.

No. 3, is that somebody there?

DELEGATE MAGRUDER: Yes, Montique Magruder, 689.

The only point that I want to make is this. We cannot continue to complain about Republicans suppressing voting rights, and yet we are about to do something like that here, with what some speakers have proposed. So I speak in support of the resolution.

Thank you. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Mic No. 5, you spoke once, but you were still at the mic, so I'll give you go ahead before we close debate.

DELEGATE BASIR: Thank you, Brother Chair.

Let's talk about obstacles. When you put obstacles in front of people, you make it difficult for them to get their job done. What do we call that at work? We call that a hazard.

So in order to have a safe working condition as a union, we make sure the employer removes the hazard. So there's a hazard right now, and we have technology to remove that from them and it's affordable.

Let's look at the preamble of the Amalgamated Transit Union Constitution, where it says every one of us has to have a say in our affairs. And what makes it easy to do that? Technology.

Look at TWU, look at Teamsters, and IWW. We even have ATU locals where you can mail in your ballots for various things.

In the city of Chicago, where I live I just dodged a bullet right there and another one, but where I live, where crime is fed by poverty, we can vote by mail. Yeah, we can vote by mail right in the city of Chicago, so there's no way that we can't do that in the ATU.

Thank you.

INTERNATIONAL PRESIDENT COSTA: The question has been called.

All those in favor, say aye.

DELEGATES: Chorus of "ayes."

Opposed. (*No response.*)

DELEGATES: Smattering of "nays."

The committee recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

RESOLUTION No. 2

Submitted by Local 726-Staten Island, NY

COMMITTEE CHAIRPERSON JACKSON:
Constitutional Resolution No. 2.

Local 26 Local 726 from Staten Island, New York, has proposed that the Constitution and General Laws be amended to provide that the Executive Officers and the International Vice President receive a successive 6 percent increases effective on October 1, 2022, October 1, 2023, and October 1, 2024.

During the deliberation, the committee developed the language to implement the local union's resolution. However, in addition to developing language, the committee revised it to increase the successive increases to 10 percent. We recommend that Section 8, International President, be amended to include the following language: The IP shall receive successive 10 percent increases in salaries on October 1, 2022, October 1, 2023, and October 1, 2024.

We recommended Section 9, International Secretary-Treasurer be amended to include the following language: The IST shall receive successive 10 percent increases in salaries on October 1, 2022, October 1, 2023, and October 1, 2024.

We recommend that Section 10, International Executive Vice President be amended to include the following language: The I EVP shall receive successive 10 percent increases in salary, on October 1, 2022, October 1, 2023, and October 1, 2024.

We recommend that Section 1, that is Section 11.1, Duties, Wages, Reports be amended to include the

following language: The Laws Committee recommends concurrence with the Constitutional Resolution 2, that the above implemented language but increases the successive raises to 10 percent because of the substantial sacrifice made by the International Officers, the challenging jobs they perform, and the hard work demanded of them.

DELEGATES: *“Seconded.”*

INTERNATIONAL PRESIDENT COSTA: It’s been moved did I hear a second?

DELEGATES: *“Seconded.”*

INTERNATIONAL PRESIDENT COSTA: and seconded to adopt the recommendation of the committee.

Is there any discussion? *(Laughter.)*

Mic I believe light 5 went on first 5.

DELEGATE DiPERNA: Mr. Chair, my name is Jeff DiPerna, Financial Secretary-Treasurer of Local 85 in Pittsburgh, PA. On behalf of the Pennsylvania State Delegation, we rise and concur with this resolution.



Jeffrey DiPerna, Financial Secretary, Local 85-Pittsburgh, PA

The pandemic, the adversity that the GEB dealt with over the last three years, the things that they have done, the way that they have stepped it up, the contracts that they have helped us with, the organizing, the training, they have not had a raise since 2007. *(Applause.)*

So on behalf of the Pennsylvania state delegation, once again, we concur with Resolution 2, and I implore this entire delegation to support that.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Mic No. 1.

DELEGATE OBERG: Travis Oberg, President, Local 987, Lethbridge, Alberta.



Travis Oberg, President/Business Agent, Local 987-Lethbridge, AB

I have a question on the clarification. Is this a 10 percent on top of the consumer price index increase that they receive under 12.3 on an annual basis?

Because my question is and I’m not against our IVPs getting paid more money for the work that they have done, but since 2007, they have received in our constitutional provisions an increase in annual wage up until 2021. It’s built in to our Constitution.

We are asking today to give them another 10 percent on top of that. If you look under International President’s report, page 23 and 24, and the national average increase for our members was a 4.97 percent, and the national average in Canada is 1.75 percent.

I agree that you all deserve a raise, but I don’t agree if it’s 10 percent plus the consumer price index. I believe our International Executive Vice Presidents should get the same amount as our members on the ground who are paying for this wage that you are getting on a yearly basis. *(Applause and cheers.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Brother.

Mic No. 2.

DELEGATE BOTTTS: Good morning, brothers and sisters, George Botts, Vice President, Local 726, Staten



George Botts, Vice President, Local 726-Staten Island, NY

Island, New York. Proud to be Larry Hanley's depot, Larry Hanley's local.

Brothers and sisters, I stand before you today asking you to please support this amendment, not only because my local presented it, but because it is fair. As the leader of our locals, it is our job to go before our employers and fight for our members' raises.

Can you imagine not getting your members a raise since 2007 but failing to even ask for one? To the over 600 delegates sitting here today, I would like to ask you a question. Think to yourself for a second how many baseball, soccer, basketball games, school plays, dance recitals, family functions, and family dinners you have missed while representing your members. At the end of the day, we get to go home and see our spouse, significant others and kiss our children good night and get up the next day and start all over again.

The men and women who are sitting on that dias Monday, who travel across our two great nations helping our locals any way they can, when they finish helping you at the end of the day, they don't get to go home to their family, they go back to a hotel room. They call their families and tell their spouse and their children that they love them and hope that they'll be home soon.

When they finally do get to go home, they are home for a few days at most, and are sent right back out to help another local in need. For the time we miss with our families, the GEB misses ten times that. Brothers and sisters, you know there is nothing harder than going before your membership and asking a raise for your Executive Board. It always leads to arguments.

The International has not come to their employer, the delegates standing here today, for that exact reason. Brothers and sisters, we are not management. Let us treat our employees, the GEB, as we would like our employers to treat us. *(Applause.)*

As I heard my brother say about the COLA increase, I have had the honor to be an Executive Board member for over 20 years. Three terms as a transportation member, four years as Vice President. Let me tell you, brothers and sisters, if I had brought if over that time I brought home raises equal to only COLA, my members would have voted me out of office years ago.

Larry Hanley and John Costa have transformed our International and our GEB work harder for us than ever before. It is time to recognize them for the work that they do, the same way we want our members recognized for the work we do, with a raise and the first one since 2007. I implore you to please back this amendment.

Thank you. *(Applause and cheers.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 6.

DELEGATE MILLER: Mr. Chair, GEB, and the delegates of this Convention. My name is Troy Miller, President of 627 in Cincinnati.

We get a raise in our bylaws when we negotiate a contract. These board members don't get a raise that way, so I stand here today in support because it's been a long time that they haven't had a raise, and we need to support our people that support us and help us through our fight.

So I stand today, and I support this resolution. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 3.

DELEGATE PROSSER: President Costa and GEB, my name is Lawrence Prosser, ATU Local 1091. I rise in support of this amendment.

INTERNATIONAL PRESIDENT COSTA: Little higher, please. Can't hear you.

DELEGATE PROSSER: I rise in support of this amendment. I'm Lawrence Prosser from ATU Local 1091.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 5.

DELEGATE BRADLEY: James Bradley, Local 589. The New England Joint is standing in support of this motion.



James Bradley, Financial Secretary, Local 589-Boston, MA

You guys haven't had a raise, a substantial raise, since 2007. You guys deserve it.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 2.

DELEGATE RILEY: Good morning, brothers and sisters. My name is Orlando Riley, and I'm the chairman of the New Jersey State Council. We represent nine locals throughout the state of New Jersey. We represent over 8,000 active members and retirees.

At our monthly meeting with our state council, I often talk to my team, my brothers and sisters, and I ask them sometimes, We represent so many people, we fight for



Orlando Riley, Chairman, New Jersey State Council

so many members, remember no one is advocating for you, so you to have advocate for yourself sometimes.

The small group of 18 brothers and sisters, soldiers who are out there fighting for our members every day, this is our time to advocate for you. We stand in support of the committee's approval.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 1.

DELEGATE BASIR: Brother Eric Basir, Local 308 in Chicago.

You know, I'm a volunteer steward, and I work for free. I sacrifice my off days and my off hours to take phone calls and text messages and emails all day and all night to listen and be a kind ear for people who are suffering under our collective bargaining agreements and the terrorism of our cruel management.

I understand you work hard. You deserve to be paid for your service to the people, but 10 percent every year, that's 30 percent. It's too much.

The coworkers who I represent have unanimously told me in a poll that I have created for each and every one of these resolutions and bylaws, have told me unanimously to reject this. These are everyday people. A lot of them are parttimers living in poverty. They can't afford it.

Do you know how sad this is, okay, for me to come to you? The number one question that I get when I meet a coworker, I say, Hey, how are you doing, Brother? My name is Brother Eric. I'm with Local 308. How are you doing? They say, Hey, man, thanks for coming, but I have a question. I said, What is that, anything you want to know. He said, How do I opt out? I can't afford these dues. They just went up to \$80 a month. I'm only making \$15 an hour.

I said, Brother, well, you know, you have to contact the Secretary, but when you do that, you lose your rights. You lose your rights to be able to democratically decide your future and your legacy. And they tell me, Well, I have to eat, Brother Eric, so I'm begging you. You don't need 10 percent. You didn't need 8 percent, goddamn it. We barely got 9 percent for three years at the Chicago Transit Authority.

Come on. Stop squeezing us because we can't breathe anymore with your knees on our necks. (*Disruption from the floor.*)

INTERNATIONAL PRESIDENT COSTA: Mic No. 3.

DELEGATE WOMACK: My name is Maurice Womack, Local 689, Washington, D.C.

To the chair, I would like to call the question.

INTERNATIONAL PRESIDENT COSTA: The question has been called. I see Mic No. 3 has another person there. You'll be the last at 3. Go ahead.

DELEGATE DATES: Thank you very much. I'm PL Dates out of 689.

And I just wanted to say that too many times in the Union, we fight for everybody else, and when we get a raise, the bum the worst bus operator gets the same raise as the person that does the job completely well with pride every day.

So when we get an opportunity to extend a raise to our folks, they do a great job. (*Applause.*)

They have worked this hard away from their families. I don't know what we are talking about. This should have been a no-brainer. (*Applause.*)

I don't care what the percentage is. All of us are here because our unions are living a lifestyle that afford us to come here to discuss how to work harder for the rest of us. So, like I said, they don't get to wave their hand and say, I need a little bit more bread. It's up to us to see it and say, Look, the cat's doing the work, let's go ahead and hit them with some more cheese so they can keep doing it. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Mic No. 4, and no more after that. We have one at 1 and one at 6. How many is at 5? And one at 5. 4, go ahead.

DELEGATE BENN: Yeah, Richard Benn, Local 583, Calgary, Alberta.

Do you guys take the job for the money? Because I don't get that kind of money driving the bus, and maybe you could give me a 30 percent raise because I'm not feeling that kind of money and I think that we all work equally, hard. I just think the money issue is just ridiculous.



Richard Benn, Local 583-Calgary, AB

Thank you. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Mic No. 6.

DELEGATE WILSON: Good morning, Catina Wilson, Local 788.

It is our responsibility to be fiscally responsible here. What I'd like to know is has this raise been cost out and how will it impact our membership and the body here? Because I know this increase came from not the International but from the floor. And just as we negotiate contracts, we need to know how this will impact our overall budget. (*Applause.*)



Catina Wilson, Local 788-St. Louis, MO

INTERNATIONAL PRESIDENT COSTA: Okay. Mic No. 5.

DELEGATE BEECHING: Thank you, sisters and brothers, Mark Beeching, ATU 1724.

I divided 30 percent with the number of years that these people have been giving service that works to

1.84 percent. The consumer price index was somewhere between 1 and 2 percent. When our workers get increases they get paid overtime and these folks don't. These folks work tirelessly 7 days a week and they are not working 8-hour days. It's not a comparison. So the wage increase that is being requested is not exorbitant. It is commensurate with what our workers are getting.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 1.

DELEGATE KHAWAJA: Jay Khawaja, Local 1572, FST.

I respect everybody's thoughts. I hear loud and clear and to the people up on the board along with president and vice president and financial and everybody else involved. I totally agree that you guys deserve it. This International Union has come a long way no doubt, no problem. So there is nothing to dispute there.

When we talk about a 10 percent increase, we also have to look at, in my opinion, and this is how I always look at when it comes down to finances, it's not just always about the money. It's also about what comes with it.

When we in this room take our positions, we hopefully don't look at the money. We look at the fact that, yes, sacrifices have to be made. Not all of us do go home to our spouses or our families. We do make sacrifices. I pick up calls when I'm at weddings because I know that a member might be in urgent need. So that comes with the responsibility of the job and the title itself. So that's one point I would like to make.

The second point is that raise, the money factor is just one part of it. If that money was used for the hotel stay, that's a separate thing. But if I'm not mistaken and anybody can correct me, President Costa you can correct me as well. When you travel your stays are covered by the International, so it's not like it's coming out of our pockets. Right?

So I'm not in dispute of an increase, I just think that 10 percent is a little steep. Something lower, something less because at the same time this is a number that we also have to take back to our locals as well. We also have to make sure that our membership is on par with this. So that we all are united, Stronger Together.

So I just want to make sure that we all understand that concept. That it's no dispute there. You guys definitely

deserve it. I've worked with a few IVPs and definitely you guys deserve it.

But it's more than one thing here. It's not just about a 10 percent increase. It's also about the fact that things are compensated. It's not like everything is coming out of that 10 percent.

Thank you very much for the time. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Question has been called all mics are cleared.

All those in favor say aye.

DELEGATES: Chorus of "ayes."

Opposed.

DELEGATES: Chorus of "nays."

The committee recommendation is adopted.

(Disruption from the floor.)

COMMITTEE CHAIRPERSON JACKSON: I would like to thank the delegates here today for your considerate deliberation of the Laws Committee Report and recommendation. I would like to thank also all the members of the Laws Committee for taking seriously our obligations as committee members.

I now call on Laws Committee Secretary Danny Cassella to read the names of the committee. *(Applause.)*

COMMITTEE SECRETARY CASSELLA: Thank you, Ray.

Just before I read the names, I just want to say a lot of you probably don't know the Laws Committee comes in ahead of time, a couple days, to do the work. And we get a per diem. We also get lunch and a breakfast.

Thank you, President Costa, for that.

But I have been coming this is my 7th Convention and my 7th committee that I have been on. And this is the first time I worked with Ray and it's the first time that I actually been with Ray. Obviously, watching him with the way he operates with his local and putting people on strike, you know, that's a great thing and I appreciate what you do.

But something happened at this Convention that I've never seen happen before. I was sitting next to Ray as the Secretary of the committee, and I hear him on



Danny Cassella, President/Business Agent, Local 726-Staten Island NY

the phone and I'm assuming he's speaking to President Costa. And first thing I hear is about the per diem. That it's not enough. Then I hear about the food. That you better give us better food or I'm going to put this goddamn committee on strike. So this guy here is a leader. *(Applause.)*

Obviously, we're not getting more money. But this is a leader right here without a doubt and I want to thank you for everything you have done for this committee. This wasn't easy. This wasn't easy. *(Applause.)*

Ray Jackson, Local 689, *chair*

Danny Cassella, Local 726, *secretary*

John Di Nino, ATU Canada

Ross V. Nicotero, Local 85

Marvin Alfred, Local 113

Eric Carvalho, Local 174

Robert Coleman, Local 192

Keith D. Hill, Local 241

William H. Nix, Sr., Local 268

Eric Dixon, Local 308

Rodney Dunn, Local 382

Artan Martinaj, Local 425

Steve Bradshaw, Local 569

Mike Mahar, Local 583

Kenneth Price, Local 587

James Evers, Jr., Local 589

Nick DeCristofaro, Local 618

Britt Dunams, Local 732

Shirley Block, Local 757

Reginald Howard, Local 788

Retheena Goodwin, Local 825

Lance Longenbohn, Local 1001

Ryan Timlin, Local 1005

Mark Henry, Local 1056

Veronica Cobb, Local 819

Brent Payne, Local 1091

Jose DeJesus, Local 1179

Thomas Fret, Local 1181

Arturo Aguilar, Local 1277

Kenneth Day, Local 1338

Robert Bean, Local 1433

Lillian Brents, Local 1447

Stephen Simon, Local 1464

Jesse Hunt, Local 1555

Jack Jackson, Local 1572

Robert Cormier, Local 1587

Michelle Gray, Local 1605

Pennie Johnson, Local 1733

Jamie Larkin, Local 1760

COMMITTEE SECRETARY CASSELLA: And Yvette Trujillo, Manny Sforza and Ray Greaves, thank you for all of your help. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you Mr. Secretary, Mr. Chairman and their committee. I know it's been a lot of work. You have been here for a couple of days and I appreciate the hard work and thank you. *(Applause.)*

All right. Unfortunately, we were supposed to have our next speaker Reverend Dr. Barber, and unfortunately, we just got notice that he had to cancel due to a passing of a close friend. So our thoughts and prayers are with the Reverend Barber and just going to let you know that he won't be showing up. He was supposed to do it by video. Okay.

Sarah, we got some reports some announcements?

SAEZ: Yes, so again the ATU Convention banquet will begin tonight and will be held in the Julius

Ballroom directly below this ballroom at the pool level. The Cocktail reception will begin at 5:00 p.m. and the banquet will begin at 6:00 p.m.

The COPE table, right outside the door, is giving away free Tshirts to anyone who is a U.S. ATU member or family member who contributes or pledges to contribute at least \$4 per month to COPE. Please visit the COPE table when you get a chance.

Also, if you have haven't already got one, our ATU International pins are on a table right outside of the main convention hall.

Finally, a reminder that there will be a special memorial ceremony after lunch at 1:00 p.m. today, so make sure you are in your seats, so you don't miss it.

Thank you so much.

INTERNATIONAL PRESIDENT COSTA: And we also have a raffle before lunch. James Goines, 689. *(Applause.)*

Let's reconvene it is 12:00 o'clock. Let's do 1:15 sound good; 1:30. Is that what the body wants 1:30? All right. I concur with 1:30.

(Whereupon, a lunch break was taken.)



DAY THREE

Wednesday Afternoon Session - September 21, 2022

The Amalgamated Transit Union International Convention reconvened on Monday, September 23, 2019, at 1:30 p.m.

INTERNATIONAL PRESIDENT COSTA: Hello, brothers and sisters. Welcome back.

Listen, before we went to lunch, Constitutional Resolution No. 2 that was submitted by 726 was here, and I just was sitting up here, my first time dealing with this. I have never seen a raise come before us from a delegation at a convention.

And although I appreciate the support, we did not ask for 10 percent. We did not ask for 10 percent, and I want to bring this Union together, not separate it. So as much as I appreciate –

Standing Ovation

DELEGATES: Chants of “ATU”

As much as I appreciate the resolution from 726 and as much as I appreciate the delegates and the Laws Committee moving that to 10 percent, the original resolution was 6 percent. Okay? It was 6 percent, and



International President John A. Costa

I let it go. I stayed out of it. They moved it to 10 percent. I tried to stay out of it.

When it was going on, I listened to debate. I don't need to get into it. This is a debate amongst the delegation, which you are here to do and that is a job that you are here to do. That's what the membership sent you to do. People asked questions, and I listened. And there's a way, if you want.

The vote went, and I heard the vote go in our favor. If there was something wrong with that, there is a process

of parliamentary procedure to go to the mics and do, which nothing happened.

So what I would like to do is go back to the original 726 resolution that went to the Laws Committee, and that resolution was 6 percent over three years. And if that is adopted, the numbers would be 6, 6 and 6, instead of 10, 10 and 10, and I would ask that you support this lower amount of what was adopted this morning.

Standing Ovation

DELEGATES: Chants of “Costa”

And I want you to know I called the your GEB in this afternoon and discussed that, and they were all 100 percent in favor of asking you that we do not look at that 10 percent and we recommend moving forward with the original.

So you understand what I’m saying, right, everybody?

DELEGATES: Chorus of “yeses.”

So I would I see I see a lot of mics.

(“3 was first” from the delegation.)

All right. I’m not going to argue anymore.

No. 3 was first. Mic 5. I’m going to go to Mic 5 because that’s 726. They originally put the motion in. And like I said, I really respect and I don’t want to act like go ahead.

Mic 5.

DELEGATE CASSELLA: Thank you, John.

First of all, I just want to say, this shows a true leader. *(Applause.)*

And I still believe that you guys are entitled to a raise. And it did make a lot of controversy, and it shouldn’t. That is not what this was about.

This was about giving you what we feel was necessary. You have not had a raise since 2007, and I just think at this point it was debated already and we should call for the question. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you. But just give me I see there’s so many mics and 3 thought they were up.

DELEGATE CASSELLA: John, I’m sorry, I want to go with your recommendation.

INTERNATIONAL PRESIDENT COSTA: You want to go with my recommendation?

DELEGATE CASSELLA: Correct.

INTERNATIONAL PRESIDENT COSTA: Can I get a second?

DELEGATES: “Seconds.”

So Constitution Resolution No. 2 from 726 that provides for a raise of 6 percent for three consecutive years, all those in favor, say aye.

DELEGATES: Chorus of “ayes.”

Opposed. *(No response.)*

Thank you. *(Standing ovation and chanting “Stronger Together.”)*

Thank you, brothers and sisters. Thank you. That’s right. Okay. Thank you.

We have a speaker that has been waiting for us and is a close friend of mine. His name is Edward Kelly, and he’s the 10th General President of the International Association of Firefighters.

He’s also a proud son, grandson, brother, nephew, and cousin of firefighters. Ed, joined the Boston Fire Department as a firefighter and EMT in 1997, where he was assigned to Ladder Company 17 in Boston’s South End.

In 1999, he was assigned to the technical rescue team that assisted Worcester and if I screwed that word up Worcester. Sorry. I probably screwed that up, Boston.

Local 1009 at the cold storage warehouse firehouse, which claimed no, fire, which claimed the lives of six IAFF Local 1009 members.

Ground Zero

Ed was also among the thousands of firefighters at Ground Zero after the September 11th terror attacks on the World Trade Center, in response to the and also responded to the Boston Marathon bombing in 2013.

Ed climbed the ranks of his organization in the labor movement and is known and respected for his strong

dedication to the rank and file members of the IAFF and his vision across the labor movement.

A proud military veteran. Ed also served as a firefighter in the U.S. Air Force, and as an active firefighter, Kelly brings a direct connection from the rank and file IAFF members in firehouses and fire halls across both countries to the very top of the Union.

I had the opportunity of meeting Ed in my career, when I went to Harvard Law School. That's right. I'm a Harvard graduate. *(Applause.)*

And I went to Harvard for Larry asked me to go. I kicked and screamed. I did not want to go, but I didn't think that I had the time to go, but going I had the opportunity to meet a lot of great labor leaders there.

'There was something about him'

But Ed Kelly came out and Kelly just there was something about him. You could tell he was a good leader, great leader, smart leader, and we left and kept in touch.

But then we had a situation one morning. I was looking at the TV and realized that there was a shooting at a rail yard, and while I was watching the TV, I was like, what rail yard? And then reports started coming over my phone that it was our rail yard, our members at 265, that there was a shooting there.

And then when I got the reports that came in, I didn't I never dealt with something like this. So I had to figure this thing out, just like John Courtney had to on the tragedy he was under.

So what I did, I know the Firefighters go through this, they lose their members, their heroes. So I called Edzo up, and when I called Edzo up, he said to me, We got it. So I said, Ed, I'm going out there. He says, John, just go out there, don't worry about it. I'm on it.

And when I got there and got to that local, there were Firefighters, and they had a team a team that was fantastic to help us deal with a tragedy that we never saw before.

So with that, that is the type of person he is. And that is the type of family this labor movement is.

So with that, I'm going to invite my friend and our friend, Edzo Kelly, to the stage. Let's give him a warm welcome.

Standing Ovation

EDWARD KELLY

General President, International Association of Fire Fighters

IAFF PRESIDENT KELLY: Hi, brothers and sisters. A little energy out here for after lunch. I like it. I was back there going, usually, I have to wake everybody up.

What an incredible honor it is to be standing before the delegates assembled of the Amalgamated Transit Union. One bad ass group of people. *(Applause.)*



Edward Kelly, General President, International Association of Fire Fighters

As your IP said, I have the honor of serving as the 10th General President of the International Association of Firefighters. We represent 331,000 firefighters, paramedics, dispatchers all throughout North America as far away as the Mariana Islands.

We are part of this very important attempt to bridge the moat between the rich and the poor called the labor movement, about fair treatment.

'We are kindred spirits'

I know you know that the IAFF and the ATU have an awful lot in common. In many ways we are kindred spirits, we have proven in the past several years, as we have both stepped up to do the work needed to keep

our communities moving and protected. The mostly unseen, unrecognized work that the ATU members accomplished during the COVID-19 pandemic was nothing short of heroic.

Guess what though? I have seen it. I have recognized what you do, and millions of other people have, too. Your work, although you don't hear it much, was heroic, and that's right on. *(Applause.)*

That's not a word that we throw around lightly. That's not something that we would ever tout ourselves. But that heroism is what the men and women of the ATU brought to the crisis and have been helping us navigate ever since the pandemic hit in March of 2020.

We have a dangerous job

Now, when you think about the risk that came with the work that you had to do during the pandemic we have a dangerous job. We knew when we took it, it came with risk, but the risk of contracting a highly contagious, deadly virus, it's a different risk.

And like all of you, we struggled with not only risking our own lives but through the performance of our duty to work, bringing it home to our loved ones. And potentially, some of our loved ones that have compromised health conditions and put them even further at risk. That's a tough decision. That is some soul searching, but deep down inside you know what you do.

It's not just driving a bus, it's not opening and closing the doors on the train. When push came to shove, we, the neighborhood kids who thought we hit the lottery when we got a steady job with a steady paycheck with some health care and hopefully a pension. Right, 589? *(Applause.)*

9/11

We did what we always do. We step up, just like the ATU and the IAFF did 21 years ago, when our nation was attacked on 9/11. I'm proud to call the 344 IAFF members who made the ultimate sacrifice my brothers. But I'm also proud to call the ATU members, who played a critical role evacuating lower Manhattan, including injured people, my brothers and sisters, too. *(Applause.)*

You showed the best of what the labor movement, of what people are. You continue to show up every single day and serve your communities. You are the backbone of the cities and towns and neighborhoods across the United States and Canada. *(Applause.)*

This world is becoming more and more dependent on mass transit. This Union, the ATU, is poised to go to even greater heights than you have already been. With 200,000 members strong and growing, the future is very bright for the ATU.

As I said, we have a lot in common. For one, I would have taken a job on the T. I would have thought I died and went to heaven, when I was a kid, misspending my youth as a young'un, hustling around, hanging at the top of my park, watching the buses go by, figuring one of them is going to stop and say, Get on, Kid. We have a job for you. They just kept going.

I did not realize that I actually had to get on the bus, take the train to town and fill out an application. I waited for them to come give me a job. Back where I'm from, we used to call it the MBTA, Mr. Bulger's Transportation Authority. *(Laughter.)*

And after a couple years, I joined the service. I realized I was not getting on the T.

Carmen's Union

But like I said, we've got a lot in common. And I just I texted my mother on the flight because I remembered a story that I read in one of my mother's cousins wrote a basically, a three-ring binder about the history of the family coming over from Ireland, living in America, and I texted my mother, like, Wasn't your great uncle or somebody the head of the Carmen's Union? She said, No, it was my great grandfather it was your great grandfather, my grandfather.

His name was Matthew McLaughlin, and he was a widower. He had a bundle of kids. He had eight or nine kids, and his wife had passed. And he was a carman, he was a member of the Carmen's Union. And they worked for Boston Elevated Railway. And a bunch of them got together and said we need to go to the Union hall and tell them we got to get a raise.

And he was part of a contingent that they rounded up



from the car houses and brought them in town to the union office at the Park Plaza for you 589 crew. *(Cheers from the delegation.)*

And they went in and said, You need to go back to the Boston Elevated and tell them we deserve a raise. And the B.A. said, I'm not going back there. We already asked for a raise and they said no.

And all of those guys and gals, they stormed out of there, as you can imagine pretty pissed off. And like I said, he had a bunch of mouths to feed. His wife had passed and he was pretty pissed off.

And as the story goes, he went back up there, dragged the B.A. out, threw him down the stairs and threw him out of the front door of the union hall. And they held a special election and he was the business manager for the Carmen from 1921 to 1936 or '7. He did 15 years as business manager in the Carmen's local in Boston and retired out of that position. *(Applause.)*

So we have a little history with you guys. And as Boston goes in the late '80s, early '90s, my uncle Butchie Purcell, who wasn't really my uncle, was the business manager in the Carmen, too. So I got a lot of history with you guys.

'A leader is only as good as the membership'

And, you know, they say in a world like ours in a union world, a leader is only as good as the membership and the membership is only as good as the leader. And what I can tell you is your International President, Johnny Costa, is as good as they come. You're lucky to have him. The best. *(Applause.)*

Now I go back a long way with your IVP, Stevie MacDougall. Back in 2014, the the fall of 2014, he said to me, Hey, a very good pal of mine from Jersey, one of my best pals, is coming up to Boston. He's going to go to that Harvard Trade Union program. And I happened to be enrolled in the same class. He said, You two are going to be fast friends and get along great and he was 100 percent correct.

We met people from all over the world, all different walks of the labor movement, all different challenges but kind of the same, still building, fighting that moat between the rich and the poor. We had some of the greatest minds, economists, accomplished authors, Harvard professors, MIT professors come in and speak to us.

Now Johnny at the time was basically working the Jersey sect. I was the state president in Massachusetts. Whenever John opened his mouth, the rest of the class, which is about 60 labor leaders from around the world, shut up. John was a leader amongst leaders in that Harvard Trade Union program.

'No-BS type of guy'

You know, he's a gentleman but he's tough. He's fair but he won't back down. He's a no BS type of guy, the type you want running your Union. *(Applause.)*

You know, if in you're in the management world out there, you're one of the decision makers and you don't see things the right way, if you are not looking out for the ATU workers that keep your city moving, if you're screwing with ATU members, I've got five words for you, Watch out for Johnny Costa. *(Applause.)*

So that was 2015, seven years ago, coming up on eight that I met Johnny. I now have the honor of sitting on the AFL-CIO Executive Council alongside him and I can tell you I follow his lead. I lean on him for direction. I value the leadership that Johnny Costa brings, his sense of right and wrong, his refusal to detour from his moral compass of what's right.

You know, you've got a GEB, a General Executive Board, that grinds it out every day for you and your families to bring positive change to the lives of the dues paying members that so richly deserve the fight that

they have. Thank you to all of the General Executive Board members for what you do. *(Applause.)*

Now I got to take a point of Boston personal privilege. I assume the Secretary Ed took a few this morning as well but I've got to give a shout out to my buddy Jimmy Evers and the leadership from 589 for the work they're doing. *(Applause.)*

They're in a fight back home to protect the hard earned pensions of their members. And when we fight, we win. So keep it up. *(Applause.)*

Now I've got another very special shout out to somebody who I can honestly say I wouldn't be where I am without in many, many ways. One of your IVPs Stevie MacDougall, who I'm sure don't let his physical stature mistake you. *(Laughter.)*

He is a lion in the jungle. He's who you want at your back.

I know that because when I came on the board at the Boston Fire Fighters Local 20 years ago, his brother and I served together on that board and I got to meet Stevie when he was the head of 589. I went on to be president of the local and then president of Massachusetts. The whole time Stevie was a mentor to me and he has been ever since and he is to this day.

And I've got to thank you for all you have done not only for everybody in the ATU, but for me personally. Thank you, Brother. Thanks, Stevie. *(Applause.)*

What about the L.A. guys? We got any L.A. people in the room? *(Chorus of yeses.)*

'The roadmap for what the future can be'

So listen, my partner, the General Secretary-Treasurer of the IAFF is a Local 112 LAFD fire fighter. And he likes to say, We sit in the shade of the trees that were planted by those that came before us. And when you think about the ATU and the past successes that you have had, that rearview mirror is also the windshield and the roadmap for what the future can be.

Your legislative wins that did things like brought increased driver safety and COVID PPE, that's the

definition of making a difference. That's the value of the ATU. That's your collective might. *(Applause.)*

Go back to COVID when we couldn't get our hands on PPE. That was scary times. But when we fight, we win because righteousness is a powerful motivator.

You know, your International leadership and the staff in Silver Spring, they work every single day to improve your lives and your livelihoods. That has to start with a total commitment to you, the membership. Like Johnny says and I've heard him say it it's about the membership, not the leadership. We got to deliver.

And let me tell you what I mean. John mentioned it earlier. When your family suffered through last year's tragic shooting in San Jose, Johnny had to jump into that fight. He had to do something. He knew that there were needs. He knew that the brothers and sisters out in 265 needed help. That there was a significant tragic devastating loss. He knew he had to get some help out there.

'Courage and tenacity'

And great leaders aren't afraid to ask for help. They solve problems, whatever it takes.

The profession we're in, unfortunately, we're subjected to a lot of traumas. Behavior health is a massive challenge for us. We have over 8,000 of our members trained in behavioral health peer support.

When President Costa called, we spoke. He said, my brothers and sisters are hurting. How can the IFF help?

Immediately the phones started buzzing. Not long after that we had some of our trained peer support team with clinicians come out work with our brothers and sisters in the ATU, provide some love from us that was delivered by the vision and courage and tenacity of Johnny Costa.

The truth is as honored as we were to come and try and help a little, it's about time we returned the favor. You see every time we suffer a line of duty death, it's you who steps up. It's the ATU that steps up for us volunteering time, stepping up to make sure we're moving thousands of fire fighters around. That's not a small feat and it's not unnoticed. To make sure that we can give a proper



John Courtney, President/Business Agent, Local 265-San Jose, CA

send off, so the families of our fallen know that their loss is our loss and the loved one that made the ultimate sacrifice, their life, mattered. *(Applause.)*

So you're with us every step of the way. It's the least we can do to be there for you. But we never forget. We never forget our friends. *(Applause.)*

And what you do for us, know this, whenever and wherever the ATU is in the fight, the IAFF is coming. God bless you all. God bless the ATU. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: On behalf of the ATU, once again, your help was incredible to all of us, whatever we can do for you, we're here. Your members are out there risking their lives every day and a gift of appreciation. It's a duffle bag, an ATU duffle bag. If you can't take it back, we'll ship it to you but we wanted to present you with a gift. Let's get a picture. *(Applause.)*

Okay. David, are we ready? All right.

Please stay in your seats. We're going to have a special memorial ceremony right now so don't go anywhere, please.

Memorial Video

(Applause.)

LOCAL 265 PRESIDENT COURTNEY: Hello, sisters and brothers, delegates and guests. My name is John Courtney, President, Business Agent of the ATU Local 265 in San Jose, California. Blessed.

On May 26th our community, our local and our Union suffered one of the darkest days in our history after the deadly shooting at our rail yard that ultimately took the lives of ten of our brothers.

As many of you might already know, I was a witness to and a survivor of this horrendous tragedy. The grief and the pain has been unimaginable for all of us.

That day I woke up just like any other morning eager, ready to talk to some members about issues we were having regarding the pandemic and their safety. You know, I learned a long time ago from President Costa, a president can't run his union from inside of his office and that's how I operate. So I decided, you know, I didn't know where to go that morning having spent 18 years in Philadelphia working in the subways on the trains, light rail maintenance was where I wanted to go and where I needed to be that day and where I felt most at home so that's where I went.

Friends, heroes, colleagues, and family

And as I was talking to my ATU brothers and sisters, the killer (visibly moved) *(Supportive applause from the delegation.)* he appeared in the doorway and he shot and killed six of my brothers in front of my eyes. You know, he went on to murder three more that day. There is no words to describe what I saw and what happened that day and the horrors will be with all of us and myself forever.

I knew each and every one of our brothers and each and every one were incredible people and all were very dear to all of our hearts. They were our friends, our heroes, our colleagues and, most importantly, they were family.

Paul was a very rare breed. He moved into supervision and he never forgot his ATU roots. I cannot remember

a time when I have asked Paul to help an ATU member and he said no. Never happened. He left behind a wife and three small children.

Abdie took tremendous pride in his job and was always willing to help other ATU members become station maintainers and better themselves. Abdie was always straight and to the point.

Adrian was a young man, an avid sports fan of the San Francisco Giants, San Jose Sharks and the Raiders. His wife would bake cupcakes so that Adrian can bring them in and share them with his coworkers. And of course everyone loved Adrian for not only that but for just Adrian being Adrian and his positive attitude was infectious. And he left behind a young wife and family.

Alex was a hard worker. He worked overtime to provide the best life for his wife and kids. He loved camping with his family and took trips with them whenever he could. He also famously built a tiki bar at his house and stocked it with different rums from all over the world.

Brother Jose was a real genius. He designed some of the tools that we use at our light rail today. He also loved to play a guitar and rode a Ducati motorcycle that didn't shift quite as fast quite fast enough for Jose. So Brother Jose he designed a part to make shifting faster and to this day Ducati uses that part in their transmissions. They stole it from him. That's what we do at ATU. *(Applause.)*

Lars was getting ready to retire, excited about it, ready to retire at the end of the year. He loved tennis. He loved his dogs. Most of all he loved spending time with his beloved wife and his family and he loved his grandchildren more than anything and that's what gave him the most joy. At the job, Lars was the goto guy.

Michael Michael loved life. On the job he always stood up for his union brothers and sisters. He was a safety steward and an ATU apprenticeship program lead. He loved to ride motorcycles. Before he worked at VTA, he would do wheelies down Stevens Creek in front of the dealership. Legend. He also loved the dirt bike and he was planning to get married and have his first child. Pinkies up, Brother Mike.

Taptej was the type of union member we all love. He not only pointed out problems, he would always offer solutions to help fix the problems, always willing to help his coworkers. During the pandemic Tap volunteered to be a local organizer for COVID-19 testing to help protect others.

Tim was a veteran of the Air Force and he was known to his coworkers as always being ready to help when needed. He helped train other ATU members to become overhead linemen like himself.

Brother Henry hit different. Brother Henry cared. Man, did he care. He cared so much about this Union, about his family, about all of us. He cared.



Henry was a very proud member of his Chicano community. He helped start the ATU 265 restart the ATU 265 Latino Caucus.

Henry just had a way of making things right when you talked to him. Henry answered the phone, This is Henry. And when you heard those words, somehow you just knew everything was going to be okay. Henry tried to hold up all of us, all of us in our time of need, and no one, no one, can take that responsibility on without it taking a toll.



'Our ten stars'

So to our ten stars, I say, We love you and your lights will shine bright forever. We have to remember and honor their lives.

We also have to recognize there is a piece in our society that needs to be fixed and especially in the workplace and in their honor let's fix it. And that piece is about mental health. *(Applause.)*

That's right. It has become my life purpose to make mental health a priority in the workplace. It's okay to not be okay. And there is nothing, absolutely nothing wrong with admitting that you need help and getting the help that you need. *(Applause.)*

And while the grief and the loss will never go away, we honor our brothers by bringing awareness and ending the stigma attached to seeking help for mental health. We do this by fighting for change at every single place in our workplace.

Mental health

Words alone do nothing and we knew from the very beginning it wasn't going to be easy to change the toxic workplace culture at our place of work but we're doing it every single day because we can't give up. No more. No more Henrys. No more of our brothers. No more and our sisters. Every one of our members should feel safe to go to work and not fear for their lives, and we will do whatever we can to ensure a horrific event like this never happens again.

Through the pain and the anguish, more than anything, we need each other now more than ever.

I want to thank the International, International President John Costa, and when he said he was there instantaneously with the IAFF, he is not kidding. I made a few phone calls that morning, my wife, my family, others' wives and families, and I called my International President and before I knew it, he was here he was there in San Jose, California. *(Applause.)*

With us every step of the way through this critical, difficult time. We are setting up a crisis response team, John did that. To supporting the needs of our members and their families and being on the ground with us in the community where we needed them. For Abdi, Adrian, Alex, Jose, Lars, Michael, Paul, Taptejdeep, Tim, and Henry, please love and take care of each other.

Thank you and God bless you and God bless the ATU.

Standing Ovation

COVID-19 Video Plays

(Choir sings.)

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Beautiful, beautiful.

On behalf of our 200,000 members, we are here to honor our fallen and offer condolences to the families and all of those impacted by COVID-19 and the tragic shooting that took place (visibly moved) on May on May 26, 2021. Your courage and your grace after such a loss has been inspiring.



International President John A. Costa

‘Challenging few years’

It’s been a challenging few years for our union and our countries, from our first COVID death to that sad day in San Jose, and the days that followed were some of the most difficult for our Union and for me personally.

(Visibly moved) Our 220 heroes and the ten heroes we lost in San Jose became transit workers to serve their communities. They shouldn’t have shown up at work or feared for their safety or their lives either from violence or a pandemic. Our members were fathers, they were mothers, brothers, sisters, sons, and daughters, friends, and their lives will never be forgotten.

They will live on through all of us, who keep their memories alive. They will live on through our commitment to end workforce violence and improve safety on the job.

‘We can do better’

Like I said at the prayer vigil, only days after the shooting, we can do better. We can honor our fallen by not only calling for change but demanding change and backing up our words with action. *(Applause.)*

We must make mental health a priority in the workplace, not just after a tragedy but all of the time. We must end the stigma around asking for help. This is the direction that we need to go, and we can move the society.

We can become a society that honors workers for all the contributions, their contributions, not just when they are risking their lives. A society that prioritizes time to grieve and process loss. A society that eliminates workplace violence and death on a job.

There’s nothing more I can do or say that can replace the need to have our loved ones back in our lives, but it is our commitment as we remember the dead, we will continue to fight like hell for the living. *(Applause.)*

SAEZ: The Convention is recessed, and will reconvene tomorrow morning at 8:30 a.m.

Whereupon, the 60th International Convention of the Amalgamated Transit Union was recessed until Thursday, September 22, 2022, 8:30 a.m.





DAY FOUR

Thursday Morning Session - September 22, 2022

The 60th International Convention of the Amalgamated Transit Union reconvened on Thursday, September 26, 2019, at 8:38 a.m.

(Whereupon, a video was shown.)

INTERNATIONAL PRESIDENT COSTA: Good morning. ATU.

DELEGATES: *"Stronger Together"*

ATU

DELEGATES: *"Stronger Together"*

Man, it's kind of dead in here. I guess that party last night knocked everybody out. *(Laughter.)*

I told them to shut the bar down early and the music but you guys just kept going.

Let's try this one more time. ATU.

DELEGATES: *"Stronger Together"*

There you go. You just woke me up. Thank you.

All right. We have a very busy day today ahead of us

and we have more committee reports, and some special video and messages all come across our speakers by video, then we'll move into elections.

So before we start, Sarah.

SAEZ: Please welcome Reverend Dr. Karen Anderson from the First AME Church to deliver this morning's invocation. *(Applause.)*



International President John A. Costa

REVEREND DR. KAREN ANDERSON

First AME Church

REVEREND ANDERSON: Good morning.

DELEGATES: *“Good morning”*

First, I want to say it is such an honor for me to be here, primarily because my mom who is now 90 is a well, more than that. She was an ATU Local 788 member and worker for the last 45 years. *(Applause.)*



Reverend Dr. Karen Anderson, First AME Church

So as I was leaving out today, I said I'm going to talk and do the prayer for ATU of which you were a member. She said, I'm a lifetime member. *(Applause.)*

So let us pray. Awesome Creator, who is known by many names, we thank you for this glorious day. We thank you for this gathering of your people.

Lord, we come now just to say thank you for all that you have done and all that you are doing. We give honor to this organization that believes in diversity and equity, this organization that has lifted men and women to positions where they can make more than just a simple minimum wage, that they can make a living wage to care for their families.

'Bless the membership'

God, we thank you for the way that they advocate on behalf of their members. And, Lord, we ask you to continue to bless this organization, bless the membership, bless the leadership, continue to give

guidance and wisdom and direction, God, as we move into a new season.

Lord, we know that often we need others to stand where we cannot stand, to speak in places that we cannot enter. And so we thank you for this gathering, this Union.

And, Lord, we ask that you would continue to guide and direct. We thank you for this meeting and we ask that your presence would hover over this place. That you would give wisdom, discernment, guidance.

And God, when they end, that they will be on one accord, understanding that unity truly does make us stronger together. And as we walk together, we can change the entire world.

Thank you for their belief in diversity. And, God, we just thank you for all that you are and for all that you will ever be.

And in the name that is all holy names, we say thank you. In the name that I call Jesus but many call something else.

Amen. Amen. Amen. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: We have some announcements today, Sarah.

SAEZ: The Balloting Committee will meet immediately in Milano IV, and can we also have the Credentials Committee come to the righthand side of the stage.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Now, please turn your attention to the screen for a short video recap of yesterday's proceedings.

Convention Day Four Recap Video

(Applause)

COSTA: Okay, we are now going to hear from the Credentials Committee for their final report, please come up.

FINAL CREDENTIALS COMMITTEE REPORT

COMMITTEE CHAIRPERSON TUCK: Mr. Chairman, delegates of this 60th Convention. This is the final report of the committee on Credentials.



Eric Tuck, President/Business Agent, Local 107-Hamilton ON

The committee has reviewed and found to be in order credentials for 659 delegates. Of those 659 delegates, 627 are voting delegates. There are also 32 nonvoting delegates consisting of 21 International Officers, one delegate from ATU Canada, two delegates from the New Jersey State Council, and one delegate from the Connecticut State Conference Board and seven alternates.

The credentials for the 627 voting delegates have been reviewed and are found to be eligible for participation in the election of International Officers and AFL-CIO Convention delegates and alternates.

The committee found that members from the following local unions lacked the proper credentials, and, therefore, were found to be ineligible for participation in the election of International Officers and the AFL-CIO Convention delegates and alternates.

Local 241, Chicago, Illinois, one member. And Local 1778, Lansing, Michigan, one member.

Mr. Chairman, the 60th Convention delegates gathered here represent 199 ATU local unions, two joint bargaining councils and ATU Canada.

I move this report be adopted.

DELEGATES: *"Seconds."*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It is moved and seconded to adopt the Report of the Credentials Committee, final.

Any discussion?

Speaker at Mic 1.

DELEGATE BASIR: Good morning, Brother Chair. Thank you.

Can the committee please.

INTERNATIONAL PRESIDENT COSTA: Excuse me, name and local, please.

DELEGATE BASIR: Pardon me. Eric Basir, Local 308.

Can the Chair ask the committee to produce on ATU letterhead a comprehensive report with the list of the names of committee members and how they voted regarding the credentials of board member Eric Slater?

INTERNATIONAL PRESIDENT COSTA: No.

DELEGATE BASIR: Why not? We would just like to know who voted no on something that was totally improper.

INTERNATIONAL PRESIDENT COSTA: It's done by voice. There is no recording. So we don't have it.

DELEGATE BASIR: Oh, okay. Well, how about a little summary? How about they just do a little survey for us?

INTERNATIONAL PRESIDENT COSTA: Brother, I'm going to call you out of order.

DELEGATE BASIR: Of course and so are you. (*"Sit down" from the delegation.*)

INTERNATIONAL PRESIDENT COSTA: Okay. Is there any other discussion? (*No response.*)

Is there any other discussion? (*No response.*)

Hearing none, all in favor say aye.

DELEGATES: Chorus of *"ayes."*

Opposed? (*No response.*)

The Credentials Committee Report is adopted. (*Applause.*)

COMMITTEE CHAIRPERSON TUCK: Mr. Chairman, delegates, I want to thank all of the members of the Credential Committee for their hard work and a job well done.

And I would ask that following this report, our Secretary, Jeff Richardson, of Local 1342 read the names of the committee members.



Jeffrey Richardson, President/Business Agent, Local 1342-Buffalo, NY

COMMITTEE SECRETARY RICHARDSON:
Good luck with these names. Wow.

Eric Tuck, Local 107, *chair*

Jeffrey B. Richardson, Local 1342, *secretary*

Margie A. Sullivant, Local 19

Guiseppe D'Armiento, Local 113

Mark Weems, Local 308

Todd Strasser, Local 519

Daryll Miller, Local 569

Jerry Merritt, Local 638

Romoan Bruce, Local 689

Michael Gauthier, Local 741

Isaac Tate, Local 758

Nancy Spence, 823

Kevin Marx, 842

Steven Oss, 883

Luis Alzate, 1056

Robin C. Benedetto, Local 1181

Patrick E. Green, Local 1235

William Howard, Local 1267

Errol Frazier, Local 1277

Carlos Westley, Local 1535

Charles A. Ryan, III, Local 1548

Christopher Moore, Local 1633

Jacqueline Boily, Local 1760

P.L. Dates, Local 689

RICHARDSON: We would like to thank our committee also extends its thanks for the assistance to International Vice President Gary Johnson.

Oh, wait a minute. I forgot one. How did I skip this one? *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you Mr. Secretary. Thank you, committee members. A lot of work went into this everyday. I appreciate all the work you did. Let's give them a hand. *(Applause.)*

Please turn your attention to the screens for a special video.

LAWRENCE J. "LARRY" HANLEY ATU LIFE ACHIEVEMENT AWARD

Oscar Owen's Tribute Video

(Standing ovation and chanting "Fired Up. Ready to go.")

INTERNATIONAL PRESIDENT COSTA: In honor of our dearly departed International President Larry Hanley, last Convention, the GEB created the Lawrence J. "Larry" Hanley ATU Life Achievement Award to be presented at each Convention.

The award recognizes individuals who have shown commitment to the ATU's mission and ideals and who have dedicated a lifetime of service to the ATU, our members, and all working families in the U.S. and Canada.

This year's award goes to departed International Secretary-Treasurer Oscar Owens "Double-O." *(Applause.)*

Oscar was a beloved leader and a friend to our more than 200,000 members across the U.S. and Canada. He helped lead our Union through some very tough times.

Yet through it all, a long tenure, Oscar was very savvy. He was a very calm influence, unafraid, and he'd call out injustice and fight for a better life for all of our members, those they serve and all working people.

Strong Voice

A founding member of the ATU Black Caucus, he was a strong voice in supporting civil rights and

the rightful place of African Americans within the leadership of the ATU and the entire labor movement.

I'd like to call up to the stage Oscar's wife, Betty, and his children (*Standing ovation*) to accept this award. (*Applause.*)

Betty, on behalf of the ATU, it's been an honor, and thank you for letting us have Oscar for all these years. I know doing this job, we miss a lot, the stress when you come back home and go back with your family, sometimes it takes a little while to get our mind together because you all have so much that you need to talk to us about and deal with, and sometimes we can lose it.

But it's an honor to have had Oscar. I learned a lot from him. He mentored me. He mentored many people here, many of our members and officers through the years.

And I know it's been a rough three years for all of us and for you but it's great to see you all back, and I want to present this award on behalf of our membership to you and your family. And, once again, we're honored, and thank you for letting us have him. (*Applause.*)

MR. OWENS: First of all, I want to say thank you to the entire Executive Board I don't want to leave anybody out to every single local that's represented here.

We just want to say from the bottom of our heart, to God be the glory for the things that he has done and to tell all of you, thank you so much for your love,



Damon Owens

for your kindness, to the entire Amalgamated Transit Union for your generosity.

'If we don't stand for something, we'll fall for anything'

Daddy was amazing. He reminded us that if we don't stand for something, we'll fall for anything. (*Applause.*)

He reminded me, us, everyday that the labor movement and the Union that he loved has been, a haven and a tool to uplift the working poor, the neglected, the downtrodden, the used and abused. That it has been a sounding board for those who have no voice, and let us continue to stand on our principles and let's continue to remain Stronger Together.



Thank you so much. *(Applause.)*

MS. OWENS: Good morning, everyone. My name is Shuron, and this has just been such a blessing to be welcomed here.

The last time we were actually all together with my dad was at the last Convention here in Las Vegas right before he got sick. So it's been tough coming back but such a blessing to be welcomed with so much love from the Amalgamated Transit Union, my dad's coworkers, friends, and family.



Shuron Owens

'Continue doing this amazing work'

This work meant so much to my father, and even though it was very hard to come here, there was no way we wouldn't come here to be a part of today. One, because of this honor but also this being the first Convention since the pandemic and all of the hardship and the loss that we have all experienced.

So I just want to say, you all know how much the Amalgamated Transit Union meant to my dad and the work that you all do everyday, and I just want to encourage you to continue doing this amazing work, everything that you do for your families, for your community, and for our nation.

And I just, again, want to thank you for loving my dad and honoring him in this way. This is just so special to my mom and to all of us. Because as much as, you know, we miss him and we love him, we know that you all miss him and love him as well.

So thank you so much for this honor and for welcoming us today. *(Applause.)*



DeShawn Owens

'Fired up, ready to go'

MR. OWENS: Fired up.

DELEGATION: *"Ready to go"*

Fired up.

DELEGATION: *"Ready to go"*

Fired up.

DELEGATION: *"Ready to go"*

And we're ready to go. *(Applause.)*

DELEGATION: *"ATU, Stronger Together."*

INTERNATIONAL PRESIDENT COSTA: Fired up.

DELEGATION: *"Ready to go"*

Fired up.

DELEGATION: *"Ready to go"*

Fired up.

DELEGATION: *"Ready to go"*

Ready to go. *(Applause.)*

Okay. Next, we have a video message from Transportation Secretary Peter Buttigieg.

Since taking office, Secretary Pete has been a friend of the ATU and to public transit. In his first years of Transportation Secretary, he was a key player in the development and passage of the President Biden's bipartisan infrastructure law with robust transit funding and safety measures to protect our members.

The first openly gay person confirmed to serve in the President's cabinet, Secretary Pete previously served two terms as mayor of his home town in South Bend, Indiana. So please let's take a look and play the video message and thank him for doing this.

PETE BUTTIGIEG

U.S. Secretary of Transportation

VIDEO ADDRESS

TRANSPORTATION SECRETARY BUTTIGIEG: Greetings to the ATU, and thank you to President Costa for inviting me to say a few words. And I want to thank every ATU member for everything that you do and everything that you have done especially during the last difficult years.



Pete Buttigieg, U.S. Secretary of Transportation

Your country and your communities have needed you, and we know that you haven't had the option of going to work on Zoom. I know that you lost more than 220 members to COVID, and we're never going to stop remembering them and their stories. You saved an incalculable number of lives because you were among the essential workers who made sure that all of the other essential workers could get to where they needed to be.

So it's no exaggeration to say that if you had not shown the courage and the work ethic that you did, the darkest days of this pandemic would have been even darker.

'There is a lot left to do'

As we look forward, there is a lot left to do, but we're on the same page about how to do it. My department's first priority will always be safety, and that means safety in our skies, on our roads and subways and for our transportation workforce.

The kinds of assaults that we have seen on ATU bus drivers and other transit workers are unacceptable

and will not be tolerated. The workers who keep us all safe and moving should not have to worry about their own safety.

Transit Worker and Pedestrian Protection Act

Fortunately, the provisions of the Transit Worker and Pedestrian Protection Act are now law, and we are working swiftly to implement them. We are requiring transit agencies to include union members at the table to address assaults against drivers and other safety issues, and creating the mechanism to make sure that this happens.

These authorities were included in the bipartisan infrastructure law that President Biden signed just under a year ago. Through resources in that law, we are modernizing and making safer America's roads and bridges, rail and transit, the infrastructure that your members depend on everyday.

We are making the largest investment in public transit in U.S. history, and I hope that you look forward to welcoming some new brothers and sisters into your ranks as we make transit service available in more places and to more people.

Part of our investment is helping communities purchase new, cleaner vehicles, like electric battery hybrid ferries and low or no emission buses. For example, in August we announced awards to 150 communities to acquire more than 1,800 new buses, including 1,100 zero emission buses that are healthier for residents and drivers.

And for the first time in that program, we have funding specifically set aside to make sure that the skilled operators and mechanics working on diesel buses today are prepared to be the electric transit workforce of tomorrow. Transit agencies will be required to use at least 5 percent of their grant funding in this program toward workforce development to train and retain current employees.

'Infrastructure is your workplace'

I'm mindful that our infrastructure, whether it's the roads and rails that your members travel on or the equipment they operate everyday, that infrastructure is

your workplace. And I'm proud that as we are investing in better infrastructure for America, we are directly investing in that workplace and in your members' safety and prosperity.

Again, I want to thank you for everything that you have done and are doing, and I want to emphasize that this administration has your back as we all embark together on the next era of transit.

The pandemic has created some of the hardest moments for transportation in generations, but we are also at the outset of one of the greatest opportunities for transportation that America has ever seen. We are making moves that are going to serve Americans for generations to come, and your members are absolutely central to that journey.

Thanks again for the chance to address you, and have a great rest of this Convention. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Thank you, Secretary Pete.

And I think many of you had an opportunity to meet him. When he goes around, he usually stops at the transit agencies, and we normally get a call. Unfortunately, it's usually last minute but he always asks to if the ATU is around. So I'm proud of that.

All right. We have another special video to roll out.

ATU-COPE Video

INTERNATIONAL PRESIDENT COSTA: Great video. *(Applause.)*

Thank you. With the critical midterm elections coming up giving to ATU COPE is very important more than ever. So now I would like to call up International Secretary-Treasurer Ken Kirk and our Government Affairs Director Jeff Rosenberg to give out our COPE awards. *(Applause.)*

For those of you who are new, COPE is the ATU's Committee of Political Education, our political action committee. COPE opens doors for us with elected officials. There are many members of Congress, governors and other politicians that would not be where they are without PAC support from labor and the ATU COPE is a big, big player.

We get involved in key races early. We make endorsements. We see how someone and who is on our side and who is not.

'Politicians remember'

Politicians remember, when unions jump in early, when they really need it. As a result, we have friends in the highest levels of government right now. Some of them have been speaking to you here this week. Some of them have been speaking to you at the terminals, at our agencies. But none of that would be possible without COPE.

So if you're not giving to COPE, please, today is a good day to start. You can sign up right outside the door here. We have a COPE table. Just a few dollars a month, goes a long way.

We have made a lot of progress in the last year. During the 2021 Legislative Conference, when for the first time we invited all U.S. locals, I discussed and encouraged the COPE Program. We have also changed the names of the COPE clubs and posted the names of our contributions, those who contribute on our website to recognize who is giving and their contributions.

So today we want to recognize the locals that have stepped up to the plate. They made COPE a part of their culture, those locals, one-on-one conversations with their members about why it is so important to give. They talk to them. There's orientation in the drivers' rooms, the garages, wherever they can. And the results are obvious, these locals are getting it done.

So here are the winners of the COPE awards for 2021.

COPE AWARDS

Chairman's Award

First, we have Chairman Award for the local unions with the highest dollar amount contributed.

- 50 or less membership category: Local 1310-Eau Claire, WI *(Applause.)*
- 51 to 200 membership category: Local 821-Jersey City, NJ *(Applause.)*

- 201 to 800 membership category: Local 282-Rochester, NY (*Applause.*)
- 801 to 1,500 membership category: Local 618-Providence, RI (*Applause.*)
- 1,500 plus membership category, the winner and defending champion: Local 726-Staten Island, NY (*Applause and cheers.*)



Local 1310-Eau Claire, WI



Local 821-Jersey City, NJ



Local 282-Rochester, NY



Local 618-Providence, RI



Local 726-Staten Island, NY

President's Award

And now the President's Award. It's given to local unions with the highest percentage of active members enrolled in COPE and the COPE club.

- 50 or less membership category: Local 1209-New London, CT (*Applause.*)
- 51 to 200 membership category: Local 558-Shreveport, LA (*Applause.*)
- 201 to 800 membership category: Local 1575-San Raphael, CA (*Applause.*)
- 801 to 1,500 membership category: Local 694-San Antonio, TX (*Applause.*)
- 1,500 plus membership category: Local 726-Staten Island, NY (*Applause.*)



Local 1209-New London, CT



Local 558-Shreveport, LA

Patriot Award

And, finally, the last award is an individual award. It's called the Patriot Award. It's given to the ATU member who contributed the highest dollar amount in 2021. This year's winner is quite a story. He's a retiree from Local 587 in Seattle. *(Applause.)*

- Bill Clifford, Local 587-Seattle, WA

We don't usually get very many checks from retirees to COPE but this year's member sat down and wrote a



Bill Clifford, Local 587-Seattle, WA

massive \$1,400 check to COPE. Yeah. Yeah. *(Applause and cheers.)*

Local 587 is one of our most politically active locals and it's because they have got members like this year's Patriot Award winner, Bill Clifford. *(Applause.)*

International President's Political Activism Award

This year, we've hired a new State and Local Political Coordinator, Emma Cleveland, to work with the locals to kick off COPE campaigns and get active politically.

Our COPE program is now growing for the first time in years. We wanted to recognize some of our locals in both the U.S. and Canada who are making great strides, so we created a new award, the International President's Political Activism Award. The plaque says it is for the efforts in getting members involved in the political process. Here are this year's winners starting with the U.S. Local 192 Oakland, California. *(Applause.)*

- Local 268, Cleveland, OH *(Applause.)*
- Local 689, Washington, D.C. *(Applause.)*
- Local 1300, Baltimore, MD *(Applause.)*
- Local 1596, Orlando, FL *(Applause.)*
- Local 557, Portland, OR *(Applause.)*

All of these locals made some good progress in COPE this year. And hopefully, some of these U.S. locals will challenge our COPE award winners when we meet again in 2025.

Now, the Canadian locals, while they can't give to COPE, they can lead campaigns and these locals leading the way are:

- Local 569, Edmonton, AB *(Applause.)*
- Local 107, Hamilton, ON *(Applause.)*
- Local 583, Calgary, AB *(Applause.)*

I want to congratulate them and to all of our winners.

We now have a committee report to do on Diversity and Equity. So before they come up, let's congratulate all of the COPE winners. (*Applause.*)

So can the Diversity, Inclusion, and Equity Committee please come up.

DIVERSITY, INCLUSION, AND EQUITY COMMITTEE REPORT

COMMITTEE CHAIRPERSON LUSTER: Thank you, Mr. Chair.

Good morning, brothers and sisters and guests. I'm here to report on the Diversity, Equity, and Inclusion Committee.



Roy C. Luster, Jr., President/Business Agent, Local 1070-Indianapolis, IN

Mr. Chair, delegates of the 60th Convention of the Amalgamated Transit Union, I am pleased to submit the report of the Diversity, Equity and Inclusion Committee.

The committee gave ample consideration and full discussion to Resolutions P and Q and R, which were referred to us by the Resolution Committee.

On Resolution P, the committee wished to emphasize that racism, xenophobia and hate are still way too common throughout the United States and Canada. Our Union must continue to be inclusive of all and use our power to confront all forms of discrimination in the workplace and society.

The ATU must also continue to advocate for an equitable transit systems that serve all communities and provide strong union jobs for all transit employee workers.

The full text of the resolution is provided to you in that in that Convention app.

These lights are bright, too, by the way.

INTERNATIONAL PRESIDENT COSTA: Yes, they are.

COMMITTEE CHAIRPERSON LUSTER: And in an effort to expedite this report, the committee determined that instead of reading the resolution in its entirety, we will read starting with the "Therefore, Be It Resolved" clause.

RESOLUTION P: Combating Racism and Advancing the Rights of All Workers

Submitted by Amalgamated Transit Union

WHEREAS, the Amalgamated Transit Union is committed to confronting hate and racism, including antiimmigrant sentiment and xenophobia, in all forms; and

WHEREAS, there is a disgraceful history in North America of oppression against people of different races and immigrants in addition to xenophobic acts carried out against individuals from different cultures; and

WHEREAS, this shameful history has created racial and economic inequities for people of color and immigrants; and

WHEREAS, people of color and immigrants disproportionately live, work and socialize in workingclass communities which rely on robust and equitable public transit and intercity bus networks; and

WHEREAS, people of color and immigrants are often disproportionately among the most reliant on public transit and intercity bus networks; and

WHEREAS, public transit provides life changing, stable, unionized civil service employment, which has historically been a critical pathway for workers of color and immigrants to live lives of dignity and material security; and

WHEREAS, our state, provincial, county, city and public transit agency officials routinely discriminate, and fail to address discrimination, against workingclass communities, and especially those with high concentrations of people of color and immigrants; and

WHEREAS, immigration status leaves many immigrants in precarious economic positions and vulnerable to predation by employers and landlords so that there is an urgent need for pathways to legal status for undocumented workers, to create a fair and humane process to admit migrants into our nations and to ensure refugees are welcome in North America; and

WHEREAS, the ATU has conducted ‘Race and Labor’ trainings to examine the history of racism, discuss manifestations of racism and how it is used to strategically weaken workers and their unions, and offer strategies and tactics that can be used to interrupt discrimination and harassment in the workplace; and

WHEREAS, forming a strong, fighting and inclusive union in the workplace is the best way to achieve fairness for all workers, ensure equal pay for equal work, end occupational discrimination, and ensure the equality of all;

THEREFORE, BE IT RESOLVED, that the ATU recommits itself to the fight to end racism in all its forms in the United States and Canada; and

THEREFORE, BE IT RESOLVED, that the ATU condemns hate in any form, xenophobia, violence and the reactionary elements that fan the flames of hatred, and calls for urgent action to end these plagues; and

FURTHER, BE IT RESOLVED, that the ATU calls on the United States and Canada to take immediate action to protect the rights of migrants and refugees, and provide equitable paths to citizenship; and

FURTHER, BE IT RESOLVED, that the ATU will continue to conduct and develop training programs that give local unions and their members tools for addressing racism from employers and among coworkers; and

FURTHER, BE IT RESOLVED, that the ATU reiterates its commitment to advocating for transit equity for all across the United States and Canada, including comprehensive mass public transit systems and intercity bus networks that provide union jobs with familysupporting income and dignified working conditions, which are free from discrimination; and

FURTHER, BE IT RESOLVED, that the ATU and its members will use our voice and strength to expose, condemn and challenge racism and discrimination in all forms.

COMMITTEE CHAIRPERSON LUSTER: The committee recommends concurrence with this resolution and I so move, Mr. Chairman.

DELEGATES: “*Seconded.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

The committee’s recommendation has been moved and seconded.

Any discussion?

Oh, Mic 1, sorry.

DELEGATE BASIR: Thank you, Brother Chair. This is Eric Basir, Local 308.

I would ask you to ask the committee to consider that poverty is fed by racism. Parttime jobs keep a lot of my Black and Latino coworkers at the Chicago Transit Authority in poverty. They are suffering gross indignities. They are living in communities that they cannot invest in. So because they can’t invest in it with fulltime jobs, decent wages, our communities are rotting and perpetuating racism and poverty throughout the city. So please consider that.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Thank you, Brother.

Any other discussion? (*No response.*)

The motion was made and seconded.

All those in favor, say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed? (*No response.*)

The resolution is adopted. (*Applause.*)

COMMITTEE CHAIRPERSON LUSTER: Our next resolution is Resolution Q. The committee wishes to emphasize both the important work that the ATU has done on this issue since last Convention and the urgent need for continued action.

Since the 59th Convention, ATU has taken significant steps to further women's equity, including conducting a survey on issues facing women in the workplace, launching the Women's Equity Initiative, issuing ATU Women's Advocacy and Gender Equity and Bargaining Guide and conducting Women's Equity trainings that educate and empower members to identify and mobilize around gender disparities.

The committee amended the second "Further, Be It Resolved" clause.

The full text of the resolution, as amended, is provided to you in the Convention app. In an effort to expedite the report, the committee determined that instead of reading the resolution in its entirety, we will read starting with the therefore be it resolved clause.

RESOLUTION Q: Supporting Women's Equity and Preventing and Stopping Sexual Harassment

Submitted by Amalgamated Transit Union

WHEREAS, the ATU recognizes that women face barriers to full inclusivity and equity in our workplaces and our union; and

WHEREAS, these barriers, which include sexual harassment, deny women safety and fulfillment in the workplace as well as undermine the effectiveness of our union; and

WHEREAS, through education, support and effective representation, unions can help create equity and ensure meaningful accountability in response to sexual harassment; and

WHEREAS, in the United States, the recent decision of the Supreme Court in *Dobbs* attacks

our members' right to make decisions about our health and families; and

WHEREAS, access to healthcare without fear is everyone's right and reproductive freedom is a workers' rights issue; and

WHEREAS, the ATU's recent U.S. gender equity survey reflects that the vast majority of women respondents reported that their job would benefit from a mentorship program for women; and

WHEREAS, at the 59th Convention, the delegates passed Resolution K, Supporting Women's Equity, and Resolution L, Preventing and Stopping Sexual Harassment; and

WHEREAS, since the 59th Convention, the ATU has taken significant steps to further the goals of these Resolutions, including conducting a survey on issues facing women in the workplace, launching the Women's Equity Initiative and issuing the ATU Women's Advocacy and Gender Equity Bargaining Guide; and

WHEREAS, the ATU has conducted 'Women's Equity' trainings that educate and empower members to identify and mobilize around gender disparities, including safety and health issues, in the workplace; and

THEREFORE, BE IT RESOLVED, that the ATU's commitment to women's equity and inclusion means that we will continue fighting for equitable treatment for all our members in the workplace, in contract negotiations, in our own campaigns, and in the halls of government; and

FURTHER, BE IT RESOLVED, that the ATU will continue to conduct and develop training programs that give local unions and their members tools for addressing women's equity issues in the workplace and in our union; and

FURTHER, BE IT RESOLVED, that ATU will encourage local unions to focus on gender equity in contract negotiations by building inclusive bargaining committees and drafting proposals that address the needs that women may particularly value, such as restroom breaks and access to lactation breaks and access to comprehensive employerpaid family health insurance, paid

parental leave, paid family and medical leave, and full access to reproductive healthcare, including adequate privacy rights, and antidiscrimination protections for members who have to travel to receive abortion access due to the Dobbs decision; and

FURTHER, BE IT RESOLVED, that ATU will support women in the transit industry by supporting the creation of mentorship programs for women in transit, supporting the recruitment of women into apprenticeship and training programs, and encouraging local unions to develop local women’s committees, women’s leadership training, and women’s caucus chapters; and

FURTHER, BE IT RESOLVED, that ATU will build upon the ATU Women’s Advocacy and Gender Equity Bargaining Guide by bargaining comprehensive antiharassment statements and policies with employers; and

FURTHER, BE IT RESOLVED, that the ATU and its members will use our voice and strength to expose, contest and condemn sexism and discrimination in all forms in the United States and Canada.

COMMITTEE CHAIRPERSON LUSTER: This committee recommends in concurrence with this resolution as amended, and I so move, Mr. Chairman.

DELEGATES: *“Seconded.”*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded.

Is there any discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of *“ayes.”*

Opposed. *(No response.)*

The committee’s recommendation is adopted. *(Gavel knock.)*

(Applause.)

COMMITTEE CHAIRPERSON LUSTER: Our

third and final resolution is Resolution R. The committee wishes to emphasize ATU’s long and proud history of leadership on this issue, as well as the scope of the issues facing lesbians, gays, bisexual, transgender, queer and other nonstraight, noncisgender people in the United States and Canada today.

I’m proud to share that ATU first amended our Constitution and General Laws to oppose discrimination based on sexual orientation back in 1992, and later to prohibit discrimination on the basis of gender identity and expression as well.

The committee applauds the delegates of this Convention for adopting changes to our CGL to use genderneutral language so that all members understand that they are represented and belong in our Union.

The committee amended this resolution to add an additional Further, Be It Resolved. The full text of the resolution as amended is provided to you in the Convention app.

In an effort to expedite this report, the committee determined that instead of reading the resolution in its entirety, we will read starting with the “Therefore, be it resolved” clause.

RESOLUTION R: Building Safety, Power and Rights For LGBTQ+ Workers

Submitted by the Amalgamated Transit Union

WHEREAS, the Amalgamated Transit Union is committed to confronting hate and racism in all forms; and

WHEREAS, the Amalgamated Transit Union has been a leader in the fight for equality and civil rights for LGBTQ+ workers dating back to 1992 when our Constitution and General Laws was amended to oppose discrimination based on sexual orientation; and

WHEREAS, the ATU makes our commitment to LGBTQ+ rights clear in the Obligation pledged by all ATU members by prohibiting discrimination against fellow workers on account of sex, sexual orientation, gender identity or expression; and

WHEREAS, rightwing politicians across the United States are advancing legislation attacking LGBTQ+ individuals, their families and support systems; and

WHEREAS, too many workers continue to face discrimination in the workplace for their sexual orientation, gender identity and gender expression; and

WHEREAS, many LGBTQ+ workers are denied equal benefits in the workplace, including equal access to paid parental leave for new parents and family leave policies that include all types of families; and

WHEREAS, at least 21 states, the District of Columbia, and a majority of provinces now allow individuals to identify as nonbinary or a third gender on their official driver's licenses, and the United States government has announced an initiative to allow nonbinary gender markers on federal passports, but there is a lack of guidance for holders of commercial driver's licenses in the United States; and

WHEREAS, forming a strong, fighting and inclusive union in the workplace is the best way to ensure equal pay for equal work, end occupational discrimination, and ensure the equality of all;

THEREFORE, BE IT RESOLVED, that the Amalgamated Transit Union condemns the rightwing attacks on LGBTQ+ persons, and calls on legislators to rescind these bills and guarantee full equality for LGBTQ+ individuals and workers; and

FURTHER, BE IT RESOLVED, that the ATU will continue its long legacy of fighting for LGBTQ+ equality; and

FURTHER, BE IT RESOLVED, that the ATU will support efforts to allow individuals to identify as nonbinary or a third gender on their commercial driver's licenses and other official documentation required by work; and

FURTHER, BE IT RESOLVED, that the ATU reiterates its commitment to advocating for transit equity for all across the United States and Canada, including a comprehensive mass public transit system that provides union jobs with family supporting

income and dignified working conditions, which are free from discrimination; and

FURTHER, BE IT RESOLVED, that the ATU and its members will use our voice and strength to expose, contest and condemn discrimination in all forms, including against LGBTQ+ individuals in the United States and Canada; and

FURTHER, BE IT RESOLVED, that the ATU will support LGBTQ+ workers in the transit industry, including by encouraging the creation of an LGBTQ+ Caucus and local LGBTQ+ Caucus chapters.

COMMITTEE CHAIRPERSON LUSTER: The committee recommends in concurrence with this resolution as amended and I so move, Mr. Chairman.

DELEGATES: *"Seconded."*

INTERNATIONAL PRESIDENT COSTA: It's moved and seconded to adopt the resolution of the committee.

Is there any discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of *"ayes."*

Opposed. *(No response.)*

The committee recommendation is adopted. *(Gavel knock.)*

(Applause.)

COMMITTEE CHAIRPERSON LUSTER: And now Secretary Mary Longoria will read the names of the Diversity, Equity and Inclusion Committee.

COMMITTEE CHAIRPERSON LONGORIA: Thank you, everybody. Committee members.

Roy C. Luster, Jr., Local 1070, *chair*

Mary Longoria, Local 757, *secretary*

Lanette M. Berkley, Local 85

Karen Kleppick, Local 85

Grace Udoh, Local 113

Jose A. Rosado, Local 587

Karen Maxwell, Local 589

Scott Page, Local 589



Mary Longoria, Financial Secretary, Local 757-Portland, OR



Joe Biden, President of the United States

Ozzie Andrews, Local 689
Arthur Knight, Local 689
Pandora Holman, Local 788
Karen Thomas, Local 819
Maurice Carter, Local 1220
Robin Ward, Local 1300

The committee also wished to thank International Representative Michael Cornelius for his contributions to this committee. *(Applause.)*

Thank you all. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Secretary.

Thank you, committee members, job well done. Appreciate it. Give them a hand. *(Applause.)*

Next, we have a very special video message and this one doesn't need really any introduction, so let's give a round of applause to the most pronion, proworker, and protransit President in the United States.

JOE BIDEN

President of the United States

VIDEO ADDRESS

U.S. PRESIDENT BIDEN: Hey, John, old buddy or should I call you Mr. President? We have been friends a long time. You're one of my best buddies and you have been incredibly helpful in leading not only ATU but helping me out.

And to all of the transit workers of the ATU, thank you, thank you, thank you.

'I'll always have your back'

You heard me say it before. The middle class built America and unions built the middle class, especially transit workers. You keep us moving through the pandemic, even as many of your brothers and sisters made the ultimate sacrifice in the process. And you are a lifeline to tens of millions of fellow Americans, helping them get to work and to care for their families.

Now, I'll always have your back, I promise you, like you've had mine, John. Together we passed the American Rescue Plan. That got critical funding to states and cities to keep essential services going and transit workers on the job. We passed the infrastructure law, the most significant investment in passenger rail in the past 50 years, and the most significant investment in public transit ever, protecting transit workers on the job, as well.

Look, together we passed the Inflation Reduction Act to slash the cost of prescription drugs and health insurance and home energy bills. And we are finally making big corporations begin to pay their fair share.

Folks, we have gotten all of this done by beating powerful special interests, but there's more to do, to respect the dignity of American workers, to create more jobs, to strengthen social security and Medicare, to protect the right to organize and bargain collectively, to keep building an economy that grows from the bottom up and the middle out.

‘Together let’s keep building a better America’

I know you and you know me, and together let’s keep building a better America. I want to thank you all, and, again, John, thank you particularly.

God bless you all and may God protect our troops. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: At this time, we are going to do a raffle. So, let’s get the raffle out of the way.

Javier, can you take care of this raffle?

INTERNATIONAL VICE PRESIDENT PEREZ: The winner of the raffle this morning is Ferraro Jacobs, from Local 1464, Tampa, Florida. *(Applause.)*

ELECTION OF INTERNATIONAL OFFICERS

PEREZ: The time has come for the election of our International Officers. It’s my privilege to conduct the nominations for International President.

INTERNATIONAL PRESIDENT

PEREZ: Nominations are now open for the office of International President.

So the Chair recognizes Veronica Cobb, Local 819 at Mic 2.

Nomination: John Costa

DELEGATE COBB: Good morning, Delegation. My name is Veronica Cobb. I’m president and business agent of Local 819, Newark, New Jersey.

Sisters and Brothers, it is my distinct honor and pleasure to stand before you at the 60th International Convention with the entire New Jersey delegation.

I would like to first recognize the family behind my nominee who is in attendance today. First, his wife, Marie Costa, of more than 30 years. *(Applause.)*



Veronica Cobb, President/Business Agent, Local 819, Newark, NJ

His daughters, Jackie and Courtney. *(Applause.)*

His grandchildren, Lucas and Lucia. *(Applause.)*

His brother, Sean, and his sister, Audrey. *(Applause.)*

‘Led ATU through a time none of us has ever seen’

I have known John for over 20 years. He is actually one of my founding brothers to my career in the labor movement.

John has led ATU through a time none of us has ever seen. John showed unions across the United States and Canada what leadership looks like.

‘My mentor’

John is not only a member of Local 819, he is my friend, my mentor, and I proudly call him my brother. I ask that the ATU delegation rise and join me in nominating John A. Costa for International President. *(Standing ovation and chanting “Costa.”)*

INTERNATIONAL VICE PRESIDENT PEREZ: Thank you, brothers and sisters. Thank you. Thank you very much.

Next the Chair recognizes Marvin Alfred, Local 113, Mic No. 1.

DELEGATE ALFRED: Good morning, sisters and brothers. My name is Marvin Alfred, president of ATU Local 113 in Toronto.



Marvin Alfred, President/Business Agent, Local 113-Toronto, ON

I'm proud to represent a local that has recently elected the first woman as vice president, the first South Asian first person from the South Asian community as secretary-treasurer. That has a diverse Executive Board with representation from the Asian, indigenous, and Muslim communities, and myself as the first black president in Toronto. *(Applause.)*

'Represent from coast to coast'

The first black president in Ontario, and the first black president in all of Canada. *(Applause.)*

I support John Costa for President, not because sorry. I support John Costa for President not because he supports diverse people because they tick off the box, he supports capable, dedicated people to help move our local forward and represent from coast to coast from Newfoundland to Vancouver Island.

I stand before this delegation proudly to support John Costa for International President. *(Applause.)*

INTERNATIONAL VICE PRESIDENT PEREZ: Thank you, brothers and sisters.

The Chair now recognizes John Courtney, President, Local 265 at Mic No. 5.

DELEGATE COURTNEY: John Courtney, president, business agent, ATU Local 265 in San Jose, California.

I stand before you representing 1,500 active members in San Jose, over a thousand retirees, and as the recording financial secretary for the California Conference Board, I stand with you with all of California to support my brother, my friend, John Costa to become the International President. *(Applause.)*



John Courtney, President/Business Agent, Local 265-San Jose, CA

'Path for everyone'

What hasn't this man done? He has brought us through a pandemic, a tragedy. He has supported us every single step of the way.

He has brought apprenticeships to our union. He has made it a path for everyone to have an opportunity to have a career in transit, like we all had. There is nothing my brother has not done and nothing my brother, John Costa, cannot do.

We stand before you to support as International President of the Amalgamated Transit Union, John Costa.

Standing Ovation

INTERNATIONAL VICE PRESIDENT PEREZ: Are there any other nominations? *(No response.)*

Brothers and sisters, are there any other nominations? Mic 6? *(No response.)*

Are there any other nominations? *(No response.)*

Hearing no other nominations, I'm going to ask the International Secretary-Treasurer Kirk to cast a unanimous ballot for President John Costa. *(Standing ovation and chanting "Costa.")*

JOHN COSTA ELECTED INTERNATIONAL PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for my friend as International President, John Costa.

INTERNATIONAL VICE PRESIDENT PEREZ: Brothers and sisters, at our last Convention, upon the election of John Costa, I told you a tortured past in our history and our future, and I asked you to get out these. And I'm asking you again, turn on your flashlights, lower the lights.

Photographers, get ready, please, because we took a picture three years ago of you with your phones passing the torch to President Costa, and I know he values that picture deeply. It sits behind his desk in his office.

So, once again, light up your lights. Can we turn down the lights in the room, please, turn them down so we get a better effect?

Brothers and sisters, it's my pleasure to introduce John Costa, International President. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Brother Javier, and thank you ATU. *(Visibly moved.) (Applause.)*

It's an honor and it's just an amazing, humbling experience that all of you've given me this honor and this energy at this Convention. If it wasn't for all of you, I would not be here, and I just want to say thank you. It's quite an honor.



International President John A. Costa

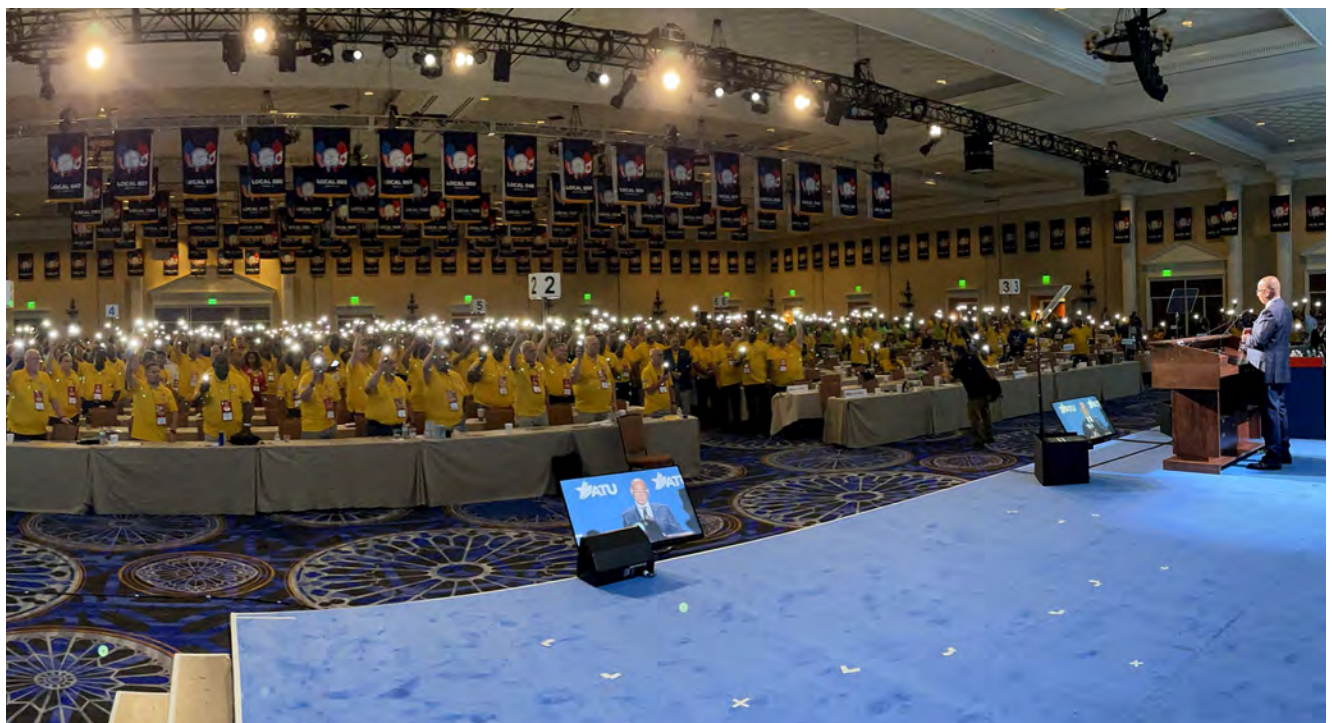
'We can do so much if we stick together'

And as we move forward, we can do so much if we stick together. We can get so much for our members and our Union if we stick together, and I just thank you. Please stick together, and thank you for this honor everybody.

My nominator, Veronica, Marvin, 113 in Canada. *(Applause.)*

In Canada, thank you, thank you. I'm honored. I'm honored.

And, John Courtney, we have been through a lot. For someone I did not really know well, just meeting, you are one hell of a man –



DELEGATE COURTNEY: Love you, John.

INTERNATIONAL PRESIDENT COSTA:
representing your local and communities.

'I salute you'

And for all of you that everybody in this room that went through a pandemic and represented and helped another one of our members in whatever way you did, and I know you all did, I salute you and I congratulate you and I thank you.

Thank you. *(Applause.)*

To Javier, Executive Vice President, thank you, Javier, for all of your service. And, KK, thank you for being my right hand and keeping me straight sometimes.

You know, my family is here, and this is always a problem for me, so I just want to do a shout out to my family. *(Applause.)*

'To my high school sweetheart'

Look, I know it's been a rough three years. It's been a rough three years for you being with me. My wife and my wife, we met in high school, so to my high school sweetheart, my wife, and still my high school sweetheart, Marie. *(Applause.)*

I don't know how you did it, how you put up with me, but if it was not for you, I would not be here. I know that, so thank you, honey, thank you for standing by my side and also straightening me out many times and telling me who really is the boss. But thank you. *(Laughter.)*

My daughter, Jacquelyn, is here. Jackie, love you, beautiful mother raising two beautiful children. *(Applause.)*

You know, and watching you do that and my son-in-law, Zach, love you.

And my daughter, Courtney. My daughter Courtney had a hell of a year, two years. And, Courtney, I'm so glad that we also also our families have problems, and you made me so proud, you made us so proud of you. *(Applause.)*

You know what I'm talking about, Courtney, so thank you, honey. I love you, and we are all here for you. And thank you for being here.

My brother and sister, Sean and Chuch. Audrey, but we call her Chuch, thank you for coming out and witnessing this, with your wife, Gabe, Sean's wife, Gabe, and my sister's husband, Ricky, appreciate it. My niece is here, Shelby and her friend. And I know you are trying to get into the family. You are not there yet. *(Laughter.)*

Enzo, Enzo.

And my two beautiful grandchildren, Lucas, my grandson. *(Shouts of "Lucas" from the floor.)*

My prince and princess Lucia. I see you there, baby.

'Get you the respect you deserve'

Thank you all. I love you. Thank you everybody. *(Applause.)*

I appreciate the honor for giving me another term, and I pledge I will do and I will fight and I will be cursing and also if I offend you, I'm sorry, to represent this Union and get you the respect you deserve. *(Applause.)*

INTERNATIONAL EXECUTIVE VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: All right.

Next, we will open nominations for the position of International Executive Vice President.

Mic 3.

Nomination: Yvette Trujillo

DELEGATE LONGENBOHN: Lance Longenbohn, president of Local 1001, Denver, Colorado. Yvette Trujillo's home local. *(Applause.)*

'Third-generation ATU Local 1001 member'

Since its founding 130 years ago, the Amalgamated Transit Union has been a great union because of



Lance Longenbohn, President/Business Agent, Local 1001-Denver, CO

great leaders. It has been said that some are born great, some achieve greatness and some have greatness thrust upon them. But greatness is a rare quality even among leaders.

For union leaders I believe that greatness is a progression. First, union leaders have to be born with a calling to serve a greater cause. Yvette Trujillo was born in the Amalgamated Transit Union. She is a third generation ATU Local 1001 member.

Then leaders who were born with that must be called upon to serve that greater cause. Since her start as a bus operator in 1994, Yvette has been called upon to serve her union brothers and sisters and she has answered that call serving as an assistant steward, as a chief steward, as a recording secretary at both Local 1001 and at the Latino Caucus, as a local president and as International Vice President.

‘Great leaders must possess certain qualities’

Finally, great leaders must possess certain qualities and Yvette has demonstrated those qualities. She is passionate about the cause. She has a clear vision of the cause. She has faith in the cause and she is willing to fight for the cause. She inspires others to follow and she inspires some others to lead. She called upon me to run for President of Local 1001, so here I stand today.

Yvette Trujillo has done all of this and been all of this unafraid of any proverbial glass ceiling. Let the glass shards fall where they may. Yvette Trujillo is a great leader.

On behalf of the Colorado delegation and especially proudly on behalf of Local 1001, it is my honor to nominate Yvette Trujillo to be the first woman International Executive Vice President in the 130 year history of the Amalgamated Transit Union. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic. 6.

DELEGATE PAYNE: Mr. Chair, Brent Payne, ATU 1091, Austin, Texas.



Brent Payne, President/Business Agent, Local 1091-Austin, TX

‘She represents fairness and she represents you’

I also rise to second that nomination not only because Ms. Trujillo is a woman, not only because she is Latino but because she’s qualified. *(Applause.)*

And we in Texas know this firsthand. When a woman comes and speaks before management, sometimes they think they can run that meeting. I can tell you first hand Yvette don’t let it happen that way. *(Laughter.)*

She represents labor. She represents fairness and she represents you.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 1.

DELEGATE MAHAR: Thank you, Brother Costa. Mike Mahar, Local 583, Calgary.

I proudly stand to second the nomination as well of Yvette. I had the distinct privilege I’m sorry. I’ve got to add to this. I hope I get the other guy’s 12 seconds back here. I didn’t realize I only had a minute.



Mike Mahar, President/Business Agent, Local 583-Calgary, AB

I'm going to take a moment to brag and say that I've probably known Sister Trujillo longer than any other delegate in this room. I first met Yvette in 1999 when her local was hosting their Northwest Conference and to no surprise to anybody in the room, she was volunteering to ensure that the conference was a great success.

'A bright light'

She was a bright light right from the start and in a very short time it was her work ethic and her dedication that showed everybody that she would be around for a very long time.

Yvette became the president of Local 583 pardon me, I wish. She became the president of her local the same year I became the president of ours and by then many people had already recognized what I had recognized in 1999.

'Writing history'

So in 2007, she became an International Representative and only three years later became an IVP. The rest would be history except that we can't let that happen today because we want to keep writing that history.

I stand before you today seeking the assistance to ensure that that is isn't the history. Any local within the four corners of the states or Canada coast to coast is lucky to have had her and knows the tremendous work she does.

I hope my friend is not offended by a couple of comments I'll make because they're a little bit personal.

But this week there was some discussions around the sacrifices that IVPs make when they're on the road and I can tell you that she has done that silently. Her family has suffered more than one tragic loss during her work and that network the support network she has with her family has carried her through that and will continue to do this as the International Executive Vice President. She is actually grieving this week as we speak and her family is here to support her.

Empathy is priceless

She could literally run any committee that we had presented today. And I was thinking when we were going through it, even the Next Generation Committee, not just because she is ageless but because she understands people and she cares about people. She has a priceless quality that can't be learned and that's empathy and she shows it.

Yesterday afternoon when this room was saturated with tears for our fallen members, and this great fraternity has openly adopted mental health as the No. 1 priority for ourselves and our members, there is no person in this room better suited to help us lead forward on that initiative and the initiative of mental health.

I have been able to share personal stories with her. Our entire career paths have run together. The glory days of my family and then children growing up. And as recently as this week, she has been talking to my grandchildren and just a soft, kind, caring voice that we need at the International level.

On Tuesday we had a only the second female President of the Canadian Labor Congress address us. Later that day we had Rachel Nottle, the past premier and future premier of Alberta. And Monday, of course, we the President of the AFL-CIO encouraging us to seize the moment as activists and that's what we need to do today.

'She shattered the glass ceiling'

Coming through it I have to steal the glass ceiling but in her introduction she didn't rise to the top.

She shattered the glass ceiling. Those were powerful, intelligent leaders that we saw. Yvette is one of those people and we need to ensure that we do that today, allow her to shatter that ceiling and make ATU proud.

I thank you very much. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay.

The name Yvette Trujillo has been nominated and we have had two seconds.

Are there any other nominations? *(No response.)*

Are there any other nominations? *(No response.)*

Are there any other nominations to the International Vice President? *(No response.)*

Hearing none, the nominations are closed. *(Gavel knock.)*
(Applause.)

And I would ask International Secretary Kenneth Kirk to cast one ballot in recognizing Yvette Trujillo.

YVETTE TRUJILLO, ELECTED INTERNATIONAL EXECUTIVE VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I rise to cast one unanimous ballot for Yvette Trujillo, International Executive International Vice President. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes the first International Executive Vice President and first Latina woman to International Executive Vice President of this Union, an honored moment.

Standing Ovation

Go ahead Yvette.

INTERNATIONAL EXECUTIVE VICE PRESIDENT ELECT TRUJILLO: Thank you.

And I want to congratulate International President Costa for your reelection. Thank you for being a friend and a great leader and congratulations again, International President Costa.



International Executive Vice President Yvette Trujillo

'The heart and the strength to serve'

I want to first start, though, by thanking God for getting us all here safely and for giving me the heart and the strength to serve. *(Applause.)*

I want to thank my nominator, Lance. I want to thank Brent and I want to thank my brother Mike Mahar. Thank you all for all your support and for nominating and seconding my nomination.

First female and first Latina Executive Officer

I also want to thank all of the delegates at this ATU 60th Convention. I'm humbled and honored to serve as this great organization's first female and first Latina Executive Officer. *(Applause.)*

I am proud to be a third generation ATU member and I can assure you that I will not take for granted the trust that has been placed before me to represent the workers that we serve.

It's been 130 years since our great organization was established and I need to thank my friend, my brother, my mentor, International President John Costa for being the first International President to support a woman for one of these executive offices. *(Applause.)*

I also need to thank my family who are in the back, my husband Jason, my daughter Dee, my soninlaw Moy, my grandchildren Tirza and Trinity and my friends who are my family, Ryan and Jen who came out to support me this week.

John Paul Trujillo Presente

As mentioned, we had a loss back home while I was here and the rest of the family is there supporting one another and taking care of each other. So I want to thank the ones who are here for being here. *(Applause.)*

Especially, my husband, who has been and always will be my rock in standing with me and supporting me in the 25 years of union leadership that I have been involved in. *(Applause.)*

My father-in-law John Paul Trujillo has been fighting cancer for many years and we didn't know how much time we'd have with him. And while preparing to come here he was so excited for me and said, If anything happens to me while you're out there, just put me on ice and don't worry. *(Laughter.)*

Little did I know, I would get a call while in a cab heading to the hotel that he had went home peacefully in his sleep and I know he's looking down on me cheering me on. *(Applause.)*

I also want to thank retiring Executive International Vice President Javier Perez. Thank you for your service and your sacrifice this Union. I hope you enjoy your well deserved retirement. *(Applause.)*

I also want to thank our General Executive Board for your support, your encouragement and most of all your friendship.

'The real heroes'

I also thank the members of this great Union who are the real heroes, especially in the past few challenging years. We have all been through a lot together and I want to thank all of them.

My first Convention was in 1998 where I attended as guest and a new shop steward for my Local in 1001 Colorado. And I remember seeing our International President there and knowing in my heart that one day he would be leading this great Union. Never did I imagine that I would be standing here as his Executive Vice President and for that I am honored. *(Applause.)*

'My ATU family'

Under his leadership this Union has embraced gender equity and diversity and this is a big step toward equality.

In closing, I want to thank again my ATU family for all the prayers for me and my family this week. It's been a long road and I'm so grateful for this opportunity to serve.

I know that none of us do this alone. We all need each other because truly we are Stronger Together.

Thank you, ATU. Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Very nicely done Yvette. Okay.

INTERNATIONAL SECRETARY-TREASURER

COSTA: Next, we have nominations are now open for I'm going to stop nominations and Javier just wanted to say a few words.

(Conferring on dais.)

INTERNATIONAL PRESIDENT COSTA: Right now we have the nominations open for International Secretary-Treasurer.

Nominations are now open and Mic 3.

Nomination: Kenneth Kirk

DELEGATE BOWERS: Toi Bowers, Local 241, financial secretary-treasurer. I stand before you, I nominate International Financial Secretary Kenneth Kirk. *(Applause.)*

Kenneth Kirk is being endorsed by the financial secretaries in this room and Local 241. And I speak on behalf of those.

'Ken stepped up'

Ken stepped up when we had a tragedy. I have been working with Ken on one of the largest locals here in



Toi Bowers, Financial Secretary, Local 241-Chicago, IL

this Convention. It's not easy taking on something that's the unknown. When he got in that job it was unknown what he was heading for and he has done a heck of a job and I stand before you proudly saying I want him to continue to be our International Financial Secretary Treasurer. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Kenneth Kirk has been nominated. *(Applause.)*

Mic 3.

DELEGATE CHRISTIAN: Yes. 1338, DeBoss Christian

'When you learn this policy, come back and see me'

One thing I want to say, "Triple K," when I first came in I came to DART, I came to and said I wanted to be a union rep and KK said, Do you know that policy? And I said, Hell no, I don't know this policy. *(Laughter.)*



DeBoss Christian, Local 1338, Dallas, TX

I said, I just got here. *(Laughter.)*

I said, My uncle made me sign up in the Union the first day I was in orientation. How would I know the policy? So KK he come to me and say, When you learn this policy, come back and see me.

So when I learned the policy, he got promoted. And when he got promoted, I never did get an opportunity to go to him and say, Hey, I know it.

So his Executive Vice, Kenneth Day, said, Well, hey, tell me what you know. And KDay said, Well, here, I'm going to get you the policy.

'I can tell you verbatim what it is'

And I said, No, I don't need the policy. I can tell you verbatim what it is. And when I did that, he said, You're a union rep. *(Applause.)*

So I want to thank, first and foremost, KK for having an opportunity to believe in me and Kenneth Day for taking me in forward. Appreciate you.

I nominate KK for Executive Financial Secretary. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Just to remind you, you have 5 minutes in the speech. I gave a little latitude there but Mic. 5.

DELEGATE DiPerna: Mr. Chair, my name is Jeff DiPerna from Local 85 in Pittsburgh. I'm the financial secretary treasurer and I rise on behalf entire Pennsylvania state delegation to second the nomination for Brother Kirk for International



Jeffrey DiPerna, Financial Secretary, Local 85-Pittsburgh, PA

'Big shoes to fill'

He has big shoes to fill. It was Double-O and now it's Double K. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you. Mic 2?

DELEGATE BASIR: Point of order, Eric Basir, Local 308.

Before we accept a unanimous election, should not we have discussion?

INTERNATIONAL PRESIDENT COSTA: No.

DELEGATE BASIR: Oh, really.

INTERNATIONAL PRESIDENT COSTA: No.

DELEGATE BASIR: So when is the discussion before the vote?

INTERNATIONAL PRESIDENT COSTA: Brother, you are out of order. *(Gavel knock.)*

DELEGATE BASIR: Thank you.

INTERNATIONAL PRESIDENT COSTA: We are in nominations. We are not on discussion. *(Applause.)*

Okay. The Chair recognizes International Vice President Ken Kirk's name was nominated and seconded.

Ken, do you accept the nomination of IST of the Amalgamated Transit Union?

INTERNATIONAL Secretary-Treasurer KIRK: I accept.

INTERNATIONAL PRESIDENT COSTA: Come on and and cast one ballot for yourself.

Javier, please come up and cast one vote for Kenny Kirk.

KENNETH KIRK ELECTED INTERNATIONAL SECRETARY-TREASURER

INTERNATIONAL VICE PRESIDENT PEREZ: Brothers and sisters, it's my privilege to cast a unanimous ballot for my friend, Kenneth Kirk.

Standing Ovation

INTERNATIONAL Secretary-Treasurer KIRK: You know, the only thing I can say is, wow, you know. I was born in the during the Civil Rights Movement, and I grew up in a very poor neighborhood.



International Secretary-Treasurer Kenneth Kirk

'I'm honored to stand on his shoulders'

And, you know, I always wanted to fight for people who did not have anything because of it, but I want Oscar, my mentor and friend, to know that I'm honored to stand on his shoulders. *(Applause.)*

And to do everything in my power to continue his legacy to fight for injustice, to fight for fairness for all. And I stand here because, just like him, I believe in the ATU, I believe in justice, and I believe in having a way to earn a decent living.

I want to say thank you to John Costa for his partnership. We have a true partnership. And since we formed we had a little special group that did the private contracts. Since we formed our group, you know, we became friends. We have always had respect for each other, but we actually became friends and there's nothing like having a partner who is a friend.

My partner

And I have another partner and friend in the room that has been putting up with me for 20 years. I think she's sitting right over there, my wife, Barbara Kirk.

Standing Ovation

And, you know, there's something ironic about that because Barbara was an ATU member, bus driver, and a shop steward. She was a shop steward for me, but, unfortunately, I had to kind of bar her from the meetings because she comes and disrupts my meetings. *(Laughter.)*

Like John had said earlier, she was a boss at home, but she wanted to be the boss at the meeting, too, so I had to let her retire, so she's retired. *(Laughter and applause.)*

'I will live up to the honor'

And, finally, to you, the delegates of this Convention, I'm honored and I won't fail you, and I'm so proud of the trust that you have put in me. And I understand that burden, and I will show you and I will live up to the honor that you have given me, the opportunity you have given me, and if anybody knows me, knows that I believe in putting in the work.

Again, I want to say thank you. I appreciate it, and I love you all. *(Applause.)*

FIRST INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: Okay. Congratulations. Kenny, congratulations.

Nominations are now open for first position of International Vice President. And Mic 5 is on. *(Applause.)*

Nomination: Richard Murphy

DELEGATE EVER: Good morning. I'm going to stick to my script. Apparently, my delegation thinks I talk too much, so I'm going to read off of this.

Good morning, Mr. Chair, GEB, delegates, brothers and sisters and guests. It's an honor and a privilege to be here to nominate No. 1 IVP Richard Murphy. *(Applause.)*

On behalf of Local 589 and the New England Joint Council, we are here to support Richard. Richard is a former Marine and past president business agent of Local 589.



James Evers Jr., President/Business Agent, Local 589-Boston, MA

Privatizing the MBTA

Richard, along with the Executive Board then and all of the members of Local 589, were successful in preventing the MBTA and Governor Weld from privatizing services at the MBTA 26 years ago, which has which he put the nail in the coffin for Governor Weld and he tucked his tail and ran away.

Thank you, Richard. Great job, Brother. *(Applause.)*

Richard has been an example to many throughout New England and numerous states as well. He has been instrumental in helping locals with contracts, arbitrations, and audits since his appointment by International President Jimmy La Sala.

No. 1

Richard has always been there when I have needed his help, his guidance, and it has been much appreciated, Brother. You are our No. 1, and I nominate Richard Murphy as IVP No. 1.

Thank you, Mr. Chair. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes Richie Murphy's name.

Mic No. 1.

DELEGATE SCHIRALDI: Peter Schiraldi, President, Local 1145, Binghamton, New York.

Thank you, President Costa, and congratulations on your appointment as our President.



Peter Schiraldi, President/Business Agent, Local 1145-Binghamton, NY

15 years

Brothers and sisters, it's an honor for me to stand before you at this Convention to second the nomination for Richard Murphy. Our local has been working with Richie for the past 15 years. Richie has always been there for our local, and in 2013 Richie was there helping us to stop our privatization.

Brothers and sisters, at this time I will second the nomination for Richie Murphy, International Vice President No. 1 spot. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 5.

DELEGATE CHAVERS: Hi, brothers and sisters. I am Veronica Chavers, first lady, ATU Local 443.

I rise in honor of this great, knowledgeable, brilliant, and prestigious man, the No. 1 IVP, Mr. Richard Murphy.



Veronica Chavers, President/Business Agent, Local 443-Stamford, CT

'Highly qualified'

Richard has been an IVP for over 26 years, since 1996. He is highly qualified for this position and is known within the ATU and everywhere he goes for being a genius. I say a genius at establishing and implementing the best contract language ever.

He has assisted all of the locals across the New England vicinity and anywhere else he is sent by the ATU. We all are very pleased with all of the amazing work he has done and continues to do for the other ATU Locals.

My brothers and sisters and all of us stand before you, behind me, beside me, and all in this room, I want you to recognize, and I stand proudly before you and am, indeed, honored to nominate Mr. Richard Murphy, the No. 1 IVP, my friend, my mentor, and like a father to me. I give you Mr. Richard Murphy. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

Lastly, are there any other nominations? *(No response.)*

Hearing none, the nomination's closed.

And I would ask that International Secretary-Treasurer Kenneth Kirk cast one unanimous vote for International Vice President Richie Murphy.

Standing Ovation

RICHARD MURPHY RE-ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: Mr. President, I cast one unanimous ballot for Richard Murphy for IVP Position No. 1.

(Applause.)

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Richard Murphy.

INTERNATIONAL VICE PRESIDENT MURPHY: Thank you, John. First, I'd like to congratulate, John,



International Vice President Richard Murphy

Yvette, and Ken for their success in becoming the leaders of this great Union.

I also want to thank all of the delegates for the honor and privilege to serve to continue to serve as an International Vice President. I would like to thank my nominators.

Retirements

I also would like to thank people that I have worked with in the past who have chosen to retire and not seek reelection. I have been a great friend of Javier Perez for over 27 years. And of Janis Borchardt over 26 years. *(Applause.)*

Charles Watson over 12 years. *(Applause.)*

And Bruce Hamilton over the last nine and a half years. *(Applause.)*

I wish the four of you a long and healthy retirement. And I thank you again for the honor and privilege to get to continue to serve as an International Vice President.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Rich.

SECOND INTERNATIONAL VICE PRESIDENT

COSTA: Okay. Nominations are now open for the second position of International Vice President. Mic. 6.

DELEGATE HILL: Okay. Good morning, delegation. I stand here proudly to nominate my friend but I'm going to do a roundabout circle conversation. I wrote a speech and everybody know when I get up here, I change it so.

INTERNATIONAL PRESIDENT COSTA: Keith name and local, please.

Nomination: Marcellus Barnes

DELEGATE HILL: I'm sorry. My name is Keith Hill, President of Local 241, Chicago. *(Applause.)*

As we I thought about this last night and I changed what I wrote into something that touched my heart this morning.



Keith Hill, President/Business Agent, Local 241-Chicago, IL

President Costa, congratulations. You are a drum major. I'm going to do a roundabout circle and those that follow history, can follow my conversation.

President Costa, you are a drum major. As we get your drum line ready, I want to talk about the No. 2 person who means so much to me and I'm going to start by this.

For it is grace, you have been saved through faith and not this form yourself. It is the gift of God not by works so no one can boast.

Hold on one second.

Then Jesus again spoke to them saying, I am the light of the world. He who follows me will not walk in darkness but will have eternal light.

'In the days of darkness, his voice brings calm'

The young man that I'm talking about is not only my mentor, he is my friend. In the days of darkness, his voice brings calm. His speech and his encouragement brings wisdom. I'm trying not to get emotional. *(Encouragement from the delegation.)*

INTERNATIONAL PRESIDENT COSTA: Take your time.

DELEGATE HILL: 2020 wasn't hard for just his wife. It was hard for everybody. My friend, my brother is still here. *(Applause.)*

'With great honor, dignity and respect'

As a young man thrown into a game, don't know nothing about unions, fresh out the Air Force, Marcellus grabbed me, taught me how to lobby, to become a force in the state of Illinois for my local, for 308, for all locals in 241 in Chicago. He humbled me to be a president, to lead and guide.

So it is with a great honor, dignity and respect that I nominate my friend, my brother, Marcellus Barnes. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Marcellus Barnes' name has been nominated.

Mic 2. I mean, Mic. 6. I'm sorry. Mic 6.

DELEGATE DIXON: Thank you, Chair.

Eric Dixon, President Local 308. That's Eric Dixon President, Local 308. *(Laughter.)*



Eric Dixon, President/Business Agent, Local 308-Chicago, IL

'Integrity and grace'

It's hard to find people that continue to exceed expectations like Marcellus. He leads with integrity and grace that is unmatched.

He continues to mentor all of the up and coming union leaders in Chicago. We are fortunate. We are fortunate to have such a valuable resource.

I'm honored and I'm humbled to nominate Marcellus Barnes, my friend, for the second nomination for the second spot for IVP. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE COBB: Veronica Cobb, president and business agent, 819. It is our honor from New Jersey to second the nomination for Marcellus Barnes. *(Applause.)*



Veronica Cobb, President/Business Agent, Local 819, Newark, NJ

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

Last and final, are there any other nominations? *(No response.)*

Hearing none, the nominations are closed. *(Applause.)*

And I would ask that International Secretary-Treasurer Ken Kirk cast one unanimous ballot for International Vice President Marcellus Barnes. *(Applause.)*

MARCELLUS BARNES RE-ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Marcellus Barnes for IVP position No. 2. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Marcellus Barnes. *(Applause.)*

INTERNATIONAL VICE PRESIDENT BARNES: Thank you. Thank you very much.

To Veronica and your local, I thank you. *(Applause.)*

To Keith, Eric, I thank you.



International Vice President Marcellus Barnes

As I rose this morning, and went into prayer, as I always do, I prayed for the ATU. But I am here today, although I came close to being on the screen. I could not walk. I could not talk. My kidneys shut down and my wife in the back of the room, will you please stand. *(Applause.)*

'I was not going to make it'

And I asked her to stand because when the doctors gave her a chaplain, a social worker and told her I was the sickest man in San Leandro Hospital in California and I was not going to make it. And they gave her a choice as to whether or not she wanted to put me on dialysis. She said, If that saves his life, put him on it.

Being in a coma for 35 days when there was no cure. There was no vaccine. When I could not pray for myself, when I could not speak for myself, she stepped in. *(Applause.)*

And then it was a friend of mine, a friend of yours, that called every week and I have told him this personally and my wife has shared it with him, and that's your President, John Costa. *(Applause.)*

Me and John has known each other for many years.

John, thank you. Love from my family to yours.

Every week he kept the General Executive Board up to date.

'God makes no mistakes'

But I'm here and I'm standing before you today to simply say that God makes no mistakes. *(Applause.)*

When I couldn't pray for myself, all over this nation prayed for me. And I thank you. Prayer changes things. *(Applause.)*

I can walk and I can speak. And as long as the Lord keep me, I will continue to praise him. *(Applause.)*

As I close, I'm reminded of a great friend of mine, Muhammad Ali, and he once said the service you provide today paid for your room in Heaven. And I hope that when I do get to Heaven, it's paid in full. *(Applause.)*

Once again, I thank you from all over this room and if I never get a chance to tell you again, I love you all.

Thank you so much. Thank you. Thank you.

Standing Ovation

THIRD INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: Nicely done, Marcellus.

Okay. Nominations are now open for the third International Vice President's position.

I believe Mic. 6.

Nomination: Gary Johnson

DELEGATE MILLER: Good morning, IP Costa and the GEB and the delegates.

First, I'd like to say a personal privilege to say thank you for what you have done on mental health. I spoke to you last night. I got a child that struggles, so I want to thank you.

But I'm here today for a friend. My name is Troy Miller, by the way, 627, and the President of the Ohio State Legislative Congress Board, okay? So I would like to say we got the group from Ohio standing with us as I nominate Gary Johnson, Sr. for IVP.



Troy Miller, President/Business Agent, Local 627-Cincinnati, OH

'He cares about us'

Let me speak a little bit about him. When he calls us, the first thing he says is, How is your family? That's important. Because he cares about us.

So I'm here today and I support Gary Johnson. This delegation supports Gary Johnson, Sr., because he travels from Ohio, Michigan, Indiana, Pennsylvania, Kentucky, Tennessee, Georgia, that's the states I know of and he helps a lot of locals.

So today I'm making the motion, the nomination for Gary Johnson, Sr.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Gary Johnson has been nominated.

Mic 3.

DELEGATE DUNAMS: I'm Britt Dunams, President



Britt Dunams, President/Business Agent, Local 732-Atlanta, GA

Business Agent for Atlanta, Georgia, home of good trouble, John Lewis. *(Applause.)*

'A leader that will show you the way'

I second that motion for Gary Johnson, Gman, who I call the Gman. He is a leader that will show you the way. He will go that way and he will make sure you have everything that you actually need.

Currently, we are doing four contracts from the private side, so when I reached out to IP Costa as well as Kenny Kirk, I asked the question send me someone that can deal with the complexity of what we about to go through.

So I stand, I rise for my brother, my mentor, new mentor, Gary Johnson for the third seat. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic. 6.

DELEGATE LANE: Hello, brothers and sisters. My name is Deborah Lane and I'm from the Amalgamated Transit Union Local 308 of Chicago, Illinois.

'Gary stood with me'

I stand as a proud woman to second Gary Johnson's nomination. And the reason why I'm standing for Gary is because when I was a baby here in ATU, Gary stood with me, walked me through, talked me through the process and the procedures of ATU and he encouraged me to keep the fight.



Deborah Lane, Local 308-Chicago, IL

I am nominating him because in this Union, we don't ever want the 411 to become a 911 and he's the one for this seat.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, are there any other nominations? *(No response.)*

Seeing none, nominations are closed. *(Applause.)*

GARY JOHNSON RE-ELECTED INTERNATIONAL VICE PRESIDENT

And I ask International Secretary-Treasurer Kenneth Kirk to cast one ballot for International Vice President Gary Johnson.

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Gary Johnson, Sr., in for IVP position No. 3. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Gary Johnson. *(Applause.)*

INTERNATIONAL VICE PRESIDENT JOHNSON: Good morning to this great Union, delegates and Members.

I would like to congratulate President Costa and the rest of the officers who have been elected before me.

I must say I would not be here if it wasn't for the Lord who has always had my back when times are hard and rough, I can always call on him to get me through.



International Vice President Gary Johnson

If we pull together, we can do anything

I would like to thank my nominators Troy, Britt, and Deborah, and I would like to just thank this entire Union. We are Stronger Together. We don't know everything. But if we pull together, we can do anything. *(Applause.)*

I've been coming to this Convention since 1998 and my wife has been by my side traveling this road with me and supporting me and I thank her.

But this Convention is very special to me because one of my sons came out said, Dad, I'll be out there for your election. And that really meant a lot to me. *(Applause.)*

He's in management. So I have to get on him sometimes. *(Laughter.)*

But there is nothing like when your child you know the rest was supposed to have been here but some of them couldn't get off of work but when they can see the work you do, it means a lot.

So with that, I would say, Stronger Together, ATU.

Thank you all. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Gary.

FOURTH INTERNATIONAL VICE PRESIDENT

COSTA: Okay. Nominations are now open for the fourth position of International Vice President. The Chair recognizes Mic 6.

Nomination: Michelle Sommers

DELEGATE TIMLIN: Thank you, Chair.

My name is Ryan Timlin, President of Amalgamated Transit Union 1005 in Minnesota.

I first would like to thank Paul Bowen and Janis Borchardt, who are retiring, for the years of service that they have done for ATU. Thank you. *(Applause.)*



*Ryan Timlin, President/Business Agent, Local 1005-
Minneapolis/St. Paul MN*

'Somebody that I can follow into battle'

With that being said, we are losing two voices from the Midwest, which leaves a gap from the Midwest, and we need a strong voice from the Midwest.

With that being said, the woman I'm nominating is a strong voice. I remember the first union meeting I ever went to where management was trying to divide our membership. A major issue had happened, and management had gone after the members and tried to divide us. And she was on the podium pounding her fist on the podium, sometimes using some very colorful words, as you all know, but the main message she was sending was unity and solidarity and standing together and not dividing the local.

I remember hearing those words and thinking, this is somebody that I can follow into battle. *(Applause.)*

'Strong voice for the Midwest'

With that being said, this is a strong voice for the Midwest, and I'm proud to be standing here to nominate Michelle Sommers for the fourth position of IVP. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes the name Michelle Sommers has been nominated.

Mic 3.

'The Midwest holds this country together'

DELEGATE HILL: Hello. Once again, Delegation, this is Keith Hill, Local 241, Chicago. I'm going to use the end of the speech from Marcellus for Michelle Sommers, and I want the West Coast and the East Coast to recognize, it's the Midwest that holds this country together. *(Applause.)*

We hold the east and we hold the west. That's why we are the Midwest.

I stand here proudly to second the nomination for Michelle Sommers for the IVP spot No. 4. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 6.

'The voice of membership'

DELEGATE WILSON: Catina Wilson, Local 788, when I say support, when I say a sister, when I say someone who understands what it means to express the voice of the membership, I second the nomination for our IVP Michelle Sommers. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, any other nominations? *(No response.)*

Nomination's closed. *(Applause.)*



Catina Wilson, Local 788-St. Louis, MO

And I would ask International Secretary-Treasurer Ken Kirk to cast one ballot for International Vice President Michelle Sommers. Ken.

MICHELLE SOMMERS RE-ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Michelle Sommers for IVP Position No. 4. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Michelle Sommers. *(Applause.)*

INTERNATIONAL VICE PRESIDENT SOMMERS: First, I want to congratulate all of the people in front of me, the International Executive Officers and 1 through 3.



International Vice President Michelle Sommers

Second of all, I want to thank not just my nominators and seconders. Everybody in this room, the guests, the families, the members, you have always supported me, and I appreciate that always. *(Applause.)*

‘From the bottom of my heart’

I can’t even decide which shirt to wear. So thank you, thank you. I’m going to keep it short and sweet because we have a lot to go through. So thank you again from the bottom of my heart. *(Applause.)*

FIFTH INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: Nominations are now open for the fifth position of International Vice President. Mic 2.

Nomination: James Lindsay

DELEGATE BEAN: Bob Bean, President, 1433, Phoenix, Arizona, Northwest Conference president, and I stand before you all here this morning.

Jim Lindsay in the last two and a half years has come into our local throughout the pandemic. When these private companies refused, they were afraid to come in, he would show up for every meeting. We’d do it via Zoom. They would piss him off, he would hit, leave meeting. We would be done for the day.



Bob Bean, President/Business Agent, Local 1433-Phoenix, AZ

‘Nose to nose’

He has gone nose to nose with the First Transit attorneys and it got to the point where she just stopped coming in, and when they decided to show up.

He’s there any time we need him. Make a phone call, he calls us back.

I know that Jim has one arch nemesis in our office and that’s the Grasshopper here because every time we order lunch, Jim’s lunch is screwed up, one way or another. *(Laughter.)*

Jim has turned out to be a good friend and a mentor. I have learned a lot from him in the last two and a half, three years, dealing with all of these private companies, and I know in the last two and a half years, I have seen more of Mr. Jim Lindsay than his wife, Renee, has.

‘It’s a great honor’

So it’s a great honor for me to put forth the name of James Lindsay, III, for the International Vice President spot No. 5.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes the name Jim Lindsay, nominated.

Mic 2 Mic 3.

DELEGATE FRAZIER: My name is Errol Frazier, vice president, Local 1277.



Errol Frazier, Vice President, Local 1277-Los Angeles, CA

I have personally learned and leaned on Jim B. Lindsay, and he’s a big guy, so it’s not a lot for me to lean on him. *(Laughter.)*

‘I have learned to lean on him’

But I have learned to lean on him, our local has learned to lean on him, and many locals throughout this United States have learned to lean on him. We stand to second the nomination for Jim B. Lindsay. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE WEINSTEIN: Mr. Chair, Shane Weinstein, president, ATU 1575, San Rafael, California, congratulations to you.

I rise today to second the nomination of our brother, James Lindsay, III, and I know I do so with all of these people behind me because this man gives 110 percent to this Union every day.



Shane Weinstein, President/Business Agent, Local 1575-San Rafael, CA

If it was not for his presence, we would have presidents and executive board members roaming the streets of California, Arizona, Nevada, and Colorado like the walking dead. *(Laughter.)*

‘We don’t even know if this brother even goes home’

We don’t even know if this brother even goes home, to be honest with you. What we do know is he travels

so often on Southwest Airlines, that he has his own personal boarding group. *(Laughter and applause.)*

I am happy to report that his lovely wife, who is at this Convention, Renee, said that the time away is the key to success of the 30-plus years of marriage. *(Applause.)*

‘A calm mind and a steady hand’

In all seriousness, what we ask for from our IVPs is to share their knowledge and experience and to do so with a calm mind and a steady hand.

When we call Jim, he picks up. When we text Jim, he gets back with us. Big Jim Lindsay brings that to the table every day without question. It’s an honor and a privilege of mine to second the nomination of James Lindsay, III, International Vice President of the Amalgamated Transit Union. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, any other nominations?

DELEGATES: Chorus of “Noes”

Hearing none, nominations are closed. *(Gavel knock.)*

And I would ask the International Secretary Kenneth Kirk to cast one ballot for International Vice President Jim Lindsay. *(Applause.)*

JAMES LINDSAY RE-ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for James Lindsay, III, for IVP Position No. 5.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: And the Chair recognizes International Vice President “Big Jim” Lindsay.



International Vice President James Lindsay

INTERNATIONAL VICE PRESIDENT LINDSAY: Thank you, Mr. Chairman. I appreciate that.

First off, congratulations to you, John. It’s been an honor serving with you. You have been truly a great friend for many years, and your leadership is compared to no other. *(Applause.)*

My sister, Yvette, I’m so proud of you, Sister. I love you. Glad to see that this delegation recognizes your abilities.

KK, my man, love you.

I want to thank the delegation for the honor of serving you for another three years. I want to take just a minute to thank my nominators. The three nominators probably don’t like to be patted on the back a lot, but these three gentlemen have gotten some great raises for their membership. They have done great work for their membership, and it’s truly my honor to work with them.

Along with the other 16 locals that I work with, it was hard to choose or ask them to nominate or second my nomination. I appreciate working with all of the locals that I work with. They are all a great bunch of presidents and executive board members.

‘The key to a successful marriage’

It’s truly an honor to have my wife, Renee, in the back here. *(Applause.)*

I’m not sure that Shane got that right about, you know, the key to a successful marriage of 30 years was that

I'm not around, but she may really have said that. *(Laughter.)*

My daughter, Amanda, is here as well, and I'm grateful that she made the trip. *(Applause.)*

I love both of them very dearly.

My son and his wife were not able to be here, as my daughter-in-law gave birth to my first grandchild two weeks ago. *(Applause.)*

'I love you all'

I look forward to getting home and holding the baby for the first time, too much on the road stuff.

But, again, John, thank you very much.

Thank you, delegates. I love you all. *(Applause.)*

SIXTH INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: Okay.

Nominations are now open for the sixth position of International Vice President.

Mic 1.

Nomination: Manny Sforza

DELEGATE DI NINO: Well, good morning, ATU. John Di Nino, ATU Canada President.

Let me start off by congratulating the top three. John Costa, congratulations on your reelection. We are very proud to have you as our International President. *(Applause.)*

And to all of the IVPs that have been elected so far. Congratulations to all of them.

But I stand here today before all of you with pride to be able to nominate an International Vice President for the No. 6 position, Manny Sforza. *(Applause.)*



John Di Nino, President, ATU Canada

'I want to go back in history'

You know I want to go back in history with Manny, 35 years as an ATU member. I remember the first time I ran for a position at my local at Local 113 and I walked and I tried to get elected and I was defeated. I was not successful. He encouraged me to keep moving forward to keep working with the ATU.

He became the mentor to push me to get to where I am today and I can never forget what he has done for me personally but I also want to remember what Manny has done for the ATU through some of the darkest times in our history, through some of the most encouraging and energetic times, he has been a proud ATU member.

'He does it with passion and he does it with pride'

Yes, he agitates. Yes, he is a pain in the butt sometimes but he does it with passion and he does it with pride for the ATU and that's why, sisters and brothers, I am so proud to nominate the senior Canadian IVP, Manny Sforza for the No. 6 position. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Manny Sforza has been nominated.

Mic 2.

DELEGATE MIRANDA: Good morning, brothers and sisters. My name is Rachel Miranda. I'm the financial secretary for the ATU International Latino Caucus and recording secretary of ATU Local 1555 in Oakland.



Rachel Miranda, Local 1555-Oakland, CA

I would like to say congratulations, President Costa, Ken Kirk and my sister Yvette. It's an honor to have witnessed you as the first woman and Latina in the Executive Vice President spot.

ATU International Latino Caucus

I am proud to stand here on behalf of the President of the ATU International Latino Caucus, Ismael Rivera, the Executive Board and the members to endorse IVP Manny Sforza for the ATU International Vice President sixth position.

'He became family'

Manny was a Canadian representative in the International Latino Caucus and he became family. He went on to become International rep and then IVP. And though we miss him on our board and his Canadian "eh" we were so happy to see him move on but he has always remained family and a friend to us all. He has been a foundation to the organization and has always remained a strong supporter. It is with great honor that the International Latino Caucus seconds the nomination for IVP for our friend Manny Sforza. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE FRET: Good morning, President Costa. Congratulations to you. Tomas Fret, Local 1181, New York. *(Applause.)*

'Through tough times'

I would like to congratulate you and the GEB elected. I stand before you to second the nomination of Manny Sforza, a friend of 1181. We've been together since 2016 going through tough times where I served as security at that point. We love you Manny. Good luck and 1181 is behind you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations?

DELEGATES: Chorus of "noes."

And last and final, any other nominations?

DELEGATES: Chorus of "noes."

Okay. Clear nominations are closed. *(Gavel knock.)*

And I would ask International Secretary-Treasurer Kenneth Kirk to cast one vote for International Vice President Manny Sforza.

MANNY SFORZA RE-ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Manny Sforza IVP position No. 6. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: And the Chair recognizes International Vice President Manny Sforza.

INTERNATIONAL VICE PRESIDENT SFORZA: Good morning, sisters and brothers.

It's truly an honor to stand here before you and having the opportunity to serve ATU members for another three years. Thank you.

I want to congratulate International President John Costa. You have done an incredible job from the first day you took office.

Congratulations to Ken, Yvette. Yvette, we're so proud of you.



International Vice President Manny Sforza

Congratulations to all of the IVPs elected before me and the best of luck to all those that will stand after me.

I also want to congratulate Javier, Janis, Chuck, Bruce on your retirement, many years of good health. *(Applause.)*

‘You had my back’

I want to thank each and every delegate on the floor from Canada to the U.S. and especially the Canadians. You had my back. I’ve got your back. I want to thank Local 113 for all of their support. *(Applause.)*

But I can’t go any further without recognizing my nominators. John Di Nino, thank you for the kind words. You have been a friend for many, many years.

Local 1181, Tomas and Michael, I hope you’re in the room. Thank you for your support over the years both on the Convention floor and off. I probably wouldn’t be standing here.

The Latino Caucus, thank you, you’re family. You were the first caucus to endorse me back in Toronto and you are family.

You know, it’s been a very emotional week. We have seen the tributes. The last two and a half years have been difficult for all of us.

You know at the beginning of the pandemic there was a lot of nervousness, uncertainty. Our members were nervous each and every day. Some died and as we saw yesterday just terrible.

‘Difficult days’

Many of us lost family members, including myself. And there were many difficult days but there was one person that led the way from the beginning. There was one person that communicated that mobilized provided information that fought for PPE, better working conditions, hazard pay. That man is John Costa. *(Applause.)*

John Costa has done more for ATU members than any other leader in North America. He has led. *(Applause.)*

I want to take this opportunity to recognize that, John. Thank you for your leadership. Thank you for your hard work. I look forward to working with you and the entire Executive Board for the next three years. Thank you for making ATU Stronger Together. Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Manny. Very nice words.

SEVENTH INTERNATIONAL VICE PRESIDENT

COSTA: The nominations are now open for the seventh position of International Vice President. Mic No. 1.

Nomination: John Callahan

DELEGATE BRADSHAW: Thank you, Brother Chair. My name is Steve Bradshaw representing the membership of ATU Local 569 in Edmonton, Alberta, Canada. *(Applause.)*

Sisters and Brothers, Comrades, I’m here to place in nomination the name of a comrade who embodies certain very specific qualities.

‘Deep-seated passion for bettering the human condition’

The person I want as an IVP will be passionate about the work they do. You cannot excel as a union activist without a deep-seated passion for bettering the human condition.



Steve Bradshaw, President/Business Agent, Local 569-Edmonton, AB

That person must have a deep grasp of the political world and understand the essential importance of engaging in that world and building connections in it.

He or she must also grasp the heavy impact of internal politics and the devastating damage that can be caused when it is mismanaged. That person must understand the crucial importance of extending our jurisdiction by bringing the benefits of unionism to the unorganized.

They must be skilled negotiators who are prepared to speak the truth to power at every single opportunity. They must also bring gravity and sophistication to the table and work to raise the bar of character and intelligence every single time.

'My comrade'

Because he embodies these characteristics and many more and because he has proven himself at the bargaining table and in the membership meeting, I place in nomination for the seventh IVP position the name of my friend, my brother, my comrade, John Callahan. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name John Callahan has been placed into nominations has been nominated.

Mic 2.

DELEGATE BEAN: Bob Bean, President 1433, Phoenix, Arizona. John, congratulations to you, Kenny and Yvette on your wins.

I stand here before you to second the nomination for

John Callahan International Vice President Canada. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 4.

DELEGATE LACHANCE: Hi. I'm Olivier Lachance from 1557, the only French speaking local and the only Quebec Local in Gatineau, Quebec.

I'm here to second the nomination of John Callahan as No. 7 IVP. Thank you. *(Applause.)*



Olivier Lachance, President/Business Agent, Local 1557-Gatineau, QC

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations?

DELEGATES: Chorus of "noes."

Any other nominations?

DELEGATES: Chorus of "noes."

And final, any other nominations?

DELEGATES: Chorus of "noes."

The nominations are closed. *(Gavel knock.)*

And I would ask International Secretary-Treasurer Kenneth Kirk to cast one ballot for International Vice President John Callahan. *(Applause.)*

JOHN CALLAHAN RE-ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for John Callahan, IVP position No. 7. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President John Callahan.

INTERNATIONAL VICE PRESIDENT CALLAHAN: First, I would like to thank and congratulate you, President Costa. I couldn't imagine where we would be without your leadership over the past three years.

I would also like to thank all of the other officers who have been elected before me and also wish the best for those behind me.



International Vice President John Callahan

'You are the heart and soul of this Amalgamated Transit Union'

I would also like to thank my nominator, Steve Bradshaw, who is a true comrade and the rest of the delegates here. You are the heart and soul of this Amalgamated Transit Union, so please give yourselves a hand. *(Applause.)*

Stronger Together.

'The man that I am'

There has been a lot of tragedy over the past three years. None of us have escaped that. And, again, without John's leadership and his guidance, I just don't know where we'd be. I'm going to close with that and say thank you to all of my friends, comrades, and a special thanks to my late wife, Sandra. *(Applause.)*

Who I know would be proud of me today because she's helped me to be the man that I am. I love you, Sandy. Thank you.

Standing Ovation

EIGHTH INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: Nominations are now open for the eighth position of International Vice President. Mic 3.

Nomination: Curtis Howard

DELEGATE DUNAMS: Britt Dunams, business agent for Amalgamated Transit, 732. I stand with my sister.

INTERNATIONAL PRESIDENT COSTA: Speak in the mic, Britt.

DELEGATE DUNAMS: I'm sorry. Britt Dunams, Local 732, Atlanta, Georgia.

'The ATL'

I have my sister, Courtney Johnson now, 1324, Savannah. We stand, we rise for our brother, Curtis Howard, but we are going to take it to the ATL right quick. We are going to do something different. *(Playing "We Ready".)*

All right. One reason that I played that song saying that we are ready, when it came down to Curtis Howard coming from my local you can turn it off. I will get up here.

'We are ready'

But the reason that I played that song, We Are Ready, when it came down to Curtis Howard coming from 732, coming through the ranks, he was a shop steward, executive board member, came up to VP of maintenance, president, came up to International rep, and also IVP. I have been in some of those same positions as vice president of maintenance, but one of the things when it said, We ready, he told me take this local to the next level.

'I believe in him'

I believe in him. It's always been a time that you could not just pick up the phone and actually call him. It's been a time that, you know, hey, in Atlanta, as you

all see, what we have been going through as far as changing the state over from red to blue, we have been fighting to make sure that we got Georgia in the way it's going now. *(Applause.)*

So it's my honor to stand here to nominate Curtis Howard, IVP Seat 8 for the 60th Convention.

Brother, we believe in you, we support you from 1324, 732, and the Retiree Chapter. Rise up. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Curtis Howard has been nominated.

Mic 4.

DELEGATE SIMON: Good morning, Mr. Chairman, delegates, members, and guests. I'm Steve Simon, president of ATU Local 1464, Tampa.



Steve Simon, President/Business Agent, Local 1464-Tampa, FL

I would like to start by saying congratulations to all that have been elected thus far, and I rise and stand with the Florida delegation in support of Curtis Howard.

'Second to none'

James Brown was titled the hardest working man in showbiz. Well, Curtis Howard is one of the hardest working men in our ATU biz. His great leadership, hard work, work ethic, qualifications, and fight are second to none, and I look forward to my big brother and mentor continuing his work into the future.

And, therefore, it is my pleasure and I'm honored to second the nomination of Curtis Howard to be the 8th International Vice President of our great Union. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 5.

DELEGATE McMILLAN: Michael McMillan, president, business agent, Local 1300.

First off, congratulations, President Costa, Yvette Trujillo, Executive Vice President, and International Financial Secretary Kenneth Kirk.



Michael McMillan, President/Business Agent, Local 1300-Baltimore, MD

'If you need me, I'll be there'

For my brother, Curtis Howard, I am going to let you all know he didn't get that weight until he came to Maryland and started eating those crab cakes and crabs. He has been coming to our local since 2016, helping and assisting in anyway. A representative of the International who truly has upheld his word to say, if you need me, I'll be there.

One who in 2019 and 2022, who reached out and one of the first to call to congratulate me on my presidency. Curtis and I say that to say that Brother Howard does not wait for you to call. He calls you.

He also called during the pandemic to say, Hey, how are you doing? And often times just to say, Hey, personally how is your Local doing? That is very appreciative of our local and for the work that he has done. He didn't do it, as the brother just expressed, because he's bored because he's always busy, but we do appreciate the support that he has given to our local, and that is why we stand before you today to second the nomination for the 8th IVP spot for Curtis Howard. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And last and final, any other nominations?

DELEGATES: Chorus of “noes.”

Hearing none, nominations are closed. *(Gavel knock.)*

And I would ask International Secretary Kenneth Kirk to cast one ballot for International Vice President Curtis Howard.

CURTIS HOWARD ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Curtis Howard for position IVP Position No. 8.

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Curtis Howard. *(Applause.)*

INTERNATIONAL VICE PRESIDENT HOWARD: First and foremost, John, thank you and congratulations to you. As I have said before to you behind closed doors, I'm going to say it on the floor, the job that I do and the recognition I have received is because of the hard work that you have done politically and the things that you have done for safety and everything else as far as, you know, the maintenance. You know, we have never been this far in maintenance, so we appreciate you out of the maintenance groups. *(Applause.)*

Yvette, congratulations on your new position as



International Vice President Curtis Howard

Executive Vice. I fully support you. And anything I can do, I will do to help you.

'I would not be here without you'

Kenneth Kirk, congratulations, first and foremost, but as a brother and a mentor, I would not be here without you, so thank you. And to your families, I wish them well, too.

To my Local, Britt Dunams, to Courtney Johnson in Georgia, I appreciate you all's support because I also, again, would not be here without the state of Georgia supporting me and training me and believing in me up through the ranks.

'My twin'

A special thanks to a young lady who I call my twin. My daughter, Cherry Howard, who spent two weeks out here with me to support me. I love you, Cherry. *(Applause.)*

To Steve Simon and the Florida delegation, I want to tell you thank you. Since I have been here, you guys have welcomed me into your locals and allowed me to work with you, and that is an honor and a privilege. So thank you very much for standing up and supporting me for the second time. I appreciate that. *(Applause.)*

1300, Mike, I could not say enough for you, Mike. I have seen you come up as well in some hard times with some hard leadership, but you prevailed, and I think the best of you as president and your local and your membership. I thank you all.

I would like to thank the U.S. delegates for your support and encouragement. All week you have encouraged me, and I thank you and appreciate that.

Canada, the same. I appreciate the delegates in Canada. *(Applause.)*

'Nothing but love and support'

And I thank you for also encouraging me all week and saying kind words. I will do my best to be on this team and work as hard as I can for this International Union.

So with that being said, to all IVPs that were currently elected, congratulations. To the ones behind me, I wish you nothing but love and support.

Thank you, John. Amen. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Nice job, Curtis.

NINTH INTERNATIONAL VICE PRESIDENT

COSTA: Nominations are now open for the ninth position of International Vice President. Mic 5 I'm sorry 6.

Nomination: Natalie Cruz

DELEGATE ALLEN: Good afternoon, Mr. Chair.

I'm Carly Allen from Local 697 in Toledo, Ohio. *(Applause.)*

I come forward today to nominate Natalie Cruz for the ninth position of International Vice President. *(Applause.)*

'Natalie never turned down a job'

Early in her career, Natalie served as a shop steward and organizer for Local 1700. Natalie's strong work ethic and strong character were recognized early on by International President Warren George. President George called upon Natalie from time to time to assist in organizing drives not only because of her talent but because of her ability to speak Spanish.



Carly Allen, President/Business Agent, Local 697-Toledo, OH

In 2010, Larry Hanley became International President and shortly after brought Natalie on as an official organizer. During her tenure as an organizer, Natalie never turned down a job, working tirelessly to organize internally and externally for the ATU.

In July of 2018, Natalie was promoted to the position of International Representative. She traveled coast to coast assisting in trusteeships, bargaining contracts, and taking on any tasks sent her way.

'Larry saved the best for last'

In 2018, Natalie was appointed IVP by Larry Hanley. He was her last she was his last appointment. Upon her initial appointment, Natalie asked, Why me? And I think Danny Cassella answered that question best at the last Convention when he said, Larry saved the best for last.

But after having the privilege of working with Natalie, I can only wonder why, why not sooner. Natalie has more than proven her ability to lead, and she held it down while being a single mom to two beautiful daughters.

'She listens to the workers'

Natalie is unique in the sense that instead of coming in and taking over, which she can totally do if need be, Natalie comes in and she listens to the workers and to the leaders so that she can support any local in the most appropriate way.

I guess now, since I got a minute and a half left, I should start listing all of the great contracts that she has done in the past couple years, with 20 percent or higher wage increases, but I won't because when Natalie speaks about the work that she has done, she does not talk about what Natalie did. She talks about what we have done.

'My friend and my sister'

Her experience, leadership style, and unique path forward are only a few reasons why I wholeheartedly support my friend and my sister, Natalie Cruz, for the

position of 9th International Vice President to this great Amalgamated Transit Union.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Mic No. 4.

DELEGATE BRENTS: Thank you, President Costa, for this opportunity to speak today. I want to thank you and your team for your leadership. We are truly stronger together. Thank you.

IVP Yvette, on your new position, thank you for breaking those glass ceilings for those who may come after you. You have proven that a woman's place is in her union. *(Applause.)*

Why I'm here today is to recognize my sister from another mister, Natalie Cruz. *(Applause.)*



Lillian Brents, President/Business Agent, Local 1447-Louisville KY

'Float like a butterfly, sting like a bee'

She is one of the first ones to tell me to go out there and kick some ass. Excuse me.

However, she is passionate. She's the first one that you can call on and she will be there. I support and I second Natalie Cruz for International Vice President. Float like a butterfly, sting like a bee, rumble, young man rumble. Lillian Brents, 1447.

INTERNATIONAL PRESIDENT COSTA: I did make a mistake. I should have, when she was nominated, recognized Natalie Cruz nominated for that spot.

And I'll go to 6.

DELEGATE MILLER: Good afternoon, delegates. Karen Miller, president, business agent, Local 1700.

'Natalie has always been a fighter'

Natalie Cruz is from 1700. Natalie has always been a fighter. We love that about her. We have not had the pleasure of working with Natalie yet, but we know Natalie is more than capable.

And at the last Convention, it was an honor for Natalie because she was, in fact, the last appointment that President Hanley made, and Local 1700 was more than proud of Natalie and we still are.



Karen Miller, President/Business Agent, Local 1700-Chicago, IL

So it is my pleasure to second the nomination of Natalie Cruz for 9th International Vice President. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Is anybody at Mic 4 or is that light just left on? Okay.

Are there any other nominations?

DELEGATES: Chorus of "noes."

Any other nominations?

DELEGATES: Chorus of "noes."

Last and final, any other nominations?

DELEGATES: Chorus of "noes."

Hearing none, I ask International Secretary Kenny Kirk to cast one ballot for International Vice President Natalie Cruz. *(Applause.)*

NATALIE CRUZ RE-ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for the No. 9 IVP position for Natalie Cruz.

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Natalie Cruz. *(Applause.)*

INTERNATIONAL VICE PRESIDENT CRUZ: First of all, I would like to thank everyone in this room.

President Costa, thank you for your leadership, for kicking ass and Lillie, you know we cuss, so I don't know why you try to clean that up over there. *(Laughter.)*



International Vice President Natalie Cruz

KK, thank you for your leadership as well. You know I look at you as a father figure. You know that.

'The women that came before me'

I would like to also thank and you all know I'm very emotional so. I would like to thank the women that came before me. My sister Yvette, thank you for busting your ass out here with us for the labor movement. *(Applause.)*

Janis and Michelle, Jackie Jeter, Claudia Hudson. *(Applause.)*

And, yes, if Ish is in the room, you can tell Myra she taught me some stuff, too, Myra Rivera. And most importantly my mother. She raised four of us by herself. She showed me what being a strong woman is. *(Applause.)*

I would like to thank my nominators, Carly, Lillian, Karen, thank you. Because if it wasn't for Greyhound, I wouldn't be here today.

'Put a woman at your table'

It's true what John Costa says, you want some shit done, you put a woman at your table. *(Applause.)*

To my home state of New York, thank you for your support. You guys have always had my back. Love you, New York. *(Applause.)*

To the state of Ohio also always got my back no matter what. *(Applause.)*

I can go on and on but I know we have a long day.

'Thank you for believing in me'

Again, thank you for believing in me, for trusting me for three more years. To my family, my husband, that's in the back, BB. I didn't forget about you, babe. *(Applause.)*

It's true that sometimes we're on the road and we miss a lot of things. Being here with our second family, our first family suffers a lot.

But BB, thank you for supporting me in everything that I do. Thank you, everyone. *(Applause.)*

Love you back. Love you guys. *(Applause.)*

TENTH INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: Okay. The nominations are now open for the 10th position of International Vice President.

Mic 3.

Nomination: Anthony Garland

DELEGATE ANDREWS: Good afternoon. My name is Ozzie Andrews representing Local 689.



Ozzie Andrews, Local 689-Washington, DC

Good afternoon and congratulations to you, President John Costa, Vice President, Secretary-Treasurer, delegates and guests of this great institution we call ATU.

‘Understand the assignment’

My name is Ozzie Andrews of ATU Local 689 and I really do understand the assignment. My assignment today is to present to some and introduce to others my brother from another mother. Before I do, let me ask all of my 689 brothers and sisters to stand with me in solidarity as I nominate Anthony Wayne Garland to the No. 10 position (*Applause.*) as the International Vice President. Garland, as I call him, started his career at the Washington Metropolitan Area Transit Authority, WMATA, as a metro bus operator working his way through many hurdles. He let nothing stand in his way of helping new operators and being a mentor to many.

Wayne Garland’s aspirations to join the Union and be a part of the Union started earlier serving the members in various capacities always doing three things, lending his time, loving his craft and people he served and leading by example.

He once had aspirations to become our leading officer, president and business agent. It was after being asked and offered a position at the International under the leadership of then late President Larry Hanley. Wayne Garland, an IVP for many years serving not only his Local 689 brothers and sisters, but any and all that called upon him.

‘Grace, respect and a spirit to fight with dignity and pride’

My brothers and sisters, he’s done it with grace, respect, and a spirit to fight with dignity and pride. Even after not running for the position as president of Local 689, I, myself, and countless others believe in him, love him and want nothing but the best for him.

So with a rousing applause, I present to you Brother Anthony Wayne Garland.

(Applause.)

INTERNATIONAL PRESIDENT COSTA: The name Anthony Garland has been nominated.

(Applause.)

Mic 4.

DELEGATE MAIBEN: First of all, congratulations, President Costa, and the rest of the board that came in front of us today.

My name is Antonie Maiben, Mobile, Alabama, President, Business Agent.



Antonie Maiben, President/Business Agent, Local 770-Mobile, AL

The South

I second the motion of the nomination of Anthony Garland as IVP. He is a very good guy. He’s stepped in and helped me a lot since Mr. Kirk left to bigger and better things. I appreciate everything that he has done for my local and in the South, itself.

Thank you. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Mic. 5.

DELEGATE ANTHONY: Horace Anthony, Local 1160, Monroe, Louisiana.

First of all, I'd like to congratulate you and Kenny Kirk and I also rise to nominate Anthony Garland for position 10 as IVP. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 3 light is on. Is there anybody there or can we shut it off?

Okay. Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And last and final, any other nominations?

DELEGATES: Chorus of "noes."

Hearing none, nominations are closed. *(Gavel knock.)*

(Applause.)

And I would ask International Secretary Kenneth Kirk to cast one ballot for International Vice President Anthony Garland. *(Applause.)*



Horace Anthony, Local 1160, Monroe, LA

ANTHONY GARLAND ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Anthony Garland IVP position No. 10. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes Anthony International Vice President Anthony Garland.

INTERNATIONAL VICE PRESIDENT GARLAND: Thank you. First of all, let me pay Ozzie in full because I don't want to have to pay after we leave here for that speech. *(Laughter.)*

First of all, let me say thank you to the man who made all this happen for me and have an opportunity to serve as an International Vice President.



International Vice President Anthony Garland

'Johnny Contracts'

I was the very first appointment of President John Costa when he came on board in the interim position as president. I worked with John on a few contracts, Minneapolis and what was it Milwaukee, Wisconsin. And John's, he is a hell raiser. That's why they call him "Johnny Contracts," but congratulations to you John for serving again.

To the executive officers, Ken Kirk and Yvette, I just want to take an opportunity to say you guys couldn't have selected a better group of executive officers for this transit union. *(Applause.)*

'The kick ass local who don't mind going on strike'

To my local from Local 689, the kick ass local who don't mind going on strike, thank you, guys. *(Applause.)*

And to President Raymond Jackson, who's doing a damn good job in the Metropolitan Area of Washington, D.C. My brothers and sisters from 1300 that stands behind me.

Ozzie Andrews, thank you, my Brother. I've always supported you and you've supported me when we drove buses together in D.C. Thanks for nominating me.

My second which is Antonie Maiben in Mobile, Alabama and Lakesha and Horace Anthony from Mobile and Chattanooga, respectively.

'Privilege to serve you'

I thank this delegation for giving me another opportunity to serve. This is a privilege. No one comes here deserving of these jobs unless they can unless we can actually and they asked me not to get emotional but *(Supportive sentiments from the delegation.)* these are not our jobs unless the delegates here give us that privilege to serve you guys and I understand my privilege because I don't work with 99 percent of you guys across the country. But if you know that I worked with one person in this room, I have worked for and of all of you and I thank you for that from the bottom of my heart. *(Applause.)*

One of my better moments here is coming to this Convention was yesterday when I went to the breakfast of the LGBTQ Committee who actually put a recommendation in the Equity and Gender Committee, and I'm so thankful for this delegation for adopting their ability to move forward and start a conference board here in the International, so they can be reflective of everyone that represents this ATU union. *(Applause.)*

Let me finish up by saying that all of us in this room, we're leaders of some sort on some level. We have a responsibility to go back home and take what we've learned here and represent your members to the best of your ability. We're not perfect and no one in this room knows it all. I depend on individuals to support me in the field as you guys depend on the IVPs.

'Make the damn decision'

I will say this to you. Do not be afraid of making decisions. Your members expect you to make those decisions. Make the decision. And always remember this, what's best is not what's always right. And what's

right is not always what's best. Make the damn decision and move on and represent your brothers and sisters.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: All right, Anthony.

ELEVENTH INTERNATIONAL VICE PRESIDENT

COSTA: Okay. Nominations are now open for the 11th position of International Vice President.

Mic 2.

Nomination: Ray Greaves

DELEGATE RILEY: Good afternoon, President Costa. First, I would like to congratulate you and your executive team for being reelected to lead this great Union for the next three years. *(Applause.)*

Good afternoon, brothers and sisters of the ATU. It is my honor and pleasure to stand for you excuse me, to stand before you today at the 60th Convention.

'Wonderful Facebook posts'

Many of you know the man that I'm going to nominate by some of his wonderful Facebook posts. Whether he is attending a baseball game with his family, out traveling to secure contracts for our hardworking



Orlando Riley, Chairman, New Jersey State Council

members or enjoying a beautiful meal with his family, I know many of you see the posts because I'll look at the comments and you're asking, what are you eating, where did you get that, and what restaurant is that? *(Laughter.)*

Jersey City

For those of you who don't know him, I would like to tell you a little bit about him. He was born and raised in my home town, Jersey City, New Jersey. *(Applause.)*

He is the son of the late Raymond, Sr. and Theresa Greaves. He's brother to David, Arlene, Joy and the late Donna. He's husband of 35 years to Ellen. *(Applause.)*

He's father to Raymond, Sr., Kyle and Leah, and he is PawPaw to Amelia. *(Applause.)*

I did not have the privilege to meet his dad but I did know his mom and I can tell you I know where he gets it from.

He started his career as a maintenance member in my local, Local 819, in 1985. He held positions of shop steward, fulltime recording secretary, and finally, nine years as Chairman of the New Jersey State Joint Council.

Governor Phil Murphy

I won't go on about his list of accomplishments and what he has done for us but I will say this, we went through a period of an antiunion governor for eight years and Ray was our Chairman. And now we have our current governor, Governor Phil Murphy, on speed dial and that's because of Ray Greaves. *(Applause.)*

I'll say if you've ever had the pleasure of working with Ray, I'll just say there are two things that you get to know.

'Ray brings people together'

First, is that Ray brings people together. That's what he does.

And second, he gets things done, period. *(Applause.)*

Bayonne, New Jersey claims Ray but Jersey City, New Jersey raised Ray. *(Applause.)*

It's my honor and privilege to nominate my brother, my mentor, a mentor to so many of the ATU members, my man, Ray Greaves as International Vice President. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes the name Ray Greaves, nominated.

Mic 5.

DELEGATE NICOTERO: Good afternoon, brothers and sisters, distinguished guests and delegates. Mr. Chairman, first and foremost, I would like to congratulate everybody that was reelected.



Ross Nicotero, President/Business Agent, Local 85-Pittsburgh, PA

John, thank you for your leadership through the pandemic and everything that is going on in the last three years.

I'm humbled and honored. My name is Ross Nicotero. I'm the president, business agent of Local 85 in Pittsburgh. *(Applause.)*

I'm also the president of the PA Joint Conference Board. We stand here united, the state of Pennsylvania's delegation, to second the nomination for my man, Ray Greaves. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 1.

DELEGATE CASSELLA: Danny Cassella, president, business agent of Local 726, Larry Hanley's Local. *(Applause.)*

I stand here to second the nomination of Ray Greaves.

'What a real leader looks like'

Orlando and Ross, you have mentioned all of the great things that Ray has done. Ray, you are one of the hardest workers I know, and I'm sure that everyone at this Convention would agree. Ray is what a real leader looks like, never running from a problem but taking them head on.



Danny Cassella, President/Business Agent, Local 726-Staten Island, NY

During the pandemic, this man went to work like it was a regular day. It did not go unnoticed, Ray. You visited my local many times during COVID, but I do believe that half of them were just to have pizza. *(Laughter.)*

Every local should request his assistance, even if you don't need him, because you are guaranteed to eat very well. *(Laughter.)*

I'm truly honored to call you my International Vice President but more honored to call you my friend. I love you, Ray. Please, let's give a hand for Ray. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations?

DELEGATES: Chorus of "noes."

Any other nominations?

DELEGATES: Chorus of "noes."

And last and final, are there any other nominations?

DELEGATES: Chorus of "noes."

Okay. Nominations are closed. *(Gavel knock.)*

And I would ask that International Secretary-Treasurer Kenneth Kirk cast one ballot for Ray Greaves.

RAY GREAVES ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Raymond "Ray Ray" Greaves to Position No. 11. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you. The Chair recognizes International Vice President Raymond Greaves.

INTERNATIONAL VICE PRESIDENT GREAVES: Thank you. Thank you, everybody. Wow, I'm speechless.

I told Orlando, I said Orlando, Keep writing. He was working on his tablet over there. I said, Keep writing.

My wife and my family is on their way here. I said keep writing, they might get here, and he tried. So thank you. They will be here soon. I'm really looking forward to seeing them. *(“Love you, Ray” from a delegate.)*

INTERNATIONAL VICE PRESIDENT GREAVES: Love you back.

I want to first I have a special relationship with the International President. I did not get on with Team Costa today. I have been with Johnny Costa since 1985. *(Applause.)*

And as most of you know in this room, we have one of the most kindest, loving, respectful, and kick ass IPs



International Vice President Raymond Greaves

in the United States and across North America, my brother, John Costa, who have I been with for the last 38 or so years, showed his compassion on this Convention floor today, yesterday, and since whenever we started, Monday. I forget what day it was. I have been here two weeks now. But he has shown compassion his whole life and his whole career.

'ATU is his family'

And when he says ATU is his family, brothers and sisters, I can attest to that because I'm in the rooms with him at night and feeling his pain and sharing and bouncing things off each other with John, and I know what he has gone through the last three years. And John, I'm going to save something until the end for you because I want to speak about a few others here.

Kenny Kirk. Brother, I did not really work with you for years, but I always heard about you. I always respected you, what you stood for, what you have done in a right to work state, in Texas, a local that I have been blessed to be appointed to go assist over the last two years.

What you have done, KK, you have done remarkable work, and nobody deserves that chair that you are sitting in right now more than you. I love you. *(Applause.)*

And, Javier Perez, I know he gave many years and many things to this International, and I wish Javier the best in his retirement.

The other IVPs that have retired this week, I also give them my best wishes and thank them for all they have done for this International Union. *(Applause.)*

'Those that came before me'

To those that came before me, the IVPs that were elected, you all deserve it, you are all part of this organization, this team that is moving not only the United States forward but Canada forward. We move it together, and we move it together because we have great leaders that we come to the convention floor every three years and we put them in office, and I want to say thank you to each and every one of them that came before me today. And I also want to thank the

ones that are going to come after me, for all they do to lead this organization.

And I have to point out another special person in my life that is here. I know my brother is saying, this is going to be me, but, Beef, this ain't you, but you are special. *(Laughter.)*

'You are my brother'

But I want to ask IVP MacDougall, who has kind of brought me in day one after my appointment by President Costa. He has been another brother to me, and I want to thank you, Steve, for all you have done because you have got me through a lot of this. And sometimes I even pick up that Boston accent, and I have to get it out of my repertoire. But I love you. You are my brother. You are the most loyal guy I ever met in my life, and I love you for that. *(Applause.)*

To my nominator, to Orlando Riley, who is my vice chair in the state of New Jersey, I want to thank him, and I also want to recognize, when we come to this Convention floor, we talk about diversity, equity. Orlando Riley is the first AfricanAmerican Chairman of the New Jersey State Council in almost 50 years. *(Applause.)*

And I want to recognize Veronica Cobb, Local 819, our home local, and everybody that is standing here with me on this nomination.

'You are family'

To Danny Cassella. Danny, I had salmon pizza here the other day, and you almost killed me for it, but it was actually delicious. I want to thank you, Danny. You are family, and I love you. I love you back, man. This guy works harder than anybody he has four phones on him at all times. *(Applause.)*

Danny, I like you. I want to I just want to go over there and hug you right now and give you a big kiss on that head, I love you, but I think Jeff Richardson would kick my ass if I did that. *(Laughter.)*

And to my adopted state, the state of Pennsylvania, where they say to come and pursue happiness, I found happiness in Pennsylvania, but I found a lot of people that are willing to kick ass for the working class in Pennsylvania. And Ross Nicotero, Jeff DiPerna, the whole entire Pennsylvania Joint Conference Board, God bless you. Thank you for standing up for me. I promise to stand up for you and everyone else in this room for the next three years. *(Applause.)*

And I'm almost done, John. You gave me a mic.

INTERNATIONAL PRESIDENT COSTA: I don't want to go 20 minutes now. I'm giving you latitude because it's your first time as an International Vice President, but 20 minutes now.

INTERNATIONAL VICE PRESIDENT GREAVES: And I appreciate it. Can we have a little personal privilege here?

INTERNATIONAL PRESIDENT COSTA: Personal?

INTERNATIONAL VICE PRESIDENT GREAVES: John, listen, I just want to recognize I have my brother here behind me, Local 819's financial secretary. *(Applause.)*

And you could not ask for a better brother than what I have, and I love him. And I know the membership loves him, and I see what he does and God bless.

John, my family is not here, but you know my love for my wife and my entire family and my granddaughter. They are going to make it in here soon, and I'm going to hug them all when they get here.

But I want to bring it back to you because you are the guy that brought me here, and you are responsible for me going eight minutes over on this microphone. And I apologize.

Pizza for everybody

But, President Costa, you are the man, and I'm going to ask at this time that everybody in the East stand up, everybody in the West to stand up, everybody to the North, to the South, to the Midwest that keeps the United States together, I'm going to ask everybody if you are a man or a woman, a son, a daughter, a grandparent, please stand up and join me in recognizing the contributions and the work that Johnny Costa and this team does. We love you, Johnny, ATU, Stronger Together.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Okay.

Pizza for everybody, Ray. *(Laughter.)*

Send the bill to Ray. How you doing?

TWELFTH INTERNATIONAL VICE PRESIDENT

COSTA: Okay. Let's get back into nominations are now open for the 12th position of International Vice President.

Mic 5.

Nomination: Steve MacDougall

DELEGATE EVERS: Sorry about that. Good afternoon. Mr. Chair, GEB, delegates, I'm Jim Evers, president of Boston Carmen's Union, Local 589.

I rise to nominate IVP No. 12, Steve MacDougall. *(Applause.)*

Congratulations to all of the electeds prior to him, especially you, Mr. Costa, my president.



Jim Evers, President/Business Agent, Local 589-Boston, MA

Barn captain

Steve was hired as a part-time bus driver in April of 1986. After driving a bus for one year, Steve took advantage of an opportunity to go to Light Rail Division. In 1995, he became a barn captain, also known as a shop steward.

In 1998, Steve was elected to Local 589's executive board as a fulltime vice president.

In 2001, Steve was elected as president, business agent, where he served three consecutive terms.

Following the 2010 ATU Convention in Orlando, Florida, Steve was selected by International President Larry Hanley to join the one ATU team as an International rep. Steve served as an International rep from February 2011 to May 2021, when International President Costa recommended Steve to fill a vacancy on the ATU International General Executive Board following President Costa's recommendation of Brother MacDougall.

The ATU General Executive Board, the GEB, voted unanimously for the recommendation of Steve MacDougall, and he was appointed as the ATU International Vice President.

Steve has been there for me since my beginning at the MBTA 18 years ago. He has given me guidance and advice when I first started as a new member, which has opened many opportunities for me, and he has continued to do so for the last 18 years.

'A mentor, an advisor, and a friend'

Talking to folks here at this Convention, I have noticed a common theme with my conversations. Steve has been a mentor, an advisor, and a friend to many others as well. I'm proud to have a man like Stevie on my side because, let's face it, if he's not on your side, you don't want to have to deal with him on the opposite side.

I also want to quickly take this time to thank John Costa and his team for always being there for 589, no matter the time of day or night or even on the weekends, for allowing Steve to be available to the local.

I'm proud to call you my president, my brother, my confidant, and my friend.

I have the utmost respect for Steve MacDougall and rely on his help and guidance to help myself and my Local to be able to succeed. I can't thank you enough for your leadership and helping me follow in your footsteps.

Thank you for the 3:00 a.m. calls and the late night conversations. We sometimes have some difference of opinions, but we always seem to make them work in the end and it gets us to the resolution.

I love you, brother. I make a nomination for IVP No. 12, Steve MacDougall. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Steve MacDougall has been placed in nomination.

Mic 2.

DELEGATE FRET: Good afternoon, President Costa. Once again, we want to thank you for your leadership. 1181, appreciates everything you do for you. We will always have your back, brother.



Tomas Fret, President/Business Agent, Local 1181-New York, NY

That being said, I would like to second the nomination for Steve MacDougall who I believe has to have some Spanish in him because his dance moves are off the hook. *(Laughter.)*

I really thought it was the shoes, so I bought the same pair. I don't have the moves. So I got to walk around with my recording secretary Anthony Cordiello because he has the moves.

'A man of his word'

That being my said, my successor, Michael Cordiello if you're in the room, we love you, pal he always said, mean what you say and say what you mean. And I believe Steve MacDougall does that. Steve MacDougall is a man of his word, always stood beside us. For more than 20 years, he has been with us.

I stand here proud to second that nomination of my Irish brother. Keep it up. We love you, Steve. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2.
Don't we have another second at Mic 2? Mic. 5? Orlando?
Ah, Mic 2. There he is.

DELEGATE RILEY: It's hard to get through these New York guys. It's rough. And gals. *(Laughter.)*

Orlando Riley, New Jersey State Council, Local 819.

'Steve is family'

Steve is family to us also. And that's family says it all and that's all I have to say. Steve is family. I know he has an accent but I think he's from Jersey. We love Steve and the New Jersey delegation stands to second the nomination of Steve MacDougall International Vice President.

Love you, Steve. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay.
Seeing no other lights, are there any other nominations?

DELEGATES: Chorus of "noes."

Any other nominations?

DELEGATES: Chorus of "noes."

And last and final, any other nominations?

DELEGATES: Chorus of "noes."

So I would ask the International Secretary-Treasurer Kenneth Kirk to cast one ballot for Steve MacDougall. *(Applause.)*

STEVE MACDOUGALL ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Steve MacDougall, International Vice President position No. 12. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Steve MacDougall.

INTERNATIONAL VICE PRESIDENT MACDOUGALL: I lost a little bit of my voice, so that's probably going to make a lot of people happy. *(Laughter.)*



International Vice President Stephan MacDougall

'Look at this delegation'

And I have watched for now my seventh Convention International Vice Presidents which I had been always had ambitions and hopes that I would arrive here one day and I wondered, why are they always so emotional? And then you sit there and you look at this delegation and the love and the support and you think of your family and you are reminiscing in your head and you see your friends and you realize this has to be deeply emotional.

So first I want to thank my nominators Jim Evers, Jr., he forgot to tell you I helped him get the job. *(Laughter.)*

Not as business agent. As a repairman on the T. His old man was my vice president.

Tomas Fret, a friend. Yeah, you're feet are too big for the Ferragamos. *(Laughter.)*

And he actually can dance.

To Orlando Riley, I don't know what the delay was, Orlando. But I work with a couple guys from New Jersey and they are always fucking late. *(Laughter.)*

INTERNATIONAL PRESIDENT COSTA: It ain't me.

INTERNATIONAL VICE PRESIDENT MACDOUGALL: Correct, Mr. President.

I love you, Orlando.

‘We grew up together in the ATU’

John Costa, you know, you can’t get sick and tired of hearing people who work close to him and watch him closely. You shouldn’t get sick of it about how good a human he is.

John and I kind of grew up together in the ATU along with Ray, and John has gone through a lot. He has brought us through a lot but John recognized that we needed buy in and we needed to do this to be on this journey with him. He’s a selfless human. He is a good man and I want to thank his wife Marie for that. *(Applause.)*

‘Thank you to the Costa family’

And Marie, if you are courageous enough to stay and watch what we’re doing here, I love you. I love your daughters, Jackie and Courtney. I love Lucas and Lucia. And even though I don’t get to spend a lot of time with Costa’s family, I get a lot of Costa’s family’s time with John, whether it’s on the phone or working. So thank you, Marie, and thank you to the Costa family. *(Applause.)*

A couple other things and I’ll make it quick at this point. Ray Greaves’ family couldn’t be here, his wife Ellen. I did offer Ray that I would take the 11th spot. *(Laughter.)*

Yeah. Ray. So I’m going to tell El when she gets here, he could have waited. *(Laughter.)*

And finally, yeah, you have to be comedic or else you’re going to bawl your eyes out here. I swear to God. There is nothing else. There is no other option.

But I finally want to thank I want to congratulate Ken Kirk, my good friend for a long time. Yvette Trujillo who knows I’ve been in love with her since I met her. As a human. *(Laughter.)*

That’s a friend thing.

‘More than deserving’

To all of those that have been elected before me, they are more than deserving and I have watched all of them serve and I am proud to have the opportunity to have served with them and to continue to serve with them.

To the retiring officers, Javier, Janis, Chuck and Bruce, I wish you the happiest and longest of retirements, and I hope you enjoy and make the best out of it.

And finally, to my three sons who are all in school. So they couldn’t be here. My son Stephan who’s a senior in high school, Brookline High. And I love him. And my twin boys, Matthew and Michael, who are both seniors in college. So everybody is in school doing what they are supposed to be and I’m here.

‘Thank you for loving us back’

Once again, now they are starting to miss stuff that’s in my life, so we’ll see what they got to say about that. But we give up a lot for this work but we love this work and thank you for loving us back and supporting us.

Thank you. *(Applause.)*

THIRTEENTH INTERNATIONAL VICE PRESIDENT

COSTA: Okay. Nominations are now open for the 13th position of International Vice President.

Mic 2.

Nomination: Ken Wilson

DELEGATE MACKENZIE: Ray Mackenzie, vice president, 508.



Ray Mackenzie, Vice President, Local 508-Halifax, NS

Congratulations, Mr. Costa, and the rest your team. President, you're doing a fantastic job.

The financial secretary for 508 couldn't be here, Ms. Jeannie Garbett. She had done up a nomination speech. I'm going to read the nomination speech just as Ms. Garbett wrote it out of respect for her.

'What a decade it's been'

I stand before you to nominate someone I have had the privilege to know and work side by side with over a decade. And boy, what a decade it's been. I've watched many people over the years run for office, but I can honestly say very few actually believe union and are in it in for the right reasons.

Well, my guy Kenny Wilson is that person. I've watched him come from a rank and file member to becoming the leader of my local. He was successful at this because he truly cares. He cares about all members regardless of personality conflicts.

'Treated with honesty and respect'

Everyone at 508 was treated with honesty and respect. Full transparency was brought into the local like we'd never seen it before. Our members appreciated having the right tools they needed on a daily basis.

I watched him pretty much get tested from the very beginning of entering the executive board as vice president. Well, in the first 18 months, he was faced with a president resigning with no notice. He welcomed that challenge and stepped up to the plate. He won the first election he ran and as president, business agent of Local 508 had its youngest president ever elected. I was beaming with pride.

42-day strike

The first collective agreement negotiated ended up with a 42day strike. Employer union/relations were at alltime low. Members' involvement was at minimal. And years with no agreements has moved to arbitration left us with a full plate.

Many would have run for the shallow end but not our leader. He dove in head first. And while the employer

was treading water, he was doing laps around him. Every arbitration under his tenure was won by the union. The biggest settlements against an employer were imposed because of the hard work he did to get everyone caught up and heard.

People needed closure and the employer needed to understand our collective agreement was not going to be violated any longer without repercussions.

'The pride he has in his family is exemplary'

While this was all happening, Kenny and Lisa welcomed their twins into their lives. Saying he's an active dad is understatement. The pride he has in his family is exemplary. Watching him father his children from babies to teenagers has been such a joy to watch kudos to those men who stand up and take on parenting head on. Every child deserves nothing less.

Kenny had lost both of his parents within 11 months. And with him being the only child living close, he was now a caretaker as well. Those were tough days but yet no one would even know there was a struggle going on. Nothing was left behind. No calls were unanswered. He stood up and did what he needed to do. He was a great son to his mom once she was widowed and then a wonderful caretaker for when she also fell terminally ill. I truly thought he would crash and with everything on his plate being overflowing but he did the exact opposite. I couldn't be more proud of this guy.

Bittersweet

I would have to admit this is bittersweet to me. I watched Brother West leave our local and now Kenny. I would love to have Kenny with me until I retire but that would be just selfish. He needs to spread his wings and move on. He needs to do for others what he's done for 508.

Kenny is true leader. He bleeds union and is a proud ATU member and will serve us all 100 percent.

President Costa couldn't have chosen a better person to give a nod to. We need to bring up our younger leaders. It's time for some fresh ideas.

Please support Kenny Wilson for No. 13 and Canada's third IVP. We can't let this asset go, brothers and sisters. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Ken Wilson has been put into nomination.

Mic. 5.

DELEGATE EVERS: Jim Evers. President and business agent, Local 589, Boston. I also want to nominate Ken Wilson second nomination.

Boston and Canada have been friends for a long, long time. Ken has been a new friend of mine and my local and I sit here with the New England Joint and Local 589 to second the nomination for Ken Wilson. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 1.

DELEGATE QUINNEY: Marietta Quinney, Local 1775, Barrie. I'm here to second the nomination for Ken Wilson for IVP.



Marietta Quinney, Local 1775-Barrie, ON

'He knows how to fight'

Kenny is young. He is energetic. He listens. He knows when to fight. He knows how to fight and he's been fighting for Canadians and our locals. He is the future of our Union. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations?

DELEGATES: Chorus of "noes."

Are there any other nominations?

DELEGATES: Chorus of "noes."

And last and final, are there any other nominations?

DELEGATES: Chorus of "noes."

Okay. The nomination is closed. *(Gavel knock.) (Applause.)*

And now I would ask International Secretary-Treasurer to cast one vote for Ken Wilson.

KEN WILSON ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot, IV position No. 13, for Kenneth Wilson.

(Applause.)

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Ken Wilson.

(Applause.)

INTERNATIONAL VICE PRESIDENT WILSON: Humbled I can't thank my nominator enough. I know that Sister Jeannie Garbett wanted to be here but couldn't be and for my vice president from my home local to deliver that. I can't thank you enough.



International Vice President Ken Wilson

To Jimmy Evers, thank you, brother. I had a great time at the New England Joint. I can see the bond between the U.S. and Canada. I know we're going to have a lot of fun for years to come.

To Marietta from Barrie, 1775, I can't thank you enough. Amazing board and we did great work.

To President Costa, congratulations, John. When you decided to give me the nod to join your team, I was overwhelmed. I didn't know I didn't know how this was going to work out. I was nervous. I was giving up my local union. We talked about that. But when you gave me the nod and I knew the type of man you were from seeing you on social media and listening to your town halls and coming to Conventions in the past, I knew I could buy into John Costa 100 percent.

'You are a general'

John, you are a general. You are putting your soldiers in place, and we are getting ready for battle. You are a great father, a great husband.

You, know I lost my mom and dad a few years ago. I'm looking for a friend, I'm looking for a mentor, and I think I found it in John Costa. *(Applause.)*

Kenny Kirk, Yvette, congratulations to both of you and the rest of the International Vice Presidents that have been elected.

You know, when you take this job and you know that you have to sacrifice your family, there's some tough conversations that you have to have with your wife, and my wife Lisa could not be here today. I have 15 year old twins that just started high school.

'Promise her more laughs than tears'

You know, it hurts talking on the phone and not being able to see them. Four hour time change makes it difficult to communicate, but I know that I have her 100 percent full support. I told her a long time ago that I would promise her more laughs than tears, that I would mess up her lipstick more than her mascara as long as she would support me and I would support her. *(Applause.)*

When I got the call by President Costa, my son was in the car with me, and it couldn't have worked out any better way, to have my boy sitting beside me, to hear John give me that good news that I was going to join his team, right, to see the tears on my son's face, to see the tears on my face. I was overwhelmed. Right?

'Make the ATU move forward'

I love my family. I love my extended ATU family. I can't thank everyone enough for having your support, and I promise you, right, I will do everything and anything to make the ATU move forward.

Thank you very much. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Ken.

At this time, I'm going to ask IST Kirk to take the next one.

FOURTEENTH INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: The floor is now open for nominations for IVP Position No. 14.

Is there any nominations? John Reid, Mic 6.

Nomination: Amanda Sawyer-Malone

DELEGATE JORDAN: Good morning. My name is Cheri Jordan. I'm the financial Secretary-Treasurer of 1177 out of Norfolk, Virginia. I stand here with our president, John Reid, of 1177 and president of 1220, Maurice Carter. We stand proudly before you today to nominate Amanda Sawyer-Malone for position No. 14. *(Applause.)*



Cheri Jordan, Financial Secretary, Local 1177, Norfolk, VA

'First women president of 1177'

Amanda has been a member of 1177 since 1999. Coming in as shop steward in 2012, she soon became the first woman president of 1177 in 2013. During that first election, Amanda ran against five, yes, five men, and she won that election without the need of a runoff. Amanda has always worked closely with members of 1177 to improve our working conditions.

When the pandemic hit, Amanda successfully fought to have our brothers and sisters receive \$5 per hour attendance premium, during June 2020 with retro pay going back to the month of March, when they considered that was the start of the pandemic.

Zero givebacks

In July 2021, Amanda and the rest of the contract negotiations committee secured a \$2.25 attendance premium in our contract. It's guaranteed in our contract until June 2024, a contract she successfully negotiated with zero givebacks.

The contract also includes the addition of Juneteenth as a holiday and a uniform allowance increase among other great benefits.

Amanda has served as vice president for Eastern Virginia AFL-CIO, president of the ATU Virginia Legislative Conference Board, and was elected Secretary-Treasurer of the Eastern Virginia Labor Federation.

In addition to that, Amanda still found time to volunteer monthly to feed the homeless with a local organization called Hope Foundation.

Well-represented

ATU is wellrepresented with Amanda fighting for us. Her accomplishments are too many to name, but when you need someone to get to it done, call Amanda.

We again submit the name Amanda Sawyer-Malone for No. 14. Thank you.

INTERNATIONAL PRESIDENT COSTA: The name Amanda Sawyer-Malone has been nominated. Mic 3.

DELEGATE JACKSON: Good afternoon, everyone. Raymond Jackson, president, business agent, ATU Local 689, Washington, D.C.

I stand here today, John, first to congratulate yourself, Ken, and Yvette, wherever she is in the building. I have known Yvette for a while but had the chance over the week to really get to know her, and the more you are around her, the more you love her.

With that, we stand here to second the nomination of Amanda Sawyer-Malone. *(Applause.)*



Raymond Jackson, President/Business Agent, Local 689-Washington, DC

'Try it with a black woman'

Amanda is my sister. We work together on the Virginia Legislative Conference, and everything that the young lady said about Amanda is 100 percent true. But I'm going to add one thing to what Natalie said earlier today, John. You can imagine having a woman at the table. Try it with a black woman. *(Applause.)*

We second the nomination for Amanda Sawyer-Malone.

INTERNATIONAL PRESIDENT COSTA: Mic No. 5.

DELEGATE CHAVERS: Hi, my brothers and sisters. My name is Veronica Chavers, ATU Local 443, first lady, in Stanford, Connecticut. You see all of my pretty sisters, different races, different diversities standing behind me because we stand for the next person that I have the privilege to nominate.

But, first of all, I'm going to start off by straightening out her name because her husband already did that for me. Her name should be Amanda Sawyer-Turner. Okay?

‘God first always’

So I’m going to start off with a Bible verse. She who kneels before God can stand before anyone. That is Romans 8:31, and that is my favorite verse.

And I know that who I have the privilege of nominating today, she will and can do the job as an International IVP, putting God first always. She is for the number one position, International Vice President Amanda SawyerTurner.

Her titles have been president and business agent, ATU Local 117, Norfolk, Virginia, and appointed IVP by our president, our great president, International Costa.

I have known Amanda for over eight years. We have been through a lot together. She’s been there for me, and I have been there for her. We met at the International’s in Silver Spring, Maryland, in 2015 in president/business agent classes.

Although, Amanda thought she was prettier than me. *(Laughter.)*

That’s how we met.

‘We complimented each other’

But both being sisters, we complimented each other, and all of my sisters behind me, as you can see, we all are blessed with the grace of God.

I have attended Amanda’s and her husband, Calvin’s wedding in Virginia, and sadly her mom passed away a couple days before her wedding. May she rest in peace.

But guess what, my strong black sister stood up and she still walked down that aisle with her son, her only son, at her side. *(Applause.)*

She stood up and she proved that she was strong because she put God first. And she stood up and she kept walking with her friends and her family at her side, and she married her lovely husband or her husband who she was in love with, Calvin.

I’m getting emotional. I’m sorry.

‘It takes a strong woman to do that’

Amanda still stayed strong, and she still walked down that aisle, as I said, and it takes a strong woman to do that, and she is a strong black woman who I am deeply proud of. *(Applause.)*

That’s why I know she is strong and can handle anything that comes her way. I know as a longtime sister as a longtime sister and a friend this is she is the woman for this position, and she will do the job with pride and fully dedicate herself to this strong Union to help make us Stronger Together.

Therefore, it is an honor and privilege to rise with all my sisters in back of me before you to nominate and present to you my longtime sister, friend, and a strong union and hardworking and dedicated union sister.

As a leader, I present to you, again, my strong black sister, Amanda SawyerTurner for the 14th position for the International Vice President. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Are there any other nominations?

DELEGATES: Chorus of “noes.”

Any other nominations?

DELEGATES: Chorus of “noes.”

Final, any other nominations?

DELEGATES: Chorus of “noes.”

COSTA: Hearing none, I would ask that International Secretary-Treasurer Kenny Kirk cast one ballot for Amanda Sawyer-Malone. *(Applause.)*

AMANDA SAWYER-MALONE ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Amanda Sawyer-Malone for IVP position No. 14. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Amanda Sawyer-Malone. *(Applause.)*



International Vice President Amanda Sawyer-Malone

INTERNATIONAL VICE PRESIDENT SAWYER-MALONE: Thank you, all.

‘Thank God, my Lord and savior’

First, I would like to thank God, my Lord and savior, who gives me the strength, drive, and ambition to represent the ATU.

I’d also like to thank my International President Costa, who saw my hard work ethics and gave me an opportunity to serve as an appointed International Vice President before coming here to the floor.

You know, earlier I heard you all say they save the best for last, so being that I was the last appointment, the first woman appointment, I guess I will soon be the best. *(Laughter.)*

I would like to also thank my successor, John Reid, from Local 1177, and Cheri Jordan, who came up here to nominate me. I also would like to thank my brother, Raymond Jackson, who supported me before I even became in position as an ATU International rep, who I worked closely with on the ATU Virginia Legislative Conference Board, as he stated earlier, also known as “Contract Jack.” *(Applause.)*

I would like to thank Veronica Chavers a/k/a my diva and the entourage of women that is standing beside her and behind her that is going to support me throughout my journey within the ATU. *(Applause.)*

‘My son, Sumaj’

My No. 1, my day one supporter is not here, which was my son, Sumaj. You know, I can remember first

being appointed no, elected president at my local, and Sumaj and I was jumping around in the room when they called me with the results.

But who is here with me is my rock, my confidant, my best friend, the man that’s been there with me through my mom’s death, through multiple surgeries, through the me venting. You know how we are as presidents and business agents, listening to everything I say and giving me his ear, my husband, Calvin. *(Applause.)*

‘I’m going to tell you about yourself’

I’d also like to thank the EBoard for welcoming me with open arms. Yvette Trujillo, my mentor, took me under her wing. KK was there. He said, Text me 911, but if you text me 911 and it ain’t an emergency, I’m going to tell you about yourself. *(Laughter.)*

So when I did text him, it was indeed needed.

Most of all, I would like to thank all of the delegates who has entrusted in me and given me an opportunity and the chance to serve as your 14th ATU International Vice President.

Thank you. *(Applause.)*

FIFTEENTH INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: Okay. Nominations are now open for the 15th position of International Vice President.

Mic 2.

Nomination: Arturo Aguilar

DELEGATE COURTNEY: Good afternoon, delegates, guests. Congratulations, John, and your team. Truly teamwork gets it done. I appreciate that and am looking forward working with everyone on the team.

I want to bring a nomination forward to join your team. John Courtney, ATU Local 265, president, business agent.

I stand before you to nominate Arturo Aguilar to Seat No. 15. *(Applause.)*

Art joined the ATU in 1989 at RTD LA Metro. Art became a shop steward, vice president, and eventually president of 1277 in Los Angeles.

Art also serves as a chairman of the CCB, California Conference Board, vice president of LA County Federation of Labor, and Art is a delegate to the state Federation of Labor. He's also a delegate to the Inland Empire Central Labor Council.

As president of 1277, Art represents five properties, 4,000 members. As chair of the CCB, Art represents 16,000 active members and retirees. At the LA County Fed, Art represents 800,000 union members.

'My brother and I, we cry together'

And I got to tell you, when the tragedy struck, not only in San Jose but the pandemic, but especially in San Jose, Art was there. Art came out to lend a hand to help, saw us through this, helped us through it, and to this very day, my brother and I, we cry together about all that we have been through.

And I thank you and will be forever grateful to Art for what he brought all of us and how he showed us true leadership.

'Art led rallies'

During the pandemic, fights for PPEs, fights for funding, Art would write letters. Art led rallies. In the middle of a pandemic, we led a rally in San Francisco. Art was never shy to pick up a megaphone. Trust me, do not get into that battle with Art and the megaphone. I have lost on multiple occasions.

(Laughter.)

But I'm going to tell you, when it comes to contract rallies, politicians, writing letters, getting contracts done, Art gets the job done every single time. *(Applause.)*

'The Don'

Now, some of you all call him Arturo, some of you call him Art, some of you all call him "The Don." I call him

my brother, and I want to present my brother to the General Executive Board under your leadership and on your team, Brother Costa. *(Applause.)*

'Be smart and vote for Art'

258, never too early, never too late. Art will be there. Art will be there for you, always picking up the phone, always getting back to you, always there for a member no matter the problem, how small or how big. So I'm asking you all to be smart and vote for Art. *(Applause.)*

I stand before you to nominate my brother, Arturo Aguilar, to Seat No. 15. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Arturo Aguilar has been placed in nomination.

Mic 2.

DELEGATE BEAN: Bob Bean, President ATU 1433, Phoenix, Arizona.

'Art has always been there'

I have worked with Art over the last eight years, between the CCB and the Northwest Joint Conference. Art has always been there when I have needed him. I have been there when he has needed me, and it's a great honor to second the nomination for IVP Seat 15 to Arturo Aguilar. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 1.

DELEGATE FRET: Good afternoon, President Costa, Tomas Fret, Local 1181, ATU New York.

'A man that we should all support'

I stand here to second the nomination for Art Aguilar, a man that stands for everybody's rights, a man who believes in what he says, and a man that we should all support. So please join me in seconding this nomination for Art Aguilar. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 3.

DELEGATE BRADFORD: Yes, good afternoon. First and foremost, I want to congratulate you, President



Lorence Bradford, President/Business Agent, Local 1756-Arcadia, CA

Costa, and also thank you for all of the help that you've extended out to my local.

I also want to take the time to acknowledge Double-K. When Double-K and I first met in San Jose, he walked up to me and shook my hand. He said, Man, you know, you are a lot smaller in person, and I looked at him. I said, well, hey, listen, I'm going to take that as a compliment. I said, thank you, Brother, I appreciate it.

You have been inspiring to me, Brother, and I'm truly blessed to have met you in person and gotten to know you as a person and thank you for everything you do.

I also want to extend a congratulations to my big sister. I have adopted her as my big sister from day one, Yvette Trujillo. She came out to my local I'm sorry. I didn't introduce myself. I'm Lorence Bradford, President of Local 1756, Arcadia, California. *(Applause.)*

We have gone through some really hard times out there. Yvette came out, along with a few other folks, Marcellus and Chuck and Stanley Smalls, and we had a list of folks come out and help us out. We were in trusteeship. We rose from the ashes of trusteeship, came out blazing, you know, held down several contracts. I'm a true believer in open bargaining. I push that. It's really helped my local.

But I just want to extend and say that Yvette was there for us, and I want to bring it back around to why we are here, and that is the nomination of my brother, Art. I have known Art for going on about 16 years. I love him to death.

'I support my brother'

I tell you one thing, he has got the gift of gab. Art can talk probably debate against himself better than anybody else could, I think. *(Laughter.)*

But we stand firm here, and I support my brother, and I also second the nomination of Art Aguilar. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Brother. Just for the record, the rules are two seconds, but I let that one go because you waited until the last before you said what it was.

Okay. So are there any other nominations?

DELEGATES: Chorus of "noes"

Any other nominations?

DELEGATES: Chorus of "noes"

Final, any other nominations?

DELEGATES: Chorus of "noes"

Nominations are closed. *(Gavel knock.)*

(Applause.)

And I would ask International Secretary Kenneth Kirk to cast one ballot for Arturo Aguilar.

ARTURO AGUILAR ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for IVP Position No. 15 for Arturo "The Don" Aguilar. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Arturo Aguilar.

INTERNATIONAL VICE PRESIDENT AGUILAR: *(Playing Mariachi music)* Hello, International Vice President Aguilar. *(Laughter.)*

Now I can't shut it off. There we go.

Wow, Steve, you're right. You get up here and you get emotional, and you started messing with me as the seconds were going on. And, Lawrence, you know, you tried to outdo me again. It ain't going to happen. *(Laughter.)*



International Vice President Arturo Aguilar

First of all, congratulations to the Executive Board. President Costa, you and I got to know each other very well during this pandemic with all of the issues going on in California. You are the first International President that I know of during my 19 years as an Executive Board, that you came out to California. I lost count, and we appreciate you for coming out during the pandemic, during 265's issue. *(Applause.)*

'You have to learn to crawl, before you walk, before you run'

You showed your leadership. That's why I support you 100 percent because, like you said, you can't lead your local behind a desk, and you've showed that, you have proven that. And everybody in this room, every 200 plus delegate that is in this room, remember this, you have to learn to crawl, before you walk, before you run.

And this man showed everybody how to do that in three years. Three years you did this, and I'm proud of you and I'm proud to be able to serve with you.

To International Executive Vice President Trujillo, what can I say? I wear a size 13, but I don't think I'll be able to fit those size 6 stilettos, but I'm sure as hell going to try. You're an amazing woman, and I'm proud I'm taking the mic now, sir.

And I'm proud to serve under your tutelage.

KK, my man. You know, you and I have spent some time together as well, and I always thought, Man, he don't say much. But you know why? Just the one or

two words you say speak volumes, my brother, volumes. *(Applause.)*

'As a team, as a family'

To the other 14 International Vice Presidents that have been elected or reelected before me, congratulations. I love to serve with you. I'm going to be a sponge and learn from you, and I know I know, I'm going to fall, but you guys are going to pick me up, dust me off, and keep going as a team, as a family. I thank you. Thank you very much. *(Applause.)*

To all the delegates, obviously, I'm a white ballot. Jim, pay attention. I'm a white ballot. I know he was before me, but I thank each and every one of you. But I really want to thank two individuals that, once they found out I was running, really, really jumped on my wagon and even were going to be my bodyguards, if they had to, to make sure they took anybody out, and that is Danny Cassella and Tom Mason. *(Applause.)*

Thank you boys. To my nominators, Courtney, what can I say, my brother? We have been through a lot unexpectedly. I love you, man. I always got your back.

To my beach, Bob Bean, thank you, brother. I appreciate you as well, and I have learned from you. And I think we've made the Joint Northwest California Conference Board amazing, second to none.

And to Tomas, friend, I really appreciate you. You've done a great job. Continue doing the work that you are doing, and I love you man. *(Applause.)*

Emeritus Neil Silver

I know, I'm getting longwinded. However, there's special friends that I want to thank that have always supported me working my way up. I kind of got a little scared when I first became an officer, and then this person turned around and cleaned me up and straightened me out, and because of him I would not be where I'm at today. I have to give a special shout out to Emeritus Neil Silver. *(Applause.)*

And the other gentleman that is an IVP, James Lindsay. You guys, I'm telling you, I have seen this man grow

into a great leader. We had many a fights on our board that nobody saw, and I know I'll be fighting with him again that nobody is going to see.

But I thank him for the training that he has given me and all of the slaps in the back of the head. He would say, What are you doing, stupido? You know, he would do all of that stuff to me. He's learning Spanish and learning the wrong words. *(Laughter.)*

But I thank him, especially since we both came from Neil Silver's School.

'My best friend, my son'

Last but not least *(visibly moved)* *(Applause.)* my son. I know I haven't been there a lot. I dedicated myself to this job 19 years ago, and he's 19 years old. That is how I remember how much time I have served. Now we are going to have to start a new clock.

But to my best friend, my son, he has been there for everything. I thank you. I apologize because you are not going to see my ass as much as you used to before, especially if I work with Jim. He only goes home four times a month.

DELEGATE: Just leave him the keys to your truck.

INTERNATIONAL VICE PRESIDENT AGUILAR: Oh, no, he has already got the truck. But thank you again. I appreciate everybody for your support. Together we are stronger, right? So ATU.

DELEGATES: *"Stronger Together"*

AGUILAR: ATU.

DELEGATES: *"Stronger Together"*

AGUILAR: 15 out. *(Applause.)*

SIXTEENTH INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: Okay. Nominations are now open for the 16th position of International Vice President.

Mic 2.

Nomination: Jacques Chapman

DELEGATE FRET: Good afternoon, President Costa, Tomas Fret, ATU 1181, New York.

'Union in his blood'

I stand before you to nominate Executive Board member for the GEB, No. 16, Jacques Chapman, a gentleman who has union in his blood, a gentleman who showed he can do the job through our conversations we had. When he asked for my support, he showed me that he can be part of your team and he could be an asset to you. That meant volumes to me because whoever can help you has my support. Please help me nominate Jacques Chapman for GEB member No. 16. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Jacques Chapman has been placed into nomination.

Mic No. 2.

'The New Jersey delegation'

COMMITTEE CHAIRPERSON RILEY: Excuse me. These New York guys are like the subway over here. *(Laughter.)*

Orlando Riley, Local 819 member, New Jersey State Council. The New Jersey delegation stands in support of Jacques Chapman for the next International IVP President Vice President. Excuse me.

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE TROTT: Hello. My name is John Trott. I'm from Rochester, New York, 282. I'm the vice president.

'Member for over 30 years'

Congratulations to John and the board. Jacques has been in the Union a member for over 30 years. He has went through the ranks.

11 years ago he came to me, I was in the driver's room, he asked me to be on his ticket as a steward. He actually won and because of me, of course. *(Laughter.)*



John Trott, President/Business Agent, Local 282-Rochester, NY

And he's been president for four terms. I second his nomination. Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations?

DELEGATES: Chorus of "noes."

Any other nominations?

DELEGATES: Chorus of "noes."

Mic 6.

Nomination: Catina Wilson

DELEGATE JOHNSON: Mr. President, my name is Antioian Johnson. I am the financial Secretary-Treasurer for Local 788.

We'd like to take this time and opportunity to congratulate you first. You have been an incredible source of knowledge and information. I want to thank you for being a great resource for Local 788.



Antioian Johnson, Financial Secretary, Local 788-St. Louis, MO

International Executive Vice President Trujillo, congratulations on your election, on being our first female Latina International Vice President.

To International Secretary-Treasurer Kenneth Kirk, we congratulate you, and I want to personally thank you for your guidance and example. For those of us, new financial Secretary-Treasurers, as we attempt to navigate the struggles of maintaining the fiscal responsibility of our locals and remain cool, calm, and collected while doing it.

To all of the other International Vice Presidents that have been elected thus far, we also say congratulations to you.

'Passion for the work of labor'

Brothers and sisters, I stand proud and privileged to make this nomination. I have known and worked with this young lady for several years. Her work ethic is second to none, and passion for the work of labor is unmatched.

We have had our share of disagreements, but I never had to question her heart and where her heart was when it came to the business of our local. She has represented Local 788 with the utmost honor and integrity and has pushed to elevate the cause of union organizing, fair contracts, and a strong voice at any table that she has sat at.

I can remember when we all first came to executive positions in our local, a letter came down from International President, the late Larry Hanley, about a letter that he had received from a member of management for one of our contracts.

'Keep giving them hell'

They stated that they did not like how Catina came and talked to them, some of her word choice was not appreciated, and felt that she was attempting to intimidate them. When President Larry Hanley responded to the local, it was a one sentence letter, Keep giving them hell.

And for her time on our board, she has done just that. I don't take this moment lightly, and I would not be doing it if I did not think that she was ready, able, and capable. Her desire for seeing the democratic process

played out amongst our people is by far her greatest asset. She continually says, we all have two things, our voice and our vote, and we can't allow them to be silenced for anyone.

There's a scripture that I say every day as I get out of my car and walk into my office, and I want to share it with everyone today because it represents the person that I seek to place in nomination today. It's from verse Timothy 4:12.

Let no man despise thy youth; but be thou an example of the believers, in word, in conversation, in charity, in spirit, in faith, in purity.

Courage and conviction

I have come to love and appreciate her as more than a coworker. She is my sister and my friend. She trusted me with officiating her wedding, and I'm so pleased and honored that she has trusted me to take this nomination. It takes great courage and conviction to step out and step up. I believe in you and believe that you have what it takes to be a strong voice for the working man and woman.

It is for this reason, Mr. President, that I stand proud and privileged to nominate Catina Wilson for International Vice President. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Catina Wilson's name has been placed in nominations.

Mic 3.

DELEGATE BOWERS: Toi Bowers, Local 241. I second the nomination of Catina Wilson. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: All right. Can you shut your light off, No. 3? And is No. 6 done at that one, or is there someone else there at No. 6?

DELEGATE HOWARD: Yes. Hello. My name is Reginald Howard, president and business agent, ATU Local 788, St. Louis.

Resolved

I'm going to start off by saying, resolved, that means firm determination of doing something. If you know



Reginald Howard, President/Business Agent, Local 788-St. Louis, MO

this woman, Catina Wilson, you'll know say resolved because anything she does, she works hard to make sure that she gets something done. I keep her on the property as far as working with people because it's a known fact around a lot of unions, is they say they never get to see you.

'She stays on the property'

Well, she stays on the property. And we have six school bus properties along with three garages, two train yards, and paratransit, and she stays out there and works hard to get things done to where our discipline is almost gone away.

You know, so once you get to know this young lady here, when you are getting ready to go to a table, to a fight, or whatever, you are going to pick the phone up find out where Catina is.

So I'm saying the same thing. I'm calling to duly second the nomination for Catina Wilson as International Vice President. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Are there any other nominations? *(No response.)*

And, any other nominations? *(No response.)*

Okay. According to the rules, I would have to ask that declare you are accepting, being we have a challenge, so Jacques Chapman, do you accept your nomination for the 16th International Vice President's spot?

DELEGATE CHAPMAN: Yes, President Costa, I accept. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Catina Wilson, do you accept the nomination for the International Vice President 16th spot?

DELEGATE WILSON: Yes, President Costa, I accept. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Hearing any other nominations? *(No response.)*

Not hearing anymore, I declare nominations closed. *(Gavel knock.)*

And we will proceed to elections on the 16th International Vice President's 16th spot.

Hold on. Music off. Dwight is going to come up, Mattingly, chairman of the Balloting Committee, and he will give details on how we're going to proceed with the election. Hello, Dwight. Mr. Chairman.

BALLOTING

COMMITTEE CHAIRPERSON MATTINGLY: Brothers and sisters, the Balloting Committee will begin preparing the ballot for the office of International Vice President No. 16 momentarily.



Dwight Mattingly, President/Business Agent, Local 1577-West Palm Beach, FL

Under the election rules passed by this Convention, each candidate is entitled to two election observers but must submit the name of any observers to the International Secretary-Treasurer prior to voting. I ask that any observers meet me up front as I exit the stage.

In order to ensure an expeditious and orderly

election, I ask that all delegates please pay particular attention as I walk through how the balloting process will take place. As a preliminary matter, the election of our International officers and of each of the AFL-CIO Convention delegates and alternate positions are governed by the previously adopted Rule 17 of this 60th Convention.

The members of this committee will vote first, then the candidate's observers will vote next. Upon the conclusion of that process, I will call the delegates to vote by their seating row in the hall.

Upon being called to vote, each delegate from that designated seating area whose eligibility to vote has been confirmed by the Credentials Committee should proceed out the exits of the Convention Hall to the Champagne Ballroom.

Members of the Balloting Committee and Sergeant-At-Arms will direct you to the voting area. Once you are in the balloting area, you will need to report to the ballot table designated for delegates from your local union. There are signs at each table identifying the range of local unions which will report to the table in order to get their ballots.

For example, the first table in the room will have a sign with Locals 19 through 241. Delegates from Locals 19, 22, 26, and through 241 should report to that table.

All of the tables are ordered numerically so that the final table will check in delegates for those locals with the highest local union numbers, Locals 1588 through 1779.

At the ballot tables, the eligibility of each voting delegate will be confirmed against a voter eligibility list. As you approach the table, please state your local union number and be prepared to present your Convention badge with its name insert.

Once the Balloting Committee member has confirmed your eligibility, you will be given a ballot and asked to sign your name on the voter eligibility list to confirm that you have received your ballot.

Once you have your ballot, you will proceed to the voting booths. You must then proceed directly to

one of the voting booths. Balloting Committee members will be present to help usher you and direct the foot traffic.

Once you are in the privacy of one of the voting booths, you will mark your ballot with an X next to the name of the candidate for whom you wish to vote. Make no other mark on your ballot. Please fold your ballot in half so that no one will be able to see how you voted when you come out of the booth. You will be directed to one of the ballot boxes to deposit your marked ballot.

We expect the ballots to list the candidates running in the election for the specific office in question. The candidates will be listed alphabetically.

To the left of each name, there will be a box in which the voter is to place an X if he or she desires to vote for the named candidate. If an equipment malfunction prevents us from printing ballots and thereby threatening to delay our proceedings, the names of the nominated candidates will be written on one or more boards appearing before the voting booths, and we will use blank, in other words empty, ballots upon which the candidates names will be written.

After each election has been concluded and the committee has completed its count, the results will be announced to the Convention. It should go without saying that the decorum of this assembly will need to be maintained during the balloting. For that reason, we will certainly appreciate the cooperation of all in the hall, both maintaining order and following the directions of members of the Balloting Committee who will be posted at appropriate locations as well as Sergeant-At-Arms who will be assisting outside their immediate voting area.

MATTINGLY: We appreciate your patience as we prepare the ballots. When the ballots are ready, I will make an announcement that the Balloting Committee is prepared to commence voting.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Hold up, everybody. I believe there was a mistake on the room. Is it Milano I through IV? Did you say something different?

COMMITTEE CHAIRPERSON MATTINGLY: Thank you for that correction, President Costa.

INTERNATIONAL PRESIDENT COSTA: So Milano I through IV.

And before we proceed, if there are no objections to it, we were just notified that a Local 689 delegate had to leave, and they are asking if there would be no objection that we put their alternate in, Ziri Tashera, to delegate, and I believe who left was a Brandy Godwin, had to leave. ("Brandy Godwin" from the delegation)

Godwin had to leave. I'm sorry. Oh, Godwin had to leave, so if there is no objection.

DELEGATES: "*So moved*"

It was moved.

DELEGATES: "Seconds"

Seconded. Any discussion? (*No response.*)

Hearing none, all in favor, say aye.

DELEGATES: Chorus of "*ayes.*"

Opposed. (*No response.*)

(*Gavel knock.*)

Thank you.

(*Ballots being prepared.*)

COMMITTEE CHAIRPERSON MATTINGLY: May I have your attention? We are ready to begin balloting. We are taking by rows all the way across the hall. Wait until your row is called before you go. The Sergeant-At-Arms will be directing you.

Thank you.

(*Voting in progress.*)

SAEZ: David Sellers, you left property behind. If you could please report to the front of the stage to pick it up.

Thank you.

(*Voting in progress.*)

INTERNATIONAL PRESIDENT COSTA: Okay. We have last call for vote. If anybody didn't vote, go to the voting room, ballot room, please.

(Voting in progress.)

(Gavel knocking.)

INTERNATIONAL PRESIDENT COSTA: We're going to reconvene.

The Balloting Committee, elections are over. Mr. Chairman, do you want to report the results, please.

COMMITTEE CHAIRPERSON MATTINGLY: Mr. Chairman, the Balloting Committee and the election for the office of International Vice President No. 16 has concluded.

The election has been fairly conducted. The ballots have been accurately counted and the secrecy and sanctity of the ballot has been preserved. The Balloting Committee has certified the tally of ballots. There were 591 ballots cast. Ballots deemed valid, 590. There were zero voided ballots. There was one ballot challenged and unresolved. Because of the margin of victory, the unresolved challenged ballots were insufficient to effect the outcome of the election.

Ballots cast for Jacques Chapman, 305, ballots cast for Catina Wilson, 285.

Standing Ovation

Jacques Chapman is the new International Vice President No. 16.

JACQUES CHAPMAN ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

The Chair recognizes Mic 2 and International Vice President Jacques Chapman. *(Applause.)*

INTERNATIONAL VICE PRESIDENT CHAPMAN: Thank you, President Costa.

I would like to congratulate all of the candidates before me on your victories also.

'Always had my back'

I would first like to thank my wife and family. They



International Vice President Jacques Chapman

have always had they have always had my back through all of the years that I have been doing my union work, and they are going to continue to do that.

I would like to thank my nominator, Tomas Fret from 1181. I appreciate it so much. *(Applause.)*

I would like to thank Orlando Riley from New Jersey State Council. Thank you very much. *(Applause.)*

And I would like to thank John Trott or my second my other second, John Trott from my home local, 282. *(Applause.)*

I would like to thank my local and my executive board. We always we just accomplish a lot of things when we work together, and the Union truly is stronger together.

The democratic process

I would also like to thank the New York state delegation that had my back. I really appreciate that. I would just like to thank everyone that voted. Whatever way you voted, I still appreciate everybody and respect the democratic process, and thank you very much. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 6.

DELEGATE WILSON: Good evening, ATU. I say thank you. *(Applause.)*

'I'm so proud of us'

I am so humbled and so appreciative. We did what we come here to do. We practiced the democratic process. I'm so proud of us. *(Applause.)*



Catina Wilson, Local 788-St. Louis, MO

I love the organization that I am a part of, and I congratulate you, Mr. Chapman, on your victory. *(Applause.)*

And to the rest of the GEB, I appreciate your work. I hope that you took no offense, but I love what I do. I'm passionate. I'll bend but I'll never break.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Okay. We'll continue nominations.

SEVENTEENTH INTERNATIONAL VICE PRESIDENT

COSTA: Nominations are now open for the 17th position of International Vice President.

Mic 2.

Nomination: Mark Henry

DELEGATE CASSELLA: Danny Cassella, president, business agent of Local 726, Staten Island, New York, Larry Hanley's local.

I would like to congratulate you, President Costa, and all others that were elected.

I stand here with my brothers and sisters from our New York delegation to nominate Brother Mark Henry, president and business agent of Local 1056 Queens,

New York for the 17th position of International Vice President. *(Applause.)*

New York City Transit

Brother Henry and I started out careers together in New York City Transit almost 30 years ago but in sister locals. I have worked closely with Mark on many issues dealing with the New York City Transit. We have been on strike together back in 2005 along with 1179 and 1181 and we shut New York City down. *(Applause.)*

Mark has served as vice president of Local 1056 for nine years and as vice president Brother Henry has done over 200 arbitration calendars consisting of well over 1,000 cases. His local does not need approval to go to arbitration. Anyone can file. That's the reason for the high number of cases.

Brother Henry was then elected president of his local in 2015. As president he has negotiated and settled many contracts but he was not afraid to go to binding arbitration where he prevailed on multiple occasions and won huge gains for his members. *(Applause.)*

Electing union friendly candidates

Brother Henry worked has worked on many political campaigns electing union friendly candidates. Mark has been the Chairman of the New York State Conference Board since 2015 working on many bills favoring union workers, including lobbying and getting a bill passed that if you assault a transit worker, you will go to jail. *(Applause.)*

8.4 million riders a day

Mark has dealt with the biggest transit agency in the United States, the New York City Transit, which moves 8.4 million riders a day. Dealing with New York City Transit is not easy. They employ hundreds of attorneys just to fight the unions.

I believe Brother Henry can now take his amazing skills and help the other ATU locals. I can't think of a better person to take on this very important position of International Vice President. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Mark Henry has been nominated.

Mic 1.

DELEGATE ALZATE: Good Afternoon, brothers and sisters. Let me take this opportunity to congratulate President Costa and our first Executive ATU Vice President Yvette Trujillo. *(Applause.)*

I would like to also take this opportunity to congratulate all of the other IVPs that have been elected.



Luis Alzate, Vice President, Local 1056-Flushing NY

My name is Luis Alzate. I'm the vice president of ATU Local 1056 *(Applause.)* and of the ATU Latino Caucus, financial secretary of the New York State Legislative Conference Board.

I'm proud to stand with the executive board of ATU Local 1056, the New York and New Jersey delegation to second the nomination of Mark Henry for the 17th position of IVP of the ATU International.

A 34year ATU member, Mark has served as an assistant shop chair, executive board member, vice president and the current president of ATU local 1056. I've had the privilege of working with Mark as union representatives for over 22 years.

'Character, integrity and care'

When elected the when elected when elected the international membership of ATU as a whole will find a man of character, integrity and care, not only for his duties as president but to his family, friends and colleagues.

I'm sad and I will miss my friend. I'm sad and I will

miss my friend but understand the great benefit and wisdom the ATU family will gain from his leadership as an IVP.

It is with great honor that I and the executive board and the delegation behind me extend and second the nomination for IVP our brother, Mark Henry, as my friend as well as the team of President John Costa. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE FRET: Good afternoon, Mr. President.

'Always there for this local and for the ATU'

I stand here to second the nomination of Mark Henry, a gentleman that not only fights for the members but is always there for this local and for the ATU.

Two other things I learned from my successor and I will tell you I've got to ask you for forgiveness that I keep saying successor but he's my predecessor. So I want to take because he yelled at me. So Mike Cordiello, I fixed it. And we got Mark's back. We love you. God bless. *(Applause.)*

Are there any other nominations? *(No response.)*

Any other nominations?

DELEGATES: Chorus of "noes."

And last and final, any other nominations?

DELEGATES: Chorus of "noes."

Hearing none, the nomination is closed. *(Gavel knock.)*

(Applause.)

And I ask IST Kirk to cast one vote for International Vice President Mark Henry.

MARK HENRY ELECTED INTERNATIONAL VICE PRESIDENT

EXECUTIVE Secretary-Treasurer KIRK: I cast one unanimous ballot for IVP position No. 17 for Brother Mark Henry.

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Mark Henry.

'I give God all the glory'

INTERNATIONAL VICE PRESIDENT HENRY: Oh, goodness. First of all, I give God all the glory, first of all, for me standing here. *(Applause.)*



International Vice President Mark Henry

Congratulations, IP John Costa. You have been definitely a man of character, a man that has shown action and given results to this ATU and I am so honored to be working with you and your team. *(Applause.)*

To Yvette Trujillo, God bless. You broke the ceiling and that's a beautiful thing.

To IST Ken Kirk, another brother that I met back in 2007 at my first delegate the first time I was a delegate to this Convention. I thank you all.

'I look up to you'

I look up to you and I remember you and you were just IVPs or just delegates and now look at us. We're standing here on stage. You being the President. Her being an International Vice President and Ken being the International Secretary-Treasurer. It is a beautiful day and beautiful thing to see.

Thank you to the delegates of this 60th International ATU Convention. I can't thank you enough. *(Applause.)*

I humbly say thank you for your support in casting your vote my way.

To Janis, to Chuck, to Bruce, to Javier, thank you for your service. Thank for your words of wisdom and guidance over the years.

To my nominator, my friend that I consider a friend, Danny Cassella and my 726 family, my extended family thank you for what they do. *(Applause.)*

To my vice president of many years of 1056 in New York, another friend of mine for many years, we have worked on so many things together. I can't thank you enough for your words. They touched me to no end and I appreciate everything that you said.

'My backbone'

To my local, thank you. And to my executive board that is here today, I can't thank you enough for being my backbone, being my support factor on all of these fights that we have had over the years, and I could not have done it without my membership and my executive board. Thank you so much. *(Applause.)*

For those delegates and guests that are here, that are not able to speak and are silent but have spoken on my behalf, I have to say thank you to them as well. I have run into people in the hallways, and they say, if I could vote, I would have your back. And I appreciate every one of those people speaking on my behalf, so thank you to them as well.

Special acknowledgments and I'm sorry, Mr. President. Just give me a little leeway. It's my first time and I appreciate it.

Special acknowledgments to IVP MacDougall and Greaves, Michael Cordiello, and Daneek Miller. These are gentlemen that I have met during my time here in the ATU from the very beginning, and the journey that has been set forth is unbelievable that it came to this point, and I have been able to join them on the dias.

'They have led me in directions'

Daneek and Mike have moved on from the ATU, but they are here as guests, and I just had to acknowledge them as I just had to acknowledge them because I've worked so closely with these

individuals, and they have definitely done me justice. They have led me in directions. They have advised me, and they have definitely kept my feet anchored to the ground, so I thank them. *(Applause.)*

To my family, who unfortunately can't be here, and I have to give acknowledgment to my mom of 90 years *(Applause.)* for her strength and guidance. To Keisha, my love, thank you so much. I am so truly humbled and honored to represent this International as one of its 18 IVPs. I want to thank this delegation again, and as the theme of this Convention has been, we are Stronger Together. Thank you so much. Thank you.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Nice job, nice job, Mark.

EIGHTEENTH INTERNATIONAL VICE PRESIDENT

COSTA: Okay. Nominations are now opened for the 18th position of International Vice President.

Mic 3.

Nomination: Kenneth Day

DELEGATE WALKER: First, I would like to give honor to God, to our president, Mr. Costa, and to the board and also honor to my brother and sisters.



Latonia Walker, Local 1338-Dallas, TX

My name is Latonia Walker, Local 1338, and I nominate Kenneth Day for IVP No. 18. *(Applause.)*

We stand firmly and proudly behind Mr. Day. From the first time Mr. Day started in the transit in 1980, he was only five months on the job and still on probation.

'A leader was being born'

The union went on strike, and Mr. Day joined with them. Little did he know a leader was being born.

And years later, Mr. Kenneth Day, a servant, who has served three terms as a vice president, six terms as president of his local union, 1338, president of the Black Caucus and still today on Texas Legislative Board, we have seen Mr. Day walk the walk and do the talk. We have seen Mr. Day challenge the board to treat all of his union members right. We have seen him protest, picket, negotiate, getting members raises, and fair working conditions. Mr. Day is a born leader.

'He stands proud on representing his union'

We continue to support him, and in a right to work state, he stands proud on representing his union. *(Applause.)*

But what y'all do not know about Mr. Day, Mr. Day has went through trials and tribulations but still represented his union, the ATU, with all of the things that he's been through, losing his mother, his daughter, and a sister here recently, you would have never known because like a true leader, he still continued to work for ATU. *(Applause.)*

So we stand proudly and we nominate Mr. Kenneth Day for the 18th position.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Kenneth Day has been nominated.

Mic 6.

DELEGATE PAYNE: Brent Payne, ATU 1091, Austin, Texas. We stand to second, me and my Texas delegates.

Big brother

We also experienced President Day as a big brother to all us other Texas locals. As some of you states might understand, we have been right to work a long time before Janus, and to organize and to continue to grow under President Day's leadership, one is the Texas Legislative Conference Board president along with the Black Caucus president. We second, President Costa. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 6.

DELEGATE LANE: Hello, ATU brothers and sisters. My name is Deborah Lane. I'm from Amalgamated Transit Union Local 308, Secretary-Treasurer.

Fighting for his local in Texas

I stand to second the motion for Kenneth Day as IVP. The reason why I'm standing for Kenneth Day, in our conversations that we have had throughout the shortterm that I have been here with the International, Kenneth Day has never had the me, my, and I type attitude when it came to galvanizing and fighting for his local in Texas.

My dad used to always say, in life you get what you inspect, not what you expect. The expectations of the leadership of Kenneth Day sets above the rest. When I talked to Kenneth Day and he told me one time that he had that he had gotten management, he has management in his union, and then he said he had the company to pay for representation of his board members when they go and represent the members, I'm like, How the hell did you do that? Because we don't have that.

'His fight, his heart, his humility, his humbleness'

His fight, his heart, his humility, his humbleness for his local, I know that he will expand that same heart and leadership when representing the International.

Again, I honor I am honored to cast the second nomination for Kenneth Day.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations?

Mic 5.

Nomination: William Nix

DELEGATE KING: Congratulations, President Costa, Executive Board.

My name is Clarence King. I'm the vice president of Local 268, Cleveland, Ohio. I would like to nominate William Nix, the president of our local, for IVP Seat No. 18.



Clarence King, Vice President, Local 268-Cleveland, OH

'He walks by faith'

William Nix is a family man. He walks by faith. He's a tireless worker. He goes above and beyond for his local and his members.

He's been a trustee. He's been a fourtime president. He's been a Sergeant-At-Arms here in the International back in 2019. He's a part of the North Shore AFL-CIO Executive Board. He was a member of the International ATU Structural Exploration Committee, attended and completed Amalgamated Transit Union Maintenance Training Program. He's also a member of the Black Caucus. He completed building and contract campaign training, protected the 13(c) rights of booth attendants in 2009. Executive committee member of the Cleveland NAACP, volunteer with the Council for Economic Opportunities in Greater Cleveland, participated with Citywide Parent Policy Council, campaigned for Transit Worker and Pedestrian Protection Act.

He's negotiated numerous contracts. Our recent contract he negotiated \$22 million for our local with no givebacks.

'Give him a chance to work for all of us'

I'm asking that you give him a chance to work for all of us. You won't regret it.

He has three phones. I'm pretty sure he might be on one of them right now. He's constantly busy. These members reach out to him all times of the night, and he's always there to answer. I'm sure, if given the opportunity, he'll answer for those members and he'll answer for you all as well.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes nominated William Nix.

Mic 5.

DELEGATE MORRIS: Good afternoon. Congratulations, Mr. President and the board.

My name is Darnell Morris, the ABA for the Local 268, Cleveland, and I second the nomination of William H. Nix, Sr., for the 18th spot as well.



Darnell Morris, Local 268-Cleveland, OH

'He fights'

And the reason being is, William is a hard worker. When I say hard, he fights. You heard the president or the vice president, say how he has two phones. They are always ringing, and he's always one in one ear and one in the other ear. You wouldn't know a better, hardworking fellow than he does round the clock.

As you heard, the contract that we just recently the 22 million that we put together, and we worked tirelessly at it. So I second nominate William H. Nix for the 18th spot.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 5.

DELEGATE JARROUS: Thank you. My name is Mallory Jarrous. I'm also with Local 268, Cleveland, Ohio.



Mallory Jarrous, Local 268-Cleveland, OH

'He'll never let you down'

I can't tell you anything different than what these guys already told you. Yeah, William H. Nix is a very hard worker, and the reason I'm involved with the union today is because of him. He's a hard worker, passionate about what he does.

He answers his phone 24/7, any time. He's involved with even the smallest details, and he will fight. He will fight for anyone, and he'll never let you down.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, any other nominations? *(No response.)*

Before I close, Kenneth Day, do you accept your nomination? I need you to declare.

DELEGATE DAY: I, Kenneth Day, does accept.

INTERNATIONAL PRESIDENT COSTA: Nix,

Willie, do you accept your nomination? Get off the phone. *(Laughter.)*

DELEGATE NIX: Yes, I do accept.

INTERNATIONAL PRESIDENT COSTA: Thank you.

DELEGATE NIX: Thank you.

INTERNATIONAL PRESIDENT COSTA: Okay. Ballot Chairman, we have an election.

BALLOTING

COMMITTEE CHAIRPERSON MATTINGLY: Brothers and sisters, the Balloting Committee will begin preparing the ballot for the position of International Vice President No. 18 momentarily. Under the election rules, passed by this Convention *(Gavel knocking.)*

INTERNATIONAL PRESIDENT COSTA: Order, please. A little respect, guys.

COMMITTEE CHAIRPERSON MATTINGLY: Under the election rules passed by this Convention, each candidate is entitled to two election observers but must submit the names of any observers to the International Secretary-Treasurer prior to voting.

I ask that any observers immediately proceed to the balloting room. We appreciate your patience as we prepare the ballots. When the ballots are ready, I will make an announcement that the Balloting Committee is prepared to commence the voting. The committee members will vote first and then the candidates' observers will vote next.

Upon the conclusion of that process, I will call delegates to vote by their seating area in this hall. Thank you.

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

(Preparing of ballots in progress.)

If there's going to be an observer, Brother Day or Brother Nix, we need to know and you have to report here if you are having any observers so we can move this quickly. If you are not, it's okay. We just need to know if you are by coming up.

COMMITTEE CHAIRPERSON MATTINGLY: Ladies and gentlemen, could I have your attention. Could I have your attention please in the hall. We are ready begin balloting. So if you go to your seats, the front row, we'll be leading out at this time.

Thank you.

(Balloting in progress.)

COMMITTEE CHAIRPERSON MATTINGLY: Ladies and gentlemen, if I could have your attention one moment.

Thank you.

This is the last call. If you have not voted, please proceed to the balloting room. If you have not voted, this is the last call.

Thank you. *(Gavel knocking.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Let's get ready. The Balloting Committee Chairman is ready to announce the results.

COMMITTEE CHAIRPERSON MATTINGLY: Mr. Chairman, the balloting and the election for the office of International Vice President 18 has concluded. The election has been fairly conducted. The ballots have been accurately counted and the secrecy and sanctity of the ballot has been preserved.

The Balloting Committee has certified the tally of ballots. There were 543 ballots cast. There were 543 ballots deemed valid. There was zero ballots voided. There were zero ballots challenged making a total of 352 ballots cast for Kenneth Day and 191 ballots were cast for William H. Nix. *(Applause.)*

Kenneth Day is the new International Vice President 18. *(Applause.)*

KENNETH DAY ELECTED INTERNATIONAL VICE PRESIDENT

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes International Vice President Kenneth Day. *(Applause.)*

INTERNATIONAL VICE PRESIDENT DAY: I would first like to give thanks to our heavenly father.



International Vice President Kenneth Day

I am honored. I am gracious and I am appreciative that you are giving me the opportunity to represent you as an International Vice President. *(Applause.)*

I know there is many leaders in this room and it could have been either one of you, but I'm thankful that you have elected me.

President Costa, congratulations to your election. It has been said how gracious you have been and I want to tell a story because I'm appreciative of you as well and it didn't start during COVID.

We were at the Tommy Douglas Center. One of my members got real sick and was hospitalized. I don't even think you knew my member but you had your staff reach out to me and say, get in touch with his family and get them here whatever it cost and put them up, and that's what you did. So thank you. *(Applause.)*

'You stepped up'

President Costa, you stepped up and it's true during the COVID. In fact, I tell the story so many times that I don't even answer the voicemail anymore because you kept us so busy. So we were doing town hall calls. We were doing emails and grievancing, receiving all type of notices. Again, I'm saying all of this to say thank you very much for your leadership of this great International Union. *(Applause.)*

Then Kenneth Kirk, thank you for your leadership. The story about Kenneth Kirk, he and I both started in the labor movement about the same time. We both was going to run for president in our local union in 1994 but the person we so badly needed to get rid

of would have won. So we got in the back room. We said what we need to say to each other. And I said, you know what, I'll run for vice president. You run for president. He was elected president, I was elected vice president and we served together for ten years until he was elevated to the International status. *(Applause.)*

To Executive Vice President Yvette Trujillo, hopefully, I'm pronouncing it right, congratulations to you and all of the other International Vice Presidents that has come before me. Congratulations. I look forward to working with you.

I my family is not able to be here. My wife doesn't do a lot of traveling but hopefully this is being recorded so she can hear me say, Thank you, Ms. Day. *(Applause.)*

Behind every strong man there is a good woman. I believe that. *(Applause.)*

'Good strong women'

And every election I run in and any challenge I set out to do, I look for some good strong women because if they make a commitment, most of the time those women going to carry it out.

So say thanks to my wife and my family.

I want to say thank you to all of the delegates in this room. Every last one of you. I really appreciate you. Thank you for your votes. Thank you for your support. Thank you for the confidence you have given me. Thank you for the encouragement.

I have met a lot of you a lot of good friends along the way. And I can call many, many names but here late I know I got one friend in particular. He likes to do a lot of Facebooking and you going to know who I'm talking about in just a minute because he like to eat. He put everything he eat on Facebook. I can't think of his name. Somebody help me out. What's his name?

DELEGATES: "Ray"

That's him. That's him. My Brother Ray, I love you, too, man. We have worked together. We've worked about three contracts together, very successful contracts.

The last one with a 16 percent, 10 up front and 3 and 3. We work and we have become very, very close and good friends, so thank you Ray for all that you have done.

All of my other International Vice Presidents, I would look forward to you for a lot of support. I have a lot of experience working on the local level in many different areas but this is going to be a new step for me. I am going out, venturing out into another job, so I'm going to look to you for your support.

I don't know it all like everyone has said, but I understand together, together we're stronger. I believe that.

Thank you. *(Applause.)*

Once again, I am very humbled. My commitment to this organization and to all these delegates, I understand I will work as assigned working for the International Vice President. Wherever that call comes the direction I am sent in, my commitment I will do the very best of my ability to represent each and every one of you.

I thank my nominators, Latonia Walker out of Local 1338. I thank Brother Brett Payne out of Austin, Texas and I thank Deborah Lane out of Chicago for nominating me.

I thank Mr. Will Nix for at least we had the respect that I know that it was not an ugly, nasty, name calling, downtalking election. *(Applause.)*

'God just saw fit'

And like one of the speakers stated earlier, it's a democratic process. Everybody have a right to run. I have come here many times looking for an opportunity. God just saw fit. President Costa saw fit, and I got the blessing today at this Convention.

Thank you all. Thank you all and I can't say thank you enough. God bless. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 6.

DELEGATE NIX: First giving honor to God and congratulations, International Vice President Kenneth Day for the 18th position, the seat. It was a good race, we was not bad mouthing each other, the United States and Canada, I want to and delegates, I want to



William Nix, President/Business Agent, Local 268-Cleveland, OH

thank each and every one of you all for giving me the opportunity to be here.

'I made the right choice to run'

I did not campaign because I was tugging with it, but then my heart was letting me know, if I leave here, I was going to regret it. At least I made the right choice to run and it was I mean the right person won. I don't have a problem with that. I hope that all and I want to respect, President Costa for his win. Executive Vice President Yvette Trujillo and Financial Secretary Kenneth Kirk and all of the IVPs.

I hope that the ATU continue to be strong and continue to work together as we always have, but it is a democratic we did the democracy of running that we are supposed to be able to have a choice of running, if that is what you want, and that is what we did today. And I want to thank my local for standing with me and believing in me.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Will.

All right. Congratulations to everyone who succeeded today, and to those that didn't, thank you for stepping up. Democracy makes our Union stronger, and we look forward to working with each and every one of you in the years ahead.

But we are going to I think it's best that we suspend the rest of the elections for the AFL-CIO Conventions until tomorrow, when we can reconvene and go through it. *(Applause.)*

Listen, before you go, I would just like to take a moment here of privilege and recognize, we have a number of International officers and local officers retiring this year. This will be their last Convention, and I know some of them are actually leaving tomorrow morning, so they may not be attending the Convention or the whole Convention.

So I would like to thank them and take a moment to recognize them for their commitment and dedication and the years of service to their locals, their members, and our Union.

Retiring officers and delegates

So please stand all the officers or delegates in the room that are retired or retiring and this will be their last Convention, can you please stand? And I just want to recognize you, and even if you are in the back, any guests. *(Applause.)*

I know Michael Cordiello's back there. There's a couple of them. Let's give them, come on, a big ATU hand.

Standing Ovation

Even the International Vice Presidents and Executive Vice President Javier Perez had to leave today early. He had a flight, and he was going to take a long vacation, he told me, in Mexico. So he flew out, and he's going to take a break.

We have International Vice President Chuck Watson, Janis Borchardt, and Bruce Hamilton. I don't know if they are in the room, but, listen

(Commotion from the delegation.)

There they go. There she goes. So let's give them all a hand, and I hope you enjoyed this one.

So at this time, we are going to convene and recess until 8:30 tomorrow morning for our final day.

Thank you, everybody. Enjoy your evening.



DAY FIVE

Friday Session - September 23, 2022

Whereupon, the 60th International Convention of the Amalgamated Transit Union was recessed until Friday, September 23, 2022, at 8:30 a.m.

The 60th International Convention of the Amalgamated Transit Union reconvened on Friday, September 23, 2022, at 8:48 a.m.

(Whereupon, a video was shown.)

(Applause.)

INTERNATIONAL PRESIDENT COSTA: Good morning.

DELEGATES: "Good morning."

COSTA: How you doing?

DELEGATES: "Good."

COSTA: I'm doing okay. It was a long day yesterday but today is our final day of this Convention. But before we wrap it up, we still have some important busy work to attend to including elections of the AFL-CIO delegates and we're going to start with our invocation.

Sarah.

SAEZ: Please welcome Diljit Singh, Head Priest at the Sikh Temple: Gurdwara Baba Deep Singh Ji. He will deliver this morning's invocation. (Applause.)

DILJIT SINGH

Head Priest, Sikh Temple:
Gurdwara Baba Deep Singh Ji

HEAD PRIEST SINGH: Good morning, everybody.

DELEGATES: "Good morning."



Diljit Singh, Head Priest, Sikh Temple: Gurdwara Baba Deep Singh Ji

SINGH: How are you guys?

DELEGATES: "Good."

SINGH: So it's my honor to be here today. I would ask that you all rise and pray together. So guys every guys stand and start for prayer. (*Prayer in foreign language.*) (*Applause.*)

'Without you, we could not get to the places we need to go'

Thank you. You all are amazing people. Without you, we could not get to the places we need to go. So thank you all, guys. (*Applause.*)

And may God bless ATU, its members and their families.

Thank you. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Thank you.

All right. Sarah, we got any announcements?

SAEZ: Yes. First, resolutions will be meeting in Octavius 15 and 16 to finish some business.

Also today buses to the airport will run from noon until 8:00 p.m. and Saturday, September 28th, from 7:00 a.m. to 6:00 p.m.

INTERNATIONAL PRESIDENT COSTA: Okay. Thank you, Sarah.

As I mentioned earlier this week, we had a tragedy Local 1572 a member was killed in a tragic workplace accident. We now have some information about our fallen brother that we got from Local President, Jack Jackson.

Jack, would you come up, please?

DELEGATE JACKSON: Good morning, brothers and sisters.

DELEGATES: "Good morning."

JACKSON: Good morning to the GEB.

'One of the worst days in my history as a president'

Friday was one of the worst days in my history as a president. Came here for the Laws Committee, so



Jack Jackson, President/Business Agent, Local 1572-Mississauga ON

excited. Woke up Saturday morning to a phone call that a member had passed away because he died while doing his duties at work.

As the information was slow to come in and the International was rushing to do everything they could to help me, I decided I had to fly back right away to speak to my member's family. I couldn't do it over the phone.

I got there. I spoke to the family and had to explain why their father, husband was never coming home.

We have done everything we can. We're helping them with funeral arrangements, the death benefits. I'll never forget his wife collapsing screaming, Why? Why did he have to die? Why did he have to die at work?

'That we'd be there for them'

I'll never forget her making me promise that I'd be there for them. That we'd be there for them.

And as we dealt with this and as we returned, I very quickly realized I'm not in this alone. My executive board has been incredible. My Health and Safety Committee has been incredible. This Board, John Costa, have been incredible. IVP Wilson I don't know where you are but, Brother, everything you have done for me from the heart. I don't know what else to say.

It brings to reason why we're here today. I know there's elections and I know there is all this going on but people go to work and they die and it's wrong. And this is going to be investigated and whether it's human error or whether it's mechanical error, no one should go to work and never come home. (*Applause.*)

'Live with this forever'

My family, my ATU family, is going to have to live with this forever.

My brothers and sisters, I ask you to make sure that you take health and safety serious. David Dongbo Zhu was someone who was loved in his workplace, was a shortterm employee, happy that he finally had a good job, and some way or another, that good job took his life. And we're going to figure that out and we're going to work through that process but that should never happen.

Thank you.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: This is something we face, all of you, and if you have and I hope you never have to. I remember getting elected and Thomas Dunn in Tampa, Florida when he was killed and attending that funeral and talking with his wife and his kids.

Collection for the family

So listen, brothers and sisters, while we're here, I would like to suggest that we take a collection for the family while we're all here. (Applause.)

So if we can pass around and take a collection please. Jack, I know what you're feeling and anything you need we're here.

Okay. Please turn your attention to we'll be passing something around. So while this video is going on just we're going to put the recap video on, please.

CONVENTION DAY FOUR RECAP VIDEO

(Applause.)

INTERNATIONAL Secretary-Treasurer KIRK:
Good morning, brothers and sisters. How is everybody?

DELEGATES: "Good morning."

So we are sending around a collection for the brother

that we lost in 1572, and Clem is around here somewhere. Where is okay. So as soon as you'll be handing it over to the Sergeant-At-Arms, and hopefully, we'll be able to give you a count at the end of the day.

Just one personal privilege, I'd just like to say a happy birthday, to my good friend, Ray Jackson. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: And if there's any other birthdays out there, we'll do a shout out and say happy birthday. Happy birthday. Happy birthday. *(Applause.)*

Okay. Now we are going to move into nominations for delegates to the AFL-CIO Convention I'm sorry.

Mic 4, go ahead.

International matches donations collected

DELEGATE JOHNSON: Good morning, brothers and sisters. Bill Johnson, Local 583 in Calgary.

I would ask that the International match the donations that are collected on the floor, please. *(Applause.)*



Bill Johnson, Local 583-Calgary, AB

INTERNATIONAL PRESIDENT COSTA: So there's a motion made to match. Second?

DELEGATES: "Seconded."

INTERNATIONAL PRESIDENT COSTA: Any discussion? *(No response.)*

All in favor, say aye.

DELEGATES: Chorus of "ayes."

Opposed. *(No response.)*

The ayes have it. *(Gavel knock.)*

DELEGATE JOHNSON: Thank you.

DELEGATES TO THE AFL-CIO CONVENTION

INTERNATIONAL PRESIDENT COSTA: Okay. So there will be seven people nominated as delegate for delegates and four as alternates.

SECOND AFL-CIO CONVENTION DELEGATE

COSTA: So now, nominations are now open for the first delegate to the AFL-CIO Convention.

Mic 2.

Nomination: Veronica Cobb

DELEGATE RILEY: Good morning, President Costa, delegation. Orlando Riley, Chairman, New Jersey State Council.

It's a privilege of mine to stand before you and nominate a woman who I came into the labor movement with.

She served as vice president of Local 819, then president excuse me then president after our late president, Benjamin Evans, passed away. It's an honor, again, as I said, to stand before you and nominate my sister, Veronica Cobb, president of Local 819, as the first delegate to the AFL-CIO. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Veronica Cobb has been nominated. Mic 2.

DELEGATE SPENCE: Nancy Spence, president and business agent of Local 823. I second the nomination of Veronica Cobb. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2. Okay. You don't have to have two seconds.

I'm sorry. Mic 1.

DELEGATE CASSELLA: I know I'm short, John, but I'm over here. *(Laughter.)*

INTERNATIONAL PRESIDENT COSTA: Oh, Danny.

DELEGATE CASSELLA: I would like to second the nomination of Veronica Cobb out of 819. I can't think of a better person to represent the ATU at the AFL-CIO Conference. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay.

Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

Any other nominations? *(No response.)*

Okay. Nominations are now closed. *(Gavel knock.)*

And I would ask that International Secretary Kenny Kirk cast one ballot for Veronica Cobb, my president of Local 819. *(Applause.)*

VERONICA COBB ELECTED SECOND DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Veronica Cobb, AFL-CIO delegate No. 1. *(Applause.)*

The Chair recognizes Veronica Cobb, second delegate to the AFL-CIO Convention.

DELEGATE COBB: My name is Veronica Cobb and I proudly accept the nomination.

I thank Orlando Riley, my brother, and Danny Cassella, Local 726, and Nancy Spence.

Happy birthday, Nancy.

Happy anniversary to Karen Thomas and her husband.

And I proudly I'm so honored that the delegation is allowing me to represent you guys at the AFL-CIO Convention. Thank you, so much. I love you guys, too. I love you guys, too. *(Applause.)*

THIRD AFL-CIO CONVENTION DELEGATE

INTERNATIONAL PRESIDENT COSTA: It's the second delegate because I'm the first delegate per our Constitution. Right?

Okay nominations are now open for the third delegate. Mic. 5. Mic 3, I'm sorry.

Mic 3 oh, mic 2. I'm sorry, mic 2. John.

Nomination: John Courtney

DELEGATE POSPISHEK: John Pospishek, Vice President, ATU Local 265, San Jose, California.

Congratulations President Costa, on your well deserved reelection and I did want to thank you for the dedication from our local what happened up there recognizing the guys we lost. It was great.

I'm proud to stand before you to nominate my friend, my mentor, John Courtney. I think at this whole Convention you saw how strong this guy is. I'm very proud of him. We've had some dark days the last couple years.

'We have stepped out of those dark days'

Our local John has led this local and he has made it stronger. We have stepped out of those dark days. Somebody told me life is brutiful. It's brutal and beautiful.

So, you know, like looking at these faces, the support that everybody has given us, that's beautiful and I appreciate that. So we made it through.

'East Coast unionism'

So I just want a quick John came from Philadelphia out to California thank God. So shout out to Philly. He brought that East Coast unionism that we needed in California. We needed it in California. *(Applause.)*

There was something special that he brought to our local. He brought fight. He brought you know, he has

a labor that labor in his heart and soul that we didn't quite understand in California. And he unified this local in his teaching, organizing this local on how to organize. And just it's a beautiful thing.

And you know I just I'll leave it there. I don't want to go on.

But thank you, everybody. And that's why I want everybody to vote for John Courtney for the AFL-CIO Convention delegate.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name John Courtney has been nominated.

Mic. 5.

DELEGATE EVERS: Good morning, Jim Evers, Local 589.

'We're here for you'

I'm here today honored to second the nomination for John Courtney, a new friend, and hopefully, a longtime friend. God bless you, Brother. We love you. We're here for you.

I second the nomination for John Courtney. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE SINGH: Good morning, President Costa. Raj Singh, Local 265.

I would like to second the nomination for John Courtney. John is an amazing person. He's been a friend and a mentor. You know, until this day he claims he never wanted to be involved with the union when he moved to California but I'm not buying it.

'This man led us through hell'

Thanks to him we turned our local around and he is a fighter. And we have been through a lot in the last couple of years and this man led us through hell. This man showed up for work a day after being in the ICU for two weeks. Crazy SOB.

If elected, I know he will represent us well on the AFL-CIO board. So again, I second the nomination.

Thank you. *(Applause.)*

Nomination: Montigue Magruder

INTERNATIONAL PRESIDENT COSTA: Mic 4.

DELEGATE BASIR: Eric Basir, Local 308.

I nominate Brother Montigue Magruder at Local 689.

Brother Montigue is very passionate about union democracy. He believes in direct union democracy where the preamble of our Constitution in the Amalgamated Transit Union is followed to the letter so that everyone is involved in their union on the local and the International level.

Brother Montigue is in the Local that participated in a historic strike. This striking is our only weapon proved by history to get what we want and take from these billionaire blood suckers of the poor what we deserve.

Rank and file

Brother Montigue has experience when he was in another job with the International Workers of the World Industrial Workers of the World. He cares a lot about the members. He volunteers his own time to help the members and we need rank and file grassroots brothers like Montigue to represent our mighty union among the AFL-CIO.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Brother Montigue. What is his first name?

DELEGATE BASIR: Magruder, Magruder.

INTERNATIONAL PRESIDENT COSTA: Okay. The chair recognizes Brother Magruder has been nominated.

Mic 4.

Nomination: Tamieko Cook

DELEGATE PRICE: Good morning, Mr. Costa, Ken Price, ATU 587, president.

'A young voice'

I'm standing before this delegation to be proud to put the name Tamieko Cook, the recording secretary of 587. She's a voice, she's a young voice that will be heard for years to come, second generation ATU that has been an organizer for this International, for this 587, and will be a great fit for this AFL-CIO voice for labor across this nation, so thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The chair recognizes Tamieko Cook.

Mic 5 is on. Somebody shut the mic off. Mic 4.

DELEGATE LEAZER: Good morning. This is Terry Leazer, 758, Tacoma. We are here to second Tamieko Cook's nomination. *(Applause.)*

'She does a great job'

She does the job that she does for 587, we are 32 miles away, and she also helps us down in Tacoma. She does a great job, and I wish everybody would nominate her for the position.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, any other nominations? *(No response.)*

Okay. I will need the nominators to declare if they accept. John Courtney, do you accept?

DELEGATE COURTNEY: I accept. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Brother Magruder, do you accept? Brother Montigue, do you accept? Can you take the mic, please? *(Commotion from the floor.)*

INTERNATIONAL PRESIDENT COSTA: You don't need a second. Put Mic 3 on, please.

DELEGATE MACGRUDER: I hereby accept my nomination.

INTERNATIONAL PRESIDENT COSTA: And, Sister Cook, do you accept?

DELEGATE COOK: I happily accept.

Thank you. *(Applause.)*

BALLOTING

INTERNATIONAL PRESIDENT COSTA: Okay. Balloting Chairman, is he in the house? Good morning, Dwight. How are you?

COMMITTEE CHAIRPERSON MATTINGLY: Brothers and sisters, the Balloting Committee will begin preparing the ballot for the position of AFL-CIO.

INTERNATIONAL PRESIDENT COSTA: I'm sorry. We changed the rules this year, so we do all nominations first and then we'll vote to save time on this. *(Applause.)*

FOURTH AFL-CIO CONVENTION DELEGATE

COSTA: So I do want you to know that there's seven delegates and four alternates. Okay. So we have that listed, and now I will now open nominations are now open for the fourth delegate. Mic 3.

Nomination: P.L. Dates

DELEGATE JACKSON: Good morning. Good morning, everyone. Good morning, John.

INTERNATIONAL PRESIDENT COSTA: Good morning.

DELEGATE JACKSON: And your executive team. I stand here before you today to nominate my brother Mr. P.L. Dates of ATU Local 689. *(Applause.)*

'One of the hardest working brothers we have'

Dates is an executive board member and one of the hardest working brothers we have inside of 689. Dates has represented us well at the last AFL-CIO Conference, and we hope that we can get the support of the entire body in sending Mr. Dates back to represent ATU Local 689, Washington D.C. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name P.L. Dates has been nominated. Mic 3.

Mic 3 is done. Mic 2.

DELEGATE RILEY: Orlando Riley, Chairman, New Jersey State Council. New Jersey proudly supports and seconds P.L. Dates for AFL-CIO delegate.

INTERNATIONAL PRESIDENT COSTA: Mic 5.

DELEGATE McMILLAN: Michael McMillan, president and business agent, Local 1300, along with my executive board. We proudly are honored to support our brother, P.L. Dates of Local 689, and second the nomination.

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, any other nominations? *(No response.)*

Okay. Nominations are closed. *(Gavel knock.) (Applause.)*

And I would ask International Secretary Kenneth Kirk to cast one ballot for P.L. Dates.

P.L. DATES ELECTED FOURTH DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for P.L. Dates for AFL-CIO Delegate No. 4.

FIFTH AFL-CIO CONVENTION DELEGATE

INTERNATIONAL PRESIDENT COSTA: Okay, nominations are now open for the fifth delegate.

Mic 5.

Nomination: Jeffrey DiPerna

DELEGATE NICOTERO: Good morning, Mr. Chair, delegates, guests. Pardon me. I stand here today to

nominate a true leader with union at his heart and core. He's a US Navy Gulf War veteran. He's a son of a retired Local 85 power and signal repairman. I'm sorry. I got off track.

My name is Ross Nicotero, president and business agent of Local 85 in Pittsburgh. I'm here to nominate Jeffrey DiPerna. He's a Local 85 member since 1994. In 2000, he was elected to our executive board as a shop steward in the maintenance department. In 2003, he was elected to fulltime business agent for maintenance until 2020, when he took over for Sam Dinardo as FST Chairman.

Fighting outsourcing

One of the most he's always fought for better wages, work rules, seniority, and, most importantly, against subcontracting. One particular was the historic Monongahela Incline in Pittsburgh, P.A. The company tried to outsource it. That ideology failed, as Jeff filed charges on them. Because of his dedication to this great Union, Local 85 maintains and operates the Monongahela Incline to this day. *(Applause.)*

I stand here proudly and honored to nominate my friend, my brother, Jeffrey DiPerna, for spot No. 5 for the AFL-CIO.

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes Jeff DiPerna, name nominated.

Mic No. 1.

DELEGATE D'ARMIENTO: Good morning, brothers and sisters, President Costa, Pino D'Armiento, Local 113.

I'm here to second the nomination of my brother, my good friend, Jeffrey DiPerna. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Mic 5.

DELEGATE BARRETT: Kevin Barrett, Local 85, vice president, Pittsburgh, P.A.

Making history in Pittsburgh

I'm here to second the nomination of a very good friend of mine, Jeffrey DiPerna, who made history in Pittsburgh in 2006 by being reelected to the

maintenance business agent position. It never happened in Pittsburgh until that day. He held that position, as Ross said, until he moved up. Extremely proud of that young man at that time because I told him to his face I did not think he was ready. He proved me wrong over and over again.

I stand here to second the nomination of Jeffrey DiPerna for AFL-CIO Delegate No. 5. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, any other nominations? *(No response.)*

Nominations are closed. *(Gavel knock.)*

(Applause.)

And I would ask International Secretary Kirk to cast one ballot for Jeffrey DiPerna, AFL-CIO Delegate No. 5.

JEFFREY DIPERNA ELECTED FIFTH DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Jeffrey DiPerna, Local 85 for AFL-CIO Delegate No. 5. *(Applause.)*

SIXTH AFL-CIO CONVENTION DELEGATE

INTERNATIONAL PRESIDENT COSTA: Nominations are now open for the 6th delegate. Mic 6.

Nomination: Keith Hill

'My sixth and final conference as a delegate'

DELEGATE DIXON: Thank you, John. Good morning to you and the executive board. I stand proudly to nominate this next brother, who I worked with over the years, and before I say that, this is my

sixth and final conference as a delegate, so I'm proud to go out speaking on behalf of this next brother for AFL-CIO, Keith Hill, president of Local 241.

This brother I have been working with for a number of years, and he always fights for his members. So, once again, I am proud to nominate Keith Hill, president, Local 241, No. 6 delegate for the AFL-CIO. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The chair recognizes Keith Hill's name nominated. Mic 3.

DELEGATE WILLIAMS: Good morning, everyone. Congratulations, President Costa, GEB Board.

My name is Marqueal Williams. I'm the assistant business agent, maintenance for Local 241 and president of the Illinois Joint Conference Board.

'Fighter on the political stage'

I second the nomination for my president, Keith D. Hill. In Chicago, as you know, a long political road goes on in Chicago. Our president for our members, this is the members of 241, 308 as well, and everybody on the property spoke to legislature and got our pension down, our health care trust that we were paying 3 percent to 2 percent, so he's a fighter on the political stage with the legislators.

'Organizer of maintenance'

Organizer of maintenance, and John will tell you and Ray will tell you as well, when they came to our maintenance department, no, they was not leaving out pretty much alive because maintenance kind of had it with 241. But since Keith took over, you as well John, and you know this, maintenance right now has come together. We are standing strong. This is maintenance back here. We are standing strong, and we are nominating Keith D. Hill for AFL-CIO delegate for ATU. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic No. 6.

DELEGATE LANE: Hi, I'm Deborah Lane from ATU Local 308. I stand proudly.

'A man who understands a woman's place too is at the table'

Again, this is my last Convention also but I would like to stand proudly and all of us women of ATU to second the nomination for a man who pushes women to the letter. For a man who understands that a woman's place too is at the table. A man that encourages us to be strong. He can't stand no weak woman. A man that understands iron sharpens iron with no intimidation.

So I proudly second the nomination for Keith D. Hill.

(Applause.)

INTERNATIONAL PRESIDENT COSTA: Mic No. 5.

Nomination: Mustafa Salahuddin

DELEGATE CHIN: Good morning, President Costa. I would like to nominate a person that really has helped me throughout my endeavor as a president of my local union, 1622. And my name is Oswaldo Chin.

I would like to nominate for the position No. 6 Mustafa Salahuddin. Thank you.

INTERNATIONAL PRESIDENT COSTA: Mustafa Salahuddin has been nominated.

Okay. Any other nominations?

Mic. 5.

'He is a guy that really deserves to have a voice'

DELEGATE MARTINAJ: I would like to second, too. Mustafa is a good guy. He's been working with us and he deserves that. He is a guy that really deserves to have a voice.

My name is Artan Martinaj, business agent, Local 425, Hartford, Connecticut.

(Applause.)

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations?

(No response.)

Are there any other nominations?

(No response.)

And final, are there any other nominations?

(No response.)

Nominations closed.

(Gavel knock.)

And we have the names of Keith Hill and Mustafa. Okay.

COSTA: I thought we had one more, right, the 7th one. Nominations are now open for the 7th delegate oh, I'm sorry. All right. I would ask both candidates to get up and declare whether they accept. Mic 5.

DELEGATE SALAHUDDIN: Good morning, President, International President Costa.

Yes, I do proudly accept. Mustafa Salahuddin, ATU Local 1336 out of Bridgeport, Connecticut. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Keith, Mic. 6.

DELEGATE HILL: Good morning, President Costa and the body.

I, Keith D. Hill, proudly accept the nomination. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. The names Keith Hill and Mustafa will be put on the ballots.

SEVENTH AFL-CIO CONVENTION DELEGATE

COSTA: Okay. We're now going to open the 7th delegate to the AFL-CIO.

Mic 2.

Nomination: Carly Allen

DELEGATE CALDWELL: Good morning, my name is Jeff Caldwell. I'm the financial secretary for 1704 in San Bernardino, California.

Mr. Chairman, congratulations on your election. A proud moment in the history of ATU.

I'm standing here before you to nominate Carly Allen for the 7th delegate position to the AFL-CIO Convention.

I met Carly 11 years ago at the George Meany Center for the new president training.

Carly is a parttime president who works tirelessly for the members of the ATU in Toledo.

'A better life for the working people'

Carly's values and work ethic align with the one goal of the AFL-CIO to achieve a better life for the working people. Over the years, Carly has delivered legislative victories for her members and community.

I cannot think of anyone more suitable to represent the ATU at the AFL-CIO 7th seat at the Convention. I therefore nominate Carly Allen from Toledo, Ohio for that seat. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Carly Allen has been nominated.

Mic. 5.

DELEGATE CHAVERS: Hello, all my brothers and sisters. Carly is running for the 7th position for the AFL-CIO state board. I want to say a little bit about Carly because that is my sister and we met at Internationals as well, like Amanda and I.

Carly has plenty of titles, president/business agent of Local 697, Toledo, Ohio. She has been there for 11 years. The Ohio Legislative Board, Greater Northwest Ohio, AFL-CIO Executive Board and delegate, city of Toledo Board of Community Relations.

Proud mother

She is a proud mother of three beautiful children.

Carly and I, like I said, met at Internationals and Carly is a strong and positive sister who knows her stuff. I took to Carly right away because she remind me of me, strong, knowledgeable, positive, always willing to lend

a helping hand and to assist anyone at any time, not to mention Carly is beautiful inside and out.

'Each one teach one'

I have learned a lot from her as she has learned a lot from me. Like we say, each one teach one. Education is a vital tool and a woman's place is in her union.

Carly has been on many committees in her state of Ohio and throughout the ATU. She has accomplished several things in her local and is a fighter. She will give you it straight up no chaser.

I am indeed proud and it is an honor for me and my other beautiful sisters standing beside me and in back of me and beside me to present to you and nominate my sister, my lifetime friend Carly Allen for the 7th position of the AFL-CIO state board. *(Applause.)*

My name is Veronica Chavers, ATU Local 443. As you know, first lady. Carly, I wish you luck and I love you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic. 6.

DELEGATE WILLS: Good morning, President Costa, Secretary Kenneth Kirk, brothers and sisters of the ATU. My name is Tess Wills, president/business agent, Local 272, Youngstown, Ohio.

I come before you today to second the nomination of my sister, Carly Allen, for the 6th delegate position to the AFL-CIO.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations?

DELEGATES: Chorus of "noes."

And final, any other nominations?

DELEGATES: Chorus of "noes."

Hearing none, I would ask International Secretary-Treasurer Kenneth Kirk to come up and cast one ballot for Carly Allen for the 7th delegate spot. *(Applause.)*

CARLY ALLEN ELECTED SEVENTH DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL Secretary-Treasurer KIRK: I cast one unanimous ballot for Carly Allen for AFL-CIO Delegate No. 7. *(Applause.)*

ALTERNATE AFL-CIO CONVENTION DELEGATES

INTERNATIONAL PRESIDENT COSTA: Okay.

Nominations are now open for the first alternate delegate.

Mic 2.

She doesn't need to. She's already been elected, one ballot. You've only got to accept if there's a challenge. Only those that have challenges will have to declare.

FIRST ALTERNATE AFL-CIO CONVENTION DELEGATE

COSTA: No. 2 mic.

Nomination: Pablo Gonzalez

DELEGATE HERAGHTY: Good morning, brothers and sisters. My name is Martin Heraghty, president/business agent of Local 824 from the Jersey Shore.

Congratulations International President John Costa. John, thank you for your tireless work. You make New Jersey very proud.

Thank you.

I respectfully nominate Pablo Gonzalez from Local 820 as the first alternate AFL-CIO delegate. *(Applause.)*

I personally have known Pablo for over 20 years and I wish to share a quick point.

Could everyone take a moment here and think back at the age where you were at 10 years of age back in time and what you were doing in this great country of ours.

'Fleeing from his homeland of Cuba'

My nominee, Pablo Gonzalez, at the age of 10 in 1980 was on an overcrowded boat fleeing from his homeland of Cuba from Fidal Castro's communist regime.

There is an old Irish saying, Life experience will shape you into what you become. Pablo has become a true leader for his membership with his passion and willingness to get the job done everyday never forgetting from where he came and always looking forward.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Pablo Gonzalez has been nominated.

Mic 2.

DELEGATE MASON: Good morning, President Costa. I'm here to second the nomination for alternate delegate for Pablo Gonzalez. He is a great leader for his local, for his state and could be a great assist to his country. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE COLON: Good morning, my name is Manuel Colon. I'm the financial secretary of Local 820, proud member of the New Jersey Joint State Council and I'm here to stand to second the nomination for Pablo Gonzalez for first alternate delegate. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay.

Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, any other nominations? *(No response.)*

The nominations closed. *(Gavel knock.)*

(Applause.)

I would ask Secretary Kirk to cast one ballot for Pablo Gonzalez as first alternate.

PABLO GONZALEZ ELECTED FIRST ALTERNATE DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL Secretary-Treasurer KIRK: Mr. Chairman, I cast one unanimous ballot for Pablo

Gonzalez for AFL-CIO Alternate Delegate No. 1. *(Applause.)*

SECOND ALTERNATE DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL PRESIDENT COSTA: Nominations are now open for the second alternate delegate.

Mic. 5.

Nomination: Jim Evers

DELEGATE BERADINO: Good morning, President Costa. Congratulations on your reelection. Also congratulations to the GEB and all of the IVPs in their elections.

My name is Bill Berardino. I'm the vice president, assistant business agent for the Boston Carmen's Union Local 589.

The man I want to nominate for the second alternate has been balls to the walls since he has been elected in 2020.

'This man's feet has hit the ground running'

Three months into his term we were hit with COVID. This man traveled across the country and the state to secure PPE for our members while the company has not. This man's feet has hit the ground running. And on August 26th of this year this local was hit with an atomic bomb with a decision by a rogue arbitrator. I still don't understand how this man sleeps since this decision.

His leadership is monumental. His calls to the governor, state reps, senators, Marty Walsh, Boston Mayor Wu, the GEB, you. Everybody he has come in contact.

I am honored to nominate my friend, my brother, my president, Jim Evers to the No. 2 Alternate for the AFL-CIO Convention. *(Applause.)*

This man is a top leader and deserves that second spot.

INTERNATIONAL PRESIDENT COSTA: The name Jim Evers has been nominated.

Mic 1.

DELEGATE ALFRED: Good morning, everybody. My name is Marvin Alfred, president of ATU Local 113, and I'm here to second the nomination for Jim Evers for second alternate. *(Applause.)*

'A Friend to our local personally'

Jim Evers has been a friend to our local not just as a union representative. He has been a friend to our local personally. If you know this man, you know he is a leader and I look forward to supporting him to support everyone in the AFL-CIO.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE COURTNEY: Good morning, John Courtney, ATU Local 265, president/business agent.

'First name basis'

I stand here to support and to second the nomination of Jim Evers. When Marty Walsh and the IAFF International President Enzo is on a first name basis with you, you've really, really accomplished something.

And to watch this man over the years fight for his members. I watched him in a caucus meeting the other evening fighting for his members.

I stand here to second the nomination of Jim Evers. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic. 5.

All right can you shut the light off, please. Thank you.

Are there any other nominations?

DELEGATES: Chorus of "noes."

Any other nominations?

DELEGATES: Chorus of "noes."

And final, any other nominations?

DELEGATES: Chorus of "noes."

I declare the nominations closed and ask International Secretary Kenneth Kirk to cast one ballot for the second alternate spot Jim Evers.

JIM EVERS ELECTED SECOND ALTERNATE DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL Secretary-Treasurer KIRK: Mr. Chairman, I cast one unanimous ballot for Jim Evers for AFL-CIO Alternate Delegate No. 2. *(Applause.)*

THIRD ALTERNATE DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL PRESIDENT COSTA: Okay. Nominations are now open for the third alternate delegate.

Mic 3.

Nomination: Brent Payne

DELEGATE MOORE: Good morning, everyone. Brenda Moore, ATU Local 1091, Austin, Texas.

I stand to nominate my president, Brent Payne, for the third alternate for the AFL-CIO.

'He has taught us to fight'

Brent is a fighter for not only our local but he stands up for all ATU locals throughout country. He has taught us. He has taught us to fight. He has taught me everything that I know.

Brent has been an executive board officer, a president and a vice president over the past 24 years. He has experience as a trustee over the Pension Committee and he is a strong fighter and I know that he would be a wonderful voice for the AFL-CIO.

INTERNATIONAL PRESIDENT COSTA: The name Brent Payne has been nominated.

Mic. 6.

DELEGATE DUNAMS: Congratulations, IP Costa, to the GEB. I'm Britt Dunams, president for 732.

I rise to second that nomination for Brent Payne. He also has a theme song as we ready he say this is my song, get it in.

So I believe that Brent Payne will be a good for alternate 3 for the AFL-CIO. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 3.

DELEGATE JACKSON: Good morning again, to the delegates, Raymond Jackson, president/business agent, ATU Local 689. I also would like to second the nomination for my brother, Brent Payne. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, any other nominations? *(No response.)*

Okay. Nomination is closed. *(Gavel knock.)*

And I would ask IST Kirk to cast one ballot for the third alternate, Brent Payne.

BRENT PAYNE ELECTED THIRD ALTERNATE DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL Secretary-Treasurer KIRK: Mr. Chairman, I cast one unanimous ballot for Brent Payne, for AFL-CIO Delegate Alternate No. 3.

FOURTH ALTERNATE DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL PRESIDENT COSTA: Nominations are now open for the fourth alternate delegate. Mic 2.

Nomination: Jose DeJesus

DELEGATE CASSELLA: Danny Cassella, president/business agent of ATU Local 726, Staten Island, New York, Larry Hanley's Local.

New York City Transit

I'm here to nominate a great friend of mine, Jose DeJesus. I know you like that name, John, you like saying that, but Jose has been an officer of his union since 2010, a newly elected president, and I'll tell you, a guy took off running when he became president. And I really commend him, and we speak all of the time and dealing with New York City transit is not easy.

Like I said the other day, they employ hundreds of attorneys just to fight the unions. We have four ATU locals that represent members with the New York City Transit, and it's an honor to have Jose fighting alongside with us. I want to put Jose DeJesus forward.

INTERNATIONAL PRESIDENT COSTA: The name Jose DeJesus has been nominated.

Mic 2.

DELEGATE RILEY: Orlando Riley, New Jersey State Council, Chairman. I would like to second the nomination for my brother, Jose DeJesus, for alternate to the AFL-CIO. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE ALZATE: Good morning, Mr. Chairman. Once again, I would like to congratulate Team Costa on your elections.

I proudly stand here to second the nomination of AFL-CIO delegate fourth alternate position to my friend, president of ATU Local 1179 Jose DeJesus. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 6.

Nomination: Britt Dunams

DELEGATE WARD: Good morning, IP Costa, congratulations to your reelection and to the general executive board. My name is David Ward. I am the financial Secretary-Treasurer for Local 732 in Atlanta.

The individual that I want to nominate is an individual who actually attended my first grievance hearing over almost two decades ago. He has almost 30 years of experience. He is a negotiator. He is a leader. He is an individual currently working on five contract negotiations and he handles it. This is an individual who has prevailed many times in arbitration.

'He puts boots on the ground'

He puts boots on the ground. He was a profound leader during our push to get two senators elected in the last election in Georgia that gave us the majority in the Senate.

I want to express my solitude and my gratitude to Britt Dunams, the current president/business agent of ATU Local 732. I commend him on doing it the right way, starting off as a chief steward, a board member, a vice president, and the current president/business agent.

He is a standup individual. He loves his family. He loves his union, and he puts in tireless days and nights to make sure that we are okay.

And I thank him for that, and I nominate him for the fourth alternate position for the AFL-CIO Convention.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: The name Britt Dunams has been nominated.

Mic 4. Mic 4.

DELEGATE: Good morning, President Costa and to the GEB, congratulations on you guys election yesterday, outstanding. I would like to second the motion of Britt Dunams as the fourth alternate as the AFL-CIO.

INTERNATIONAL PRESIDENT COSTA: Mic 3.

DELEGATE: Good morning, President Costa and ATU delegation. Local 241 would like to second Britt Dunams for alternate position No. 4 AFL-CIO delegation.

INTERNATIONAL PRESIDENT COSTA: Mic 3. The mic's off. Okay. Are there any other are there any other nominations? *(No response.)*

Any other nominations? *(No response.)*

And final, any other nominations? *(No response.)*

All right. I will need you to declare. So, Jose, do you accept your nomination?

DELEGATE DeJESUS: I do accept nomination.

INTERNATIONAL PRESIDENT COSTA: Okay. Britt, do you accept your nomination?

DELEGATE DUNAMS: President Costa, I proudly accept.

INTERNATIONAL PRESIDENT COSTA: Okay. Nominations are closed, and Jose DeJesus and Britt Dunams are the names.

Okay. That closes nominations, and I would ask the chairman from the Balloting Committee to come up.

Okay. Delegation, I understand Cornel Neagu has left the Convention, and they are asking for an alternate, Arturo Buban, a delegate to represent from 134.

Are there any objections? *(No response.)*

DELEGATES: "So moved."

INTERNATIONAL PRESIDENT COSTA: Moved. Is it seconded?

DELEGATES: "Seconded."

COSTA: It is seconded. Discussion? *(No response.)*

Hearing none, all in favor, say aye.

DELEGATES: Chorus of "ayes."

Opposed. *(No response.)*

The ayes have it. *(Gavel knock.)*

Thank you, guys. Mr. Chairman.

BALLOTING

COMMITTEE CHAIRPERSON MATTINGLY: Brothers and sisters, the Balloting Committee will begin preparing the ballots for the positions of AFL-CIO delegates No. 3, 6, and Alternate Delegate Position No. 4.

When you vote, you will receive three separate ballots that will be colored differently. You will be able to vote

for each of these positions on a separate ballot but will be handed those at the same time.

Under the election rules passed by the Convention, each candidate is entitled to two election observers but must submit the name of any observers to the International Secretary-Treasurer prior to voting. I ask that any observers immediately proceed to the balloting room.

We appreciate your patience, as we prepare the ballots. When the ballots are ready, I will make an announcement that the Balloting Committee is prepared to commence the voting.

The committee members will vote first, then the candidate observers will vote next. Upon the conclusion of that process, I will call delegates to vote by their seating area in this hall.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman. While we are conducting the elections, we are going to continue with some reports, so we now have a few reports that we have to catch up. And the first one is so we are going to wait until the counting. All right. Okay.

(Ballot preparation in progress.)

(Gavel knocks.)

INTERNATIONAL PRESIDENT COSTA: Could I have your attention, please.

I have been told that balloting elections haven't started yet and a couple candidates have approached and said they wanted to take their names off the ballot.

So I'll take this opportunity if they want to take the mic before the ballots are voted on and if anybody is dropping their name.

Okay. I don't see no lights.

Mic. 6.

Dunams withdraws nomination

DELEGATE DUNAMS: President Britt Dunams, Atlanta, Georgia 732, president/business agent.

At this time, I will withdraw my name for the alternate of 4. Coming to these Conventions, you know, I look as even with the title Stronger Together. I want to make sure that ATU continues to build. My brother Jose as president from up top New Jersey, I respect him but I'll just take the time to bow out this time but I want to let you know the work that we're doing down in Atlanta, Georgia should be recognized. *(Applause.)*

To get two senators into office, to get Biden into office and we got some other political fights. I will take my time, my efforts to go kick ass there in Georgia. So I appreciate for the AFL-CIO opportunity but I will bow out at this time. I appreciate it. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. The name Britt Dunams has asked to have his name withdrawn. Thank you, Britt, and we'll withdraw your name. *(Gavel knock.)*

(Applause.)

Okay. I don't see anybody else is up. No more lights. Thank you. We're waiting for the ballots to be done before voting. And once we get that done, we'll announce the voting.

(Preparation of ballots.)

INTERNATIONAL PRESIDENT COSTA: All right. We've got an announcement, Sarah, about the shuttles.

SAEZ: Yes. Today buses to the airport will run from noon until 8:00 p.m. and Saturday, September 24th, from 7:00 a.m. to 6:00 p.m. from the tour lobby.

INTERNATIONAL PRESIDENT COSTA: Thank you, Sarah.

As we put the ballots together before we had Britt Dunams had announced that he was withdrawing his name from the nominations. So therefore with Britt withdrawing his name let me just look at where he was in this thing. He was 4 of the AFL-CIO delegates, right? Alternates. Thank you. Let me go to here.

So that would be the 4th one. So that would be leaving Jose DeJesus. So therefore since Britt pulled his name, we'll have to redo nominations. That's what I'm being told?

So are there any other nominations for the 4th alternate delegates?

I'm going to reopen nominations. Britt Dunams pulled his name back. We have Jose DeJesus whose name is still on and is there anyone else any other nominations for this seat?

DELEGATES: Chorus of "noes."

My last and final, are there any other nominations for the 4th alternate delegate to the AFL-CIO?

DELEGATES: Chorus of "noes."

COSTA: All right. Hearing none, and seeing no mics, nominations closed. (*Gavel knock.*)

(*Applause.*)

And I would ask that International Secretary-Treasurer Kenneth Kirk cast one ballot for Jose DeJesus for the 4th alternate to the AFL-CIO.

JOSE DEJESUS ELECTED FOURTH ALTERNATE DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL Secretary-Treasurer KIRK: Mr. Chairman, I cast one unanimous ballot for Jose DeJesus for AFL-CIO Delegate Alternate Delegate No. 4. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: When we reconvene if Jose would like to take the mic I assume he is out of the room we'll give him that opportunity.

Mr. Chairman.

COMMITTEE CHAIRPERSON MATTINGLY: We're ready to begin the balloting process, voting process. So please as your row is called, go through the same that we did yesterday.

You may proceed, Sergeant-At-Arms.

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

(*Voting in progress.*)

INTERNATIONAL PRESIDENT COSTA: Okay. We need the Resolution Committee to meet in



Veronica Cobb Elected Second Delegate to the AFL-CIO Convention



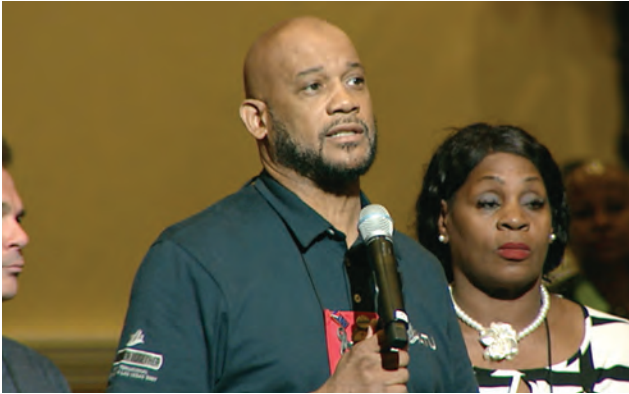
John Courtney Elected Third Delegate to the AFL-CIO Convention



P.L. Dates Elected Fourth Delegate to the AFL-CIO Convention



Jeffrey DiPerna Elected Fifth Delegate to the AFL-CIO Convention



Mustafa Salabuddin Elected Sixth Delegate to the AFL-CIO Convention



Brent Payne Elected Third Alternate Delegate to the AFL-CIO Convention



Carly Allen Elected Seventh Delegate to the AFL-CIO Convention



Jose DeJesus Elected Fourth Alternate Delegate to the AFL-CIO Convention



Pablo Gonzalez Elected First Alternate Delegate to the AFL-CIO Convention



Jim Evers Elected Second Alternate Delegate to the AFL-CIO Convention

Octavius 15 now. Meet now.

Now we are going to have a few remaining committee reports, and the first one is the Organizing and Collective Bargaining Committee.

Want to come up.

ORGANIZING AND COLLECTIVE BARGAINING COMMITTEE REPORT

COMMITTEE CHAIRPERSON BRADFORD:
Thank you, President Costa.

Mr. Chairman, delegates of the 60th Convention of the Amalgamated Transit Union, I am pleased to submit the report of the Organizing and Collective Bargaining Committee.

The committee gave ample consideration and full



Lorence Bradford, President/Business Agent, Local 1756-Arcadia CA

discussion to Resolutions V, W, X, Y, Z, and EE or DoubleE, if we can say, which were referred to us by the Resolutions Committee.

On Resolution V, the committee wishes to emphasize that while inflation, long progressions, rising health care costs, and threats to retirement security posed serious challenges to transit workers, coordinated strategic campaigns, and coordinated collective bargaining have been successful in improving the lives of ATU members where they have been deployed.

The full text of the resolution is provided to you in the Convention app. In an effort to expedite the report, the committee determined that instead of reading the resolution in its entirety, we will read starting with the “Therefore, be it resolved” clause.

RESOLUTION V: Enhancing Contract Standards

Submitted by the Amalgamated Transit Union

WHEREAS, the ATU is the largest transit union in North America and will remain in that position by fighting for and defending the best collective bargaining agreements in both the public and private sectors of our industry; and

WHEREAS, transit workers’ wages have not kept pace with inflation due to employer demands for austerity, wage tiers, and long progressions; and

WHEREAS, healthcare costs have risen at alarming rates, with employers cutting benefits and shifting the financial burden of those increases to transit workers; and

WHEREAS, transit workers’ retirement security has been threatened through employer attacks on defined benefit pension plans; and

WHEREAS, employers’ use of new technologies has subjected transit workers to undue scrutiny and management harassment; and

WHEREAS, private sector contracting threatens to further diminish wages, benefits, and working conditions to the detriment of all transit workers in the United States and Canada; and

WHEREAS, private contractors routinely submit irresponsibly low bids and demand that transit workers take concessions to fund them; and

WHEREAS, the ATU derives its power from the strength and solidarity of a united membership; and,

WHEREAS, coordinated strategic campaigns and coordinated collective bargaining have been successful in raising industry standards and improving the lives of transit workers in places they have been deployed;

THEREFORE, BE IT RESOLVED, that the ATU steadfastly opposes any concessions on wages, benefits, and working conditions sought by employers in the public or private sectors; and

FURTHER, BE IT RESOLVED that the International Union will continue to assist local unions in strategic planning and coordinated campaigns to strengthen local unions’ bargaining position, lead the fight against privatization, and improve the lives of transit workers; and

FURTHER, BE IT RESOLVED that the International Union will continue to develop programs to address the changing landscape of technologies deployed in the transit industry and protect good paying jobs; and

FURTHER, BE IT RESOLVED that the ATU Joint Industry Councils shall continue to work with their respective local unions to address issues of common concern and raise contract standards; and

FURTHER, BE IT RESOLVED that the ATU restates and reaffirms its opposition to privatization and its position that public transit is a public service that should be provided by public sector employees.

BRADFORD: The committee recommends concurrence with this resolution, and I so move, Mr. Chairman.

DELEGATES: “Seconds”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the recommendations of the committee.

Any discussion? (*No response.*)

Hearing none, all in favor, say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)
(*Applause.*)

COMMITTEE CHAIRPERSON BRADFORD: On Resolution W, the committee wishes to emphasize that the existence of unorganized workers undercuts existing ATU contracts, undermines our hardfought wage and benefit gains and threatens our local unions.

ATU can resolve this problem by inviting the masses of unorganized transit workers into our existing Local unions to build our strength, enable ATU to negotiate stronger contracts, and ensure dignity walltoward in each workplace and jurisdiction.

The full text of this resolution is provided to you in the Convention app. In an effort to expedite this report, the committee will read starting with the “Therefore, be it resolved” clause.

RESOLUTION W: Organizing the Unorganized

Submitted by Amalgamated Transit Union

WHEREAS, the future progress of the working class depends upon the solution of the question of the unorganized; and

WHEREAS, a fundamental mission of the ATU is to organize the millions of unorganized transit workers across Canada and the United States, whether in municipal mass transit, microtransit, paratransit, nonemergency medical transportation, student transportation, intercity and commuter

bus lines, shuttle buses, rideshare services or related positions; and

WHEREAS, the existence of unorganized workers undercuts existing ATU contracts, undermines our hardfought wage and benefit gains and threatens our local unions; and

WHEREAS, these struggles can be resolved in our favor by drawing the masses of unorganized transit workers into our union to build our strength enabling ATU to negotiate strong contracts and ensure dignity in the workplace; and

WHEREAS, many of our local unions have lost density due to the fragmentation of bargaining units due to privatization of services and the rise of microtransit service and the rideshare industry, which often provide a subliving wage; and

WHEREAS, the key strategy for building serious longterm power through organizing the unorganized is to focus resources in specific geographies such as local, regional, or state/provincialwide transit markets; and

WHEREAS, the key goal should be increasing the percentage of unionized transit workers in a specific jurisdiction to the greatest extent possible; and

WHEREAS, the ATU has demonstrated success in organizing unorganized workers in Canada and the United States across the transit industry; and

WHEREAS, since the close of the last Convention, ATU has won 82 organizing victories, across 38 ATU local unions, in 21 states and four provinces bringing strong ATU representation to thousands of unorganized workers;

THEREFORE, BE IT RESOLVED, that the ATU, under the direction of the International President, shall focus its new organizing energies on building union density in the transit industry in areas where we already have density and where new footholds for new organizing can be established to support our existing locals; and

FURTHER, BE IT RESOLVED, that the ATU will continue to train local union officers, stewards and members to better equip local unions for successful organizing campaigns; and

FURTHER, BE IT RESOLVED, that the ATU in conjunction with local unions will commit appropriate resources to pursue strategic organizing leads, conduct appropriate research and gather pertinent information to ensure successful organizing campaigns; and

FURTHER, BE IT RESOLVED, that the ATU will analyze organizing opportunities and conduct strategic organizing campaigns.

BRADFORD: The committee recommends concurrence with this resolution, and I so move, Mr. Chairman.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the committee’s recommendation.

Any discussion? (*No response.*)

All in favor, say eye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee’s recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

On Resolution X I know it probably sounded like S, but X. The committee wishes to emphasize that ATU is an I’m sorry the committee wishes to emphasize that ATU is a union that embraces member democracy and local autonomy I’m sorry that believes that the members are the source of the union’s power and that the collective bargaining process affects and should involve all members.

The full text of this resolution is provided to you in the Convention app. In an effort to expedite this report, the committee will read starting with the “Therefore, be it resolved” clause.

RESOLUTION X: Strengthening Collective Bargaining and Contract Campaigns

Submitted by Amalgamated Transit Union

WHEREAS, ATU embraces member democracy and local autonomy; and

WHEREAS, the source of the union’s power is an educated and active membership; and

WHEREAS, the collective bargaining process affects and should involve all members; and

WHEREAS, transit industry employers increasingly demand inhumane concessions of heroic frontline workers and attempt to undermine collective bargaining through disinformation; and

WHEREAS, a growing number of jurisdictions are pursuing legislation to weaken unions and tip the scales in favor of employers, threatening labor peace; and

WHEREAS, ATU local unions have achieved their bargaining goals by mobilizing a majority of members to participate in a campaign and prepare for a strike;

THEREFORE, BE IT RESOLVED, that the ATU encourages local unions to expand the use of open and transparent collective bargaining techniques, including the use of rankandfile observers at the table; and

THEREFORE, BE IT FURTHER RESOLVED, that the ATU encourages local unions to recruit at least 10% of each bargaining unit into volunteer roles to mobilize a majority of the membership in campaign activities; and

THEREFORE, BE IT RESOLVED, that the ATU encourages local unions who are able to establish special defense and strike funds to improve their leverage in collective bargaining.

BRADFORD: The committee recommends concurrence with this resolution. I so move.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and a seconded to adopt the resolution of the committee.

Is there any discussion? (*No response.*)

Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

COSTA: Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

COMMITTEE CHAIRPERSON BRADFORD: All righty. On Resolution Y, the committee wishes to emphasize that transit agencies across North America are implementing so-called “microtransit” services that offer flexible routes and on-demand scheduling. Microtransit will likely become more prevalent because it has the potential to be popular with riders when properly designed and executed.

However, transit agencies may cynically use microtransit to contract out transit service to private companies that profit by misclassifying drivers or using low-wage nonunion labor.

The full text of this resolution is provided to you in the Convention app. In an effort to expedite this report, the committee will read starting with the “Therefore, be it resolved” clause.

RESOLUTION Y: Curbing Microtransit And Promoting A Union Workforce

Submitted by Amalgamated Transit Union

WHEREAS, transit agencies across North America are implementing so-called “microtransit” service by operating small-scale, on-demand public transit services that offer flexible routes and on-demand scheduling; and

WHEREAS, these services generally involve large vans or minibuses, using mobile apps to match passengers making similar trips in a single vehicle; and

WHEREAS, microtransit service has the potential to give riders the power to manage their own transportation, making it a popular service when properly designed and executed, and

WHEREAS, microtransit will likely become more prevalent, especially in those parts of our agencies’

service areas that have low ridership or do not have extensive fixed route bus service; and

WHEREAS, improperly designed and executed microtransit service will congest streets, increase tailpipe emissions, and starve greener and more efficient transit modes; and

WHEREAS, properly designed and executed microtransit service would create more first and last-mile connections to transportation hubs so as to boost ridership on greener and more efficient fixed-route transit modes; and

WHEREAS, some transit agencies’ implementation of microtransit service have been cynical efforts to contract out transit service to low-road private companies that profit by misclassifying drivers as independent contractors or by using low-wage nonunion labor; and

WHEREAS, the ATU has successfully negotiated the provision of microtransit service at some agencies to ensure that the work be performed by ATU members at negotiated wages, benefits and terms and conditions of employment;

THEREFORE, BE IT RESOLVED, that the ATU shall work with transit rider coalitions to require that transit systems seeking to implement microtransit service to do so in a manner that improves transit service, and boosts ridership on fixed-route modes instead of congesting streets, boosting tailpipe emissions and impoverishing transit workers; and.

FURTHER, BE IT RESOLVED, that the ATU shall work to ensure that new microtransit services are targeted to areas where fixed route bus service would be infeasible; and

FURTHER, BE IT RESOLVED, that the ATU shall work to negotiate agreements that require that microtransit service is performed in-house by existing, experienced, union-represented public transit workers; and

FURTHER, BE IT RESOLVED, that the ATU will organize unorganized microtransit workers to improve their lives and the lives of the passengers who depend on their services; and

FURTHER, BE IT RESOLVED, the ATU will work to improve working conditions for microtransit workers, including by negotiating strong collective bargaining agreements.

BRADFORD: The committee recommends concurrence with this resolution, and I so move, Mr Chairman.

DELEGATES: “Seconds.”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? (*No response.*)

Hearing none, all in favor, say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee report is adopted. (*Gavel knock.*)

(*Applause.*)

COMMITTEE CHAIRPERSON BRADFORD: All right. On Resolution Z, the committee wishes to emphasize that the scourge of transit privatization continues to grow across the U.S. and Canada and is likely to increase as COVIDera funding stimulus fades. Workers employed by these companies see their standard of living reduced, and over time, transportation services provided to our communities are diminished.

The full text of this resolution, as amended, is provided to you in the Convention app. In an effort to expedite this report, the committee will read starting with the “Therefore, be it resolved” clause.

RESOLUTION Z: Fighting Transit Privatization

Submitted by Amalgamated Transit Union

WHEREAS, as transit systems throughout North America continue to suffer from the lack of funding, many are pushed to privatization as a proposed solution to their financial problems; and

WHEREAS, although private companies claim that they will be able to provide better service at lower cost, their promises are almost always proven false; and

WHEREAS, often, transit systems that contract out their services to private companies must soon deal with deep service cuts, maintenance concerns, high employee turnover, fewer experienced workers and a decreased level of safety and security measures; and

WHEREAS, systems usually find that any initial incremental savings found after privatizing generally disappear in future rounds of contracting; and

WHEREAS, private companies operate only on the profit motive with no incentives to provide high quality service, and they have no accountability to the public; and

WHEREAS, transit agencies have adopted bidding and procurement processes which award service agreements to the lowest bidder, even when bids are unrealistic, irresponsible and predictably will result in future modifications to increase how much the agency must pay the low bidder; and

WHEREAS, transit agencies issue requests for proposals (RFPs) and enter into service agreements with private contractors which fail to include labor protections that ensure transit workers continue employment at existing terms and conditions and with representation by the ATU; and

WHEREAS, workers that are employed by the contracting companies see their standard of living reduced, and overtime, transportation services provided to the communities are diminished; and

WHEREAS, transit agencies that contract out find that they have lost control of their transit system, leaving them powerless when residents raise real concerns; and

WHEREAS, in order to ensure that transit systems adhere to certain standards when considering the privatization of public transit services, states and provinces should implement guiding policies to guarantee that any potential cost savings are

properly measured and weighed against potential adverse effects on safety and service;

THEREFORE, BE IT RESOLVED, that the ATU will continue to provide training to its members and educate policy makers at all levels of government in the U.S. and Canada about the dangers of transit privatization; and

FURTHER, BE IT RESOLVED, that the ATU will support legislation requiring public transit operators to ensure that all relevant factors are taken into consideration before they contract out transit services, requiring a cost analysis of the work to be done, which shall be used to assess whether it is more effective to use employees of a private business entity or existing employees; and

FURTHER, BE IT RESOLVED, that the ATU will urge policy makers to require potential bidders to have a demonstrated ability of providing high quality transit services, which equal or exceed the quality of services which could be provided by state, provincial and local public transit agencies and municipalities; and

FURTHER, BE IT RESOLVED, the ATU in conjunction with local unions will advocate that RFPs and service agreements contain labor protections that ensure that transit workers continue employment at existing terms and conditions and with representation by the ATU.

BRADFORD: The committee recommends concurrence with this resolution, as amended, and I so move.

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's moved and seconded to adopt the recommendation of the committee.

Is there any discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of "ayes."

Opposed. *(No response.)*

The committee recommendation is adopted. *(Gavel knock.)*

(Applause.)

On Resolution EE, the committee wishes to emphasize that the price of inflation has been rising for two years and currently runs at 8 percent. Despite this, many union contracts have locked in 2 to 3 percent pay hikes, translating into a pay cut in these inflationary times. It's critical that ATU join Local 1005 in supporting the costofliving adjustment plus 1 percent for upcoming contracts.

The full text of this resolution is provided to you in the Convention app. In an effort to expedite the report the committee will read starting with the "Therefore, be it resolved" clause.

RESOLUTION EE: Protecting Working Families By Negotiating COLA Increases

Submitted by Local 1005 Minneapolis, MN

WHEREAS, price inflation has been rising for over two years, dramatically cutting into the living standards of workingclass families; and

WHEREAS, many union contracts have locked into 2% and 3% pay hikes, while inflation runs above 8%, effectively a cut in pay; and

WHEREAS, Amalgamated Transit Union Local 1005, it's Executive Board, Contract Action Team, and its members stand on record in support of a CostofLiving Adjustment (COLA) plus One Percent (COLA+1) for its upcoming contract;

THEREFORE, BE IT RESOLVED, that the union movement return to promoting COLA raises in all contracts, as the labor movement did in the 1970s and 1980s when high inflation was rampant; and

FURTHER, BE IT RESOLVED, that, given the support for labor unions is at its highest in decades, the labor movement give a clear lead in the way forward for the entire working class, organized and unorganized, as it has done historically; and

FURTHER, BE IT RESOLVED, that ATU International support promotion of a COLA Plus 1% (COLA+1) demand in all upcoming ATU contracts.

BRADFORD: The committee recommends concurrence with this resolution and I so move, Mr. Chairman

(Seconds from the delegation.)

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and second to adopt the recommendations of the committee.

Is there any discussion?

Mic. 6.

DELEGATE TIMLIN: Thank you, Chair. I'm Ryan Timlin from ATU Local 1005. I'll keep it short because I know everybody wants to get moving today.



Ryan Timlin, President/Business Agent, Local 1005-
Minneapolis/St. Paul MN

ATU members and working class people everywhere now with the rising inflation and rising prices have been exceeding wages, what wages people have been getting. If raises don't keep pace with inflation, that means we get pay cuts in real dollars.

COLA plus 1

ATU Local 1005 in Minneapolis and its executive board and contract action team and its members stand on the record in support of costofliving adjustment plus 1 percent. So COLA plus 1 for our upcoming contract.

ATU and the entire labor movement should return to the demand that was stated earlier from the '70s and '80s. In the '70s, there was a giant strike wave against the U.S. including wildcat strikes of around

200,000 postal workers. These postal workers won demands like COLA out of those struggles along with other gains.

This is a bold demand that is going to take a fighting movement of members taking direct collective action including strikes and our members will be excited to fight and participate in our contract campaigns when they know they are fighting for bold demands which will greatly improve their lives and their family lives.

We are Stronger Together when we fight together and the same bold demands when we fight together on the same bold demands.

All workers organized and unorganized need to feel confident that they too can fight and struggle for COLA plus 1 alongside ATU.

'Sharpest demand in our upcoming struggles'

Like the 8-hour working day and the fight for 15 minimum wage, the labor movement should make COLA plus 1 the sharpest demand in our upcoming struggles.

Just one thing I would like to add or two things quickly, I would like to add is, one, as president of my local, my wages are much higher than most of our members. I try to keep in touch with what they are making. One of the things I do is donate about a third of my wages to the labor movement to assist in campaigns like this. *(Applause.)*

I also want to say I was proud the other day when the resolution came back to the floor for the 30 percent and the adjustment was made by you all. I want to say that was a proud moment for us to re look at that situation and I want to commend the membership for that. *(Applause.)*

Let's fight together to enshrine COLA plus 1 as a minimum that all ATU locals will fight for so the membership can win what we deserve. A vote yes on COLA plus 1 solidarity. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Any other discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)

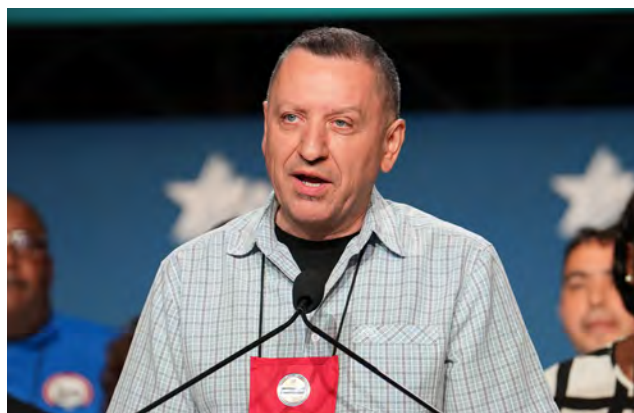
(*Applause.*)

COMMITTEE CHAIRPERSON BRADFORD:
Thank you, Mr. Chairman.

And now it's my honor to introduce one of the coolest cats I've had a chance to work with, Secretary Damir Begovic. I hope I didn't mess up your name of ATU Local 569 will read the names of one of the greatest groups I've had the chance to work with, the Organizing and Collective Bargaining Committee, and I will hand it off to our Secretary. (*Applause.*)

COMMITTEE SECRETARY BEGOVIC: Thank you, Mr. Chair for appointing me to the committee.

Good afternoon, sisters and brothers, please join me today in recognizing the delegates of this committee.



Damir Begovic, Local 569-Edmonton, AB

Lorence Bradford, Local 1756, *chair*

Damir Begovic, Local 569, *secretary*

Aleem Tharani, Local 113

Jason DaSilva, Local 113

Cornel Neagu, Local 134

Hariqbal Bal, Local 279

Veronica Chavers, Local 443

James Harrington, Local 448

Darlene Malayko, Local 569

Rajinder Jessel, Local 583

Lisa Medeiros, Local 589

Alphonza Clements, Local 689

Rachid Mhamdi, Local 689

Chris Byford, Local 846

Miriam Wynn, Local 1005

Alfredo Molina, Local 1027

Brenda Moore, Local 1091

Renee Jean Louis, Local 1181

Arcadio Fret, Local 1181

James Van Gerwen, Local 1505

Murad Thomas, Local 1587

Allen Peressini, Local 1722

Paul Tischer, Local 1765

Judi DeRusha, Local 1776

Patricia Hall, Local 1777

BEGOVIC: The committee also wishes to thank International Vice President Natalie Perez Cruz for her contributions to this committee.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Secretary, Mr. Chairman, committee members. Job well done.

Thank you. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Okay. Next, we have the Political Action Committee.

Can you come up, please.

POLITICAL ACTION COMMITTEE REPORT

COMMITTEE CHAIRPERSON ALLEN: Mr. Chairman, I am pleased to present the report of the Political Action Committee.

Officers and delegates of the 60th Convention of the Amalgamated Transit Union, we, your committee



Carly Allen, President/Business Agent, Local 697-Toledo, OH

on Political Action submit the following for your consideration and approval.

The committee met and had a lively discussion about the current status of the ATU political program in the United States and Canada as well as the best way to educate all ATU members in the political process.

The committee also gave ample consideration and full discussion to Resolutions G, H, I, J, K and L, which were referred to us by the Resolutions Committee.

In an effort to expedite this report, the committee determined that instead of reading all of the clauses in each resolution, the body and the intent of each resolution starting with the “Therefore, be it resolved” clause would be read. At this time I would therefore move that we go to the resolved clause of the resolutions and allow me to read them in an effort to expedite the consideration of these important matters. The resolutions in their entirety will appear in the official proceedings.

DELEGATES: “Seconds”

INTERNATIONAL PRESIDENT COSTA: It’s moved and seconded.

Any discussion? (No response.)

All in favor say aye

DELEGATES: Chorus of ‘ayes.’

Opposed. (No response.)

Ayes have it. (Gavel knock.)

COMMITTEE CHAIRPERSON ALLEN: We first turn

to Resolution G submitted by the Amalgamated Transit Union, the Passing the Richard L. Trumka Protecting the Right to Organize better known as the PRO Act.

RESOLUTION G: Passing the Richard L. Trumka Protecting the Right to Organize (PRO) Act

Submitted by Amalgamated Transit Union

WHEREAS, the COVID-19 crisis heightened our awareness of the challenges faced by essential workers as they fight for higher wages, better benefits, and especially safer working conditions; and

WHEREAS, the pandemic showed the world the true meaning of “heroes,” and frontline employees like transit, Over-the-Road bus and school bus workers deserve a federal labor framework that is built to ensure that hard working people are getting their fair share of economic growth; and

WHEREAS, often times when low paid transit, Over-the-Road bus and school bus employees attempt to improve their standard of living by joining a union, they are thwarted by coldblooded multinational companies which do everything they can to squash workers’ dreams, and current U.S. labor laws enable them to do so; and

WHEREAS, private transit employers regularly violate the National Labor Relations Act (NLRA) with no consequences; and

WHEREAS, workers are forced to attend “captive audience” meetings whose sole purpose is to intimidate them into voting against the union, and companies place massive pressure on workers living in poverty with their families and tell them lies about what it means to join a union; and

WHEREAS, even when workers actually vote to join a union, companies still contest valid elections and work ruthlessly to decertify the bargaining unit and bust the union before they get a chance to negotiate a first contract; and

WHEREAS, the PRO Act would modernize the NLRA by bringing its remedies in line with other workplace laws; and

WHEREAS, the bill would impose financial penalties on companies and individual corporate officers who violate the law and give workers the option of bringing their case to federal court; and

WHEREAS, the bill would repeal right to work laws in the private sector; and

WHEREAS, the bill would make elections fairer by prohibiting employers from requiring their employees to attend “captive audience” meetings; and

WHEREAS, the bill would ensure that employees are not deprived of their right to a union because an employer deliberately misclassifies them as supervisors or independent contractors; and

WHEREAS, the PRO Act protects employees’ right to strike by preventing employers from hiring permanent replacement workers; and

WHEREAS, longtime AFL-CIO President Richard Trumka, who tragically died suddenly in 2021, boldly led the American labor movement’s campaign to pass the PRO Act for many years; and

WHEREAS, the bill passed the U.S. House of Representatives but is stalled in the Senate; and

WHEREAS, President Biden has called on the Senate to pass the bill and send it to his desk for signature; and

THEREFORE, BE IT RESOLVED, that the ATU shall continue to work in coalition with the AFL-CIO and other allies to pass the PRO Act so that workers can freely decide whether to join a union and enjoy the benefits of union representation and a higher standard of living.

The committee recommends concurrence with this proposal, and I so move Mr. Chairman.

DELEGATES: “Seconds”

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Chair.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? (*No response.*)

Hearing none, all in favor say aye.

DELEGATES: Chorus of ‘*ayes.*’

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

COMMITTEE CHAIRPERSON ALLEN: Next on our docket is Resolution H submitted by the Amalgamated Transit Union, Reinvigorating ATU-COPE.

RESOLUTION H: Reinvigorating ATU-COPE

Submitted by Amalgamated Transit Union

WHEREAS, the Amalgamated Transit Union Committee on Political Education (ATU-COPE), the Union’s political action committee, has opened doors for ATU members in Congress and all levels of government in the U.S. for more than 30 years; and

WHEREAS, the people we elect to public office make a real difference in our daily lives as they consider legislation on a wide variety of issues that affect our collective bargaining and job protection rights, workplace safety and retirement security, and transit funding; and

WHEREAS, voluntary member contributions to ATU-COPE are used to help elect prolabor, protransit candidates for local, state and federal office; and

WHEREAS, it is essential that the ATU increase the number of ATU-COPE contributors; and

WHEREAS, expanding the number of U.S. locals and their officers’ contribution to ATU-COPE is vital to the success of the program; and

WHEREAS, it is imperative that the ATU reach out to the more than 100,000 active U.S. members who do not contribute to ATU-COPE; and

WHEREAS, the ten local largestcontributing

locals contribute more than 60% of all ATU-COPE dollars; and

WHEREAS, many new ATU members would likely give to ATU-COPE if they were asked to do so and provided with information about the importance of the program to their future; and

WHEREAS, the ATU recently set up a new program which allows members to easily contribute to ATU-COPE on a onetime or recurring basis through credit or debit cards; and

WHEREAS, at the 59th ATU Convention in 2019, the delegates adopted a resolution setting a goal of signing up each U.S. member to contribute at least one dollar per week to ATU-COPE; and

WHEREAS, although significant progress was made in increasing member contributions, the COVID-19 pandemic prevented locals from fully engaging in the necessary oneonone discussions with their members to effectively solicit new ATU-COPE contributions; and

WHEREAS, the International Union in 2022 hired new staff to focus on working with locals and legislative conference boards to increase the number of members contributing to ATU-COPE at the \$4 monthly level and to increase contributions from those members already giving to ATU-COPE;

THEREFORE, BE IT RESOLVED, that the ATU shall renew efforts to build ATU-COPE, providing legal, legislative and political support to each local and joint bargaining council to facilitate the negotiation of ATU-COPE check off as part of their collective bargaining agreements; and

FURTHER, BE IT RESOLVED, that the ATU shall continue to assist locals to sign up each U.S. member to contribute at least one dollar per week to ATU-COPE; and

FURTHER, BE IT RESOLVED, that ATU shall encourage locals to talk to new members about ATU-COPE from Day 1, at new member orientations.

ALLEN: The committee recommended concurrence with this proposal, and I had so move, Mr. Chair.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Chair.

It’s been moved and seconded to adopt the recommendations of the committee.

Any discussion? (*No response.*)

Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

COMMITTEE CHAIRPERSON ALLEN: Resolution I. Submitted by the Amalgamated Transit Union, Electing ProLabor, ProTransit Officials.

In order to ensure that the ATU commits both financial and ontheground direct support to prolabor candidates, the committee passed an amendment to add the phrase “and other” in the second “be it resolved” clause after the word financial.

RESOLUTION I: Electing ProLabor, ProTransit Officials

Submitted by Amalgamated Transit Union

WHEREAS, elected officials at the federal, state, provincial, and local levels have a direct impact on the policies and funding streams that are critical to ATU members; and

WHEREAS, in many cases, ATU members have the opportunity to choose their own bosses by working to elect people that may directly appoint transit board members or other public officials; and

WHEREAS, ATU members are registered in a variety of different political parties; and

WHEREAS, by electing prolabor, protransit Members of Congress, we can preserve the U.S. Federal Transit Program, which provides billions

of dollars in capital and operating grants with strong labor protections that preserve the collective bargaining and job rights of transit workers; and

WHEREAS, by electing prolabor, protransit Members of Parliament, we can increase the amount of funding that the Canadian Government invests in public transportation services nationwide; and

WHEREAS, by electing prolabor elected officials at the state, provincial, and local levels, regardless of party affiliation, ATU members can gain leverage in negotiating collective bargaining agreements;

THEREFORE, BE IT RESOLVED, that the ATU will continue to provide training to members on the importance of being politically active and engaging with elected officials at all levels of government; and

FURTHER, BE IT RESOLVED, that the ATU will provide financial support and other support to prolabor, protransit candidates and incumbents, regardless of political affiliation.

ALLEN: The committee recommends concurrence as amended with this proposal, and I so move Mr. Chairman.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Chair.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? (*No response.*)

Hearing none, all in favor, say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)
(*Applause.*)

COMMITTEE CHAIRPERSON ALLEN: We are getting there, guys.

RESOLUTION J: Protecting the Right to Vote

Submitted by Amalgamated Transit Union

WHEREAS, the ATU is a strong union that does more than just negotiate contracts it helps workers become active citizens who stand up for their democratic rights; and

WHEREAS, free and fair elections have been indispensable to workers in securing progress in the United States and Canada; and

WHEREAS, tragically, in state legislatures all throughout the U.S., voting rights are under assault; and

WHEREAS, states are getting rid of drop boxes and severely restricting mailin voting, and absentee ballots are becoming increasingly hard to request; and

WHEREAS, in some states, water cannot even be legally distributed to people waiting in line to vote; and

WHEREAS, working families are affected the most by these outrageous “Jim Crow” era laws that are being resurrected to silence people, especially in working class communities where many ATU members live; and

WHEREAS, in some states, legislatures are actively considering bills that would allow them to overturn free and fair elections; and

WHEREAS, if they succeed, America as we know it will cease to exist; and

WHEREAS, unions know all about voter suppression, as workers trying to vote in union elections often face intense voter suppression campaigns by their employer;

THEREFORE, BE IT RESOLVED, that the ATU will oppose all efforts to deter or deny eligible voters from registering and/or casting their vote in a manner that is most convenient for them; and

FURTHER, BE IT RESOLVED, that the ATU will strongly oppose any legislation that would nullify legallycast votes and take away the rights of people to choose their elected representatives at any level; and

FURTHER, BE IT RESOLVED, that the ATU

will support the Freedom to Vote Act and the John Lewis Voting Rights Advancement Act, which would expand voter registration, ensure that working families have adequate time to vote without any hindrances or interference, eliminate discriminatory voter identification laws, and protect voter rolls.

ALLEN: The committee recommends concurrence with this proposal, and I so move, Mr. Chair.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Chair.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? (*No response.*)

Hearing none, all in favor, say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

COMMITTEE CHAIRPERSON ALLEN: Resolution K, submitted by Amalgamated Transit Union, Protecting ATU Members and Workers from Labor Attacks Throughout Canada.

The committee sought to ensure that the ATU continues political work at all levels throughout Canada and passed an amendment to change references to “provinces” to “Canada.”

Also, because of concerns from the Canadian delegation that other antiworker parties, in addition to the liberal and conservative parties, are growing in Canada, the resolution was amended to add the phrase, “any antiworker” to the final “be it resolved” clause.

RESOLUTION K: Protecting ATU Members and Workers from Labour Attacks Throughout Canada

Submitted by Amalgamated Transit Union

WHEREAS, ATU locals in Canada are now under

heavy attacks from Conservative and Liberal provincial governments; and

WHEREAS, these governments are deregulating, curtailing and attacking the rights of transit workers to collectively bargain, strike and organize new members; and

WHEREAS, antiunion politicians have introduced so called “righttowork” style policies; back to work legislation to end legal strikes; outlawed striking entirely; legislated wage caps well below inflation; and repealed progressive laws that have decisively shifted labour law in favor of the employer; and

WHEREAS, antiunion politicians in Alberta and Ontario are leading the way in these attacks on workers’ rights, while other provincial legislatures are watching the progress of these efforts and rightwing attacks; and

WHEREAS, these antiunion attacks are directed not only at workers but also the foundations of the Charter of Rights and Freedoms and Canadian democracy; and

WHEREAS, these dangerous reforms have weakened organized labour in order to allow for transit privatization and contracting out;

THEREFORE, BE IT RESOLVED, that the ATU will continue to rally workers and members to the defense of their unions; and

FURTHER, BE IT RESOLVED, that the ATU will continue to run political action campaigns in Canada to beat back these antiunion, antiworker and antitransit offensives of corporate employers and their politicians in order to elect pronoun, proworker and protransit officials in Canada; and

FURTHER, BE IT RESOLVED, that the ATU will lead the broader labour movement into this struggle by demonstrating the courage, conviction and energy necessary to mobilize the masses into political action to defeat Liberal, Conservative, and any antiworker governments across Canada.

ALLEN: This committee recommends concurrence, as amended with this proposal, and I so move. Mr. Chairman.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Chair.

It's moved and seconded to adopt the recommendation of the committee.

Is there any discussion? *(No response.)*

Hearing none, all in favor, say aye.

DELEGATES: Chorus of "ayes."

Opposed. *(No response.)*

The committee recommendation is adopted. *(Gavel knock.)*

(Applause.)

COMMITTEE CHAIRPERSON ALLEN: Last resolution. *(Cheers from delegation.)*

Submitted by Amalgamated Transit Union, Advancing and Defending Transit and School Bus Workers' Interests on the State and Local Level.

RESOLUTION L: Advancing and Defending Transit and School Bus Workers' Interest on the State and Local Level

Submitted by Amalgamated Transit Union

WHEREAS, public transit and school bus transportation are by their nature local issues influenced heavily by the policies put in place by state legislatures and local governments; and

WHEREAS, without adequate funding and oversight, these incredibly important industries and their workers cannot survive; and

WHEREAS, transit and school bus workers have shown their commitment and courage since the COVID-19 pandemic began, risking their lives so that their passengers can get where they need to go; and

WHEREAS, they are true frontline heroes, and should be treated as such; and

WHEREAS, more than 25 million schoolchildren ride about 480,000 school buses in the U.S. each day; and

WHEREAS, Americans take nearly ten billion trips (pre pandemic) on public transit each year; and

WHEREAS, in 2022, ATU released a 12point plan for state legislatures to consider in an effort to improve the lives of the people who rely on public transit and school bus services and those who make the buses roll; and

WHEREAS, issues addressed in the plan include funding, fairness, safety, efficiency, governance, ridership, technology, workforce development, and other matters; and

WHEREAS, it is critical to fight back against socalled "Paycheck Deception" bills, which require labor organizations to go through burdensome bureaucratic hoops in order to deduct dues from members' paychecks and to use that money for political advocacy;

THEREFORE, BE IT RESOLVED, that the ATU will work with legislative conference boards to enact policies that address these changing and trying times in the transportation field for the people who rely upon and work in the transit and school bus industries.

ALLEN: The committee recommends concurrence with this proposal, and I so move. Mr. Chairman.

DELEGATES: "Seconds."

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Chair.

It's been moved and seconded to adopt the recommendation of the committee.

Any discussion? *(No response.)*

Hearing none, all in favor, say aye.

DELEGATES: Chorus of "ayes."

Opposed. *(No response.)*

The committee recommendation is adopted. *(Gavel knock.)*

(Applause.)

COMMITTEE CHAIRPERSON ALLEN: Mr. Chairman, that concludes the report of the Political Action Committee.

On behalf of the members of the committee, thank you for the opportunity to play a leading role in the crafting of our Union's legislative and political policies over the next three years.

Thank you very much. I'm tired, you are tired. I don't have a catchy way to introduce my secretary, Darcy Pederson from Local 615. Nonetheless, Darcy, take it away. *(Applause.)*

COMMITTEE SECRETARY PEDERSON: Good afternoon, sisters and brothers.

DELEGATES: *"Good afternoon."*

Firstly, I would like to thank all of the Political Action Committee members for all of the work that they did here this week, and I want to thank the GEB for entrusting us to do the important work of this committee. It truly was an honor to serve at this Convention.



Darcy Pederson, President/Business Agent, Local 615-Saskatoon SK

Now I'll read the names of the committee members.

- Carly Allen, Local 697, chair
- Darcy Pederson, Local 615, *secretary*
- Brian Connolly, Local 113
- Paul Tolson, Local 241
- Mallory Jarrous, Local 268
- Deborah Lane, Local 308
- Raj Brar, Local 569
- Neil McKinnon, Local 583
- Gregory Bowen, Local 689
- Nuccio Stuto, Local 726
- Bill Bradley, Local 757

- Antoian Johnson, Local 788
- Earl Cox, Local 1093
- Brunot Fleuriot, Local 1181
- Steven Glasscho, Local 1300
- Lionel Randolph, Local 1436
- David Sayre, Local 1742

ALLEN: I would also like to say a big thank you to IVP Janis Borchardt, who was a big contributor and an asset with this committee. *(Applause.)*

We would also like to thank the staff, especially Emma Cleveland, for doing all of the running around. There was a lot of it. She's not here, but we just want to say thank you.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Secretary, Madam Chair, and the committee members, great work. Appreciate it. Let's give them a hand. *(Applause.)*

Okay. Next up we have the Resolutions Committee. Please come on up.

RESOLUTIONS COMMITTEE REPORT

COMMITTEE CHAIRPERSON CRABTREE: The report of the Resolutions Committee.

Mr. Chairman and delegates to the 60th Convention, your committee on Resolutions is pleased to submit to you its report.



Clint R. Crabtree, President/Business Agent, Local 279-Ottawa ON

The committee met and gave ample consideration and full discussion to each of the resolutions submitted to the committee. A total of 32 resolutions were considered. Constitutional Resolutions 1 and 2 as well as the seven resolutions proposed by the International Union proposed changes to our Constitution and General Laws, and were therefore referred to the committee on Laws.

General Resolutions G, H, I, J, K, and L were referred to the Political Action Committee.

Resolutions M and N and O were referred to the committee on Occupational Health and Safety and Mental Wellness.

Resolutions P and Q and R were referred to the committee on Diversity and Equity and Inclusion.

Resolution S was referred to the committee on Next Generation of Transit Workers.

And Resolution T was referred to the committee on Operator Workforce Development.

Resolution U was referred to the Maintenance New Technology and Workforce Development Committee.

And Resolutions V, W, X, Y, and Z and EE were referred to the Organizing and Collective Bargaining Committee.

Resolution AA was referred to the School Bus Committee.

And Resolution BB was referred to the Paratransit Committee.

Finally, Resolution CC was referred to the Over-the-Road Committee.

The remaining resolutions were addressed by this committee. Two resolutions were referred to the committee by nondelegate guests over the course of the Convention. Because nondelegate guests cannot submit resolutions for the consideration of the Convention, the committee did not consider these proposed resolutions.

The two resolutions were therefore not properly filed, and the committee recommends nonconcurrence. A delegate filed charges against an International officer.

However, the committee has no authority to review charges against an International officer or officers.

The charges filed by the delegate were not properly before the committee, and, therefore, we recommend nonconcurrence.

In an effort to expedite this report covering seven remaining resolutions, the committee determined that instead of reading all of the clauses in each resolution, the body and the intent of each resolution starting with the “Therefore, be it resolved” clause would be read.

At this time, I would therefore move that we go to the resolved clause of the resolutions and allow me to read them in an effort to expedite the consideration of these important matters. The resolutions in their entirety will appear in the official proceedings.

DELEGATES: “Seconds.”

INTERNATIONAL PRESIDENT COSTA: The motion was made and seconded.

All in favor, say aye.

DELEGATES: Chorus of “*ayes*.”

Opposed. (*No response.*)

Adopted. (*Gavel knock.*)

RESOLUTION A: Acknowledging the Sacrifices of Frontline Transit Workers During the COVID-19 Era

Submitted by Amalgamated Transit Union

WHEREAS, the coronavirus epidemic showed the world the true meaning of “essential” employees the brave workers whom people relied upon to survive when everything around us shut down; and

WHEREAS, since the pandemic began, transit and school bus workers have put their own lives on the line, bravely reporting to work every day, transporting riders in our communities to work, school, medical appointments, the grocery store and other important locations, and maintaining, repairing and sanitizing vehicles; and

WHEREAS, thanks to transit workers, health care workers were able to care for the sick in hospitals and clinics, grocery store workers were able to keep the shelves stocked so we could all eat, and other essential workers were able to report to work to perform their important jobs; and

WHEREAS, during the pandemic, we learned that driving buses with bad air circulation without the necessary personal protective equipment (PPE) is one of the most hazardous jobs; and

WHEREAS, each time a passenger coughed just a few feet behind a bus driver, operators' hands gripped their steering wheels a bit tighter, as they knew they were in a potential death trap; and

WHEREAS, as if navigating a massive vehicle through heavy traffic and all sorts of weather conditions while enforcing rules and regulations was not dangerous enough, as we continued to urge transit agencies to protect our members on the job, unruly passengers who refused to comply with mask mandates required us to add compliance officers to our job duties; and

WHEREAS, in addition to their normal duties, school bus workers made sure that children were seated far enough apart to avoid the spread of COVID-19, constantly sanitizing the vehicles; and

WHEREAS, among the millions of frontline workers who faced a higher risk of getting sick or passing COVID-19 on to their families by going into work, many still did and do not make a living wage or have adequate health insurance; and

WHEREAS, thousands of transit workers and school bus employees have been infected with coronavirus, and hundreds of our members have paid the ultimate price; and

WHEREAS, during the crisis, ATU members were praised as "heroes," but at the bargaining table, they have often been treated like "zeroes;"

THEREFORE, BE IT RESOLVED, that ATU mourns for each of the more than 200 members who tragically died due to COVID-19; and

FURTHER, BE IT RESOLVED, that ATU honors all of our members who put their lives

on the line every day and reported to work in the transit and school bus industries during the coronavirus pandemic; and

FURTHER, BE IT RESOLVED, that ATU supports hazard pay for essential workers (including public and private transit and school bus workers) through the end of the pandemic.

CRABTREE: The committee recommends concurrence with this proposal, and I so move, Mr. Chairman.

DELEGATES: "*Seconds.*"

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's moved and seconded.

Is there any discussion? (No response.)

Hearing none, those in favor, say aye.

DELEGATES: Chorus of "*ayes.*"

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)

(*Applause.*)

RESOLUTION B: Protecting Workers' Jobs and Safety in Transition to Clean Transit

Submitted by Amalgamated Transit Union

WHEREAS, many states and provinces, responding to climate change, are now requiring that transit systems transition to zero emission buses, some with very aggressive timelines; and

WHEREAS, while this is a laudable goal, it will require a massive undertaking to provide the training necessary to thousands of transit workers who will be responsible for operating and providing preventive maintenance and repair on these cuttingedge vehicles; and

WHEREAS, performing this work safely must be an industry priority; and

WHEREAS, a recent ATU poll found that a whopping 83% of local transit union leaders do not feel that our operations and maintenance members are adequately trained to operate and work on zeroemission buses; and

WHEREAS, preventive maintenance on a transit bus nowadays is substantially different than it was just a few years ago, when skilled mechanics could likely have made do with the contents of their toolboxes; and

WHEREAS, advances in computer technology have fundamentally changed the nature of the job; and

WHEREAS, not one transit worker should be injured because they were operating or working on an electric vehicle without proper training or equipment; and

WHEREAS, the provision of training on the operation and maintenance of zero emission buses is critical to ensure that ATU members' jobs are not contracted out; and

WHEREAS, in 2021, as a result of funding secured by the ATU in the U.S., the Federal Transit Administration (FTA) established the first ever National Transit Workforce Center for frontline transit employees; and

WHEREAS, the National Transit Workforce Center will conduct technical assistance activities for transit agencies with a strong focus on frontline transit worker skill development, serving as a hub to help transit agencies recruit, hire, train, and retain the diverse workforce needed now and in the future; and

WHEREAS, the National Transit Workforce Center is headquartered at the International Transportation Learning Center, which is chaired by ATU International President John A. Costa; and

WHEREAS, with the strong support of the ATU, the U.S. Congress recently passed the massive Infrastructure Investment and Jobs Act which included billions of dollars to transform the nation's bus fleets from diesel to zeroemission vehicles; and

WHEREAS, the legislation requires that 5% of this funding must be used by transit systems for workforce development training, including registered apprenticeships and other labor management training programs; and

WHEREAS, the legislation also requires that transit systems submit a zeroemission transition plan with a strategy for how they intend to use their funds; and

WHEREAS, transit systems must examine the impact of the transition to zero emission buses on the current workforce and avoid the displacement of the existing workforce;

THEREFORE, BE IT RESOLVED, that the ATU shall work with the Biden Administration to ensure that the workforce development sections of the infrastructure bill are carried out in the best interest of transit workers; and

FURTHER, BE IT RESOLVED, that the ATU will track state and provincial legislation mandating bus fleet conversion and work with legislative conference boards to ensure that workforce training provisions are included; and

FURTHER, BE IT RESOLVED, that the ATU will assist Canadian locals in making the transition to zero emission buses; and

FURTHER, BE IT RESOLVED, that the ATU will work to ensure that the National Transit Workforce Center will conduct technical assistance activities for transit agencies with a strong focus on frontline transit worker skill development.

CRABTREE: The committee recommends concurrence with this proposal, and I so move, Mr. Chairman.
DELEGATES: "Seconds."

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and seconded to adopt the recommendations of the committee.

Is there any discussion? (*No response.*)

Hearing none, all in favor, say aye.

DELEGATES: Chorus of "ayes."

Opposed. (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)
(*Applause.*)

RESOLUTION C: ATU Approach to Autonomous Vehicles Deployment, Safety and Training

Submitted by Amalgamated Transit Union

WHEREAS, the ATU recognizes that the serious and unresolved safety issues involving the eventual deployment of autonomous vehicles requires constant monitoring and evaluation; and

WHEREAS, information is essential to combat the safety, workforce and ethical impact of the deployment of autonomous vehicle (AV) technology; and

WHEREAS, AV technology is still incapable of operating safely in a variety of common scenarios and weather conditions, such as fog, snow, rain, and intersections with complex traffic signals; and

WHEREAS, in 2021, the City of Toronto suspended its trial of a selfdriving bus after a similar bus crashed into a tree in nearby suburbs, critically injuring the onboard attendant; and

WHEREAS, just months before, Toyota announced an immediate halt to its all electric autonomous bus that had been ferrying athletes and staff around the Olympic Village in Japan after it collided with a visually impaired athlete attempting to cross the road at a crosswalk; and

WHEREAS, in 2020, the U.S. Federal Government's highway safety agency ordered an autonomous shuttle company to stop carrying passengers in 17 cities after a mysterious braking problem occurred in Columbus, Ohio; and

WHEREAS, our federal governments have failed to adopt comprehensive safety laws and regulations governing testing, certification, and operation of autonomous vehicles; and

WHEREAS, throughout our history, the ATU has successfully responded and grown in the face of technological changes through collective

bargaining, organizing, and, in the U.S., the application of its Section 13(c) rights and protections; and

WHEREAS, many states and provinces have passed laws authorizing the testing and limited operation of autonomous vehicles on public roadways while also enacting laws prohibiting local jurisdictions and transit agencies from implementing safety regulations for the operation of autonomous vehicles at the local level; and

WHEREAS, the U.S. Department of Transportation, the U.S. Federal Transit Administration, Transport Canada think tanks, universities, independent researchers, and other entities have commissioned research and studies on the development and implementation of autonomous vehicles; and

WHEREAS, according to a new report from a transportation research institute at Carnegie Mellon University, skilled human transit workers are needed to supervise, manage, and maintain vehicles and ensure safety with any AV technology adopted for public transportation;

THEREFORE, BE IT RESOLVED, that the ATU shall track and analyze developments in AV technology in both the private and public sectors; and

FURTHER, BE IT RESOLVED, that the ATU shall track federal, state, provincial, and local laws, regulations, rulings, and executive action regarding AV technology and its deployment; and

FURTHER, BE IT RESOLVED, that the ATU shall review ongoing safety research studies and record safety issues involving AVs, including accidents causing death, injuries or substantial property loss; and

FURTHER, BE IT RESOLVED, that the ATU shall aggressively advocate for legislation and collective bargaining agreements which condition the implementation of AV service operations on the setting of rigorous federal safety standards for the testing and operation of autonomous vehicles, submission of potential workforce impact reports by providers to the agencies, advance notice and negotiation with affected employee representatives prior to AV service implementation, onboard

safety operators, wellfunded workforce training, and transition/impact benefits to ensure a just transition; and

FURTHER, BE IT RESOLVED, that the ATU shall provide local unions training and educational material on AVs and technological developments; and

FURTHER, BE IT RESOLVED, that the ATU shall compile contractual language on the introduction of new technology, and develop strategic approaches and messaging; and

FURTHER, BE IT RESOLVED, that the ATU will continue to raise safety, training, and ethical concerns regarding the deployment of AVs; and

FURTHER, BE IT RESOLVED, that the ATU shall work to develop the best practices for training and skill development, including apprenticeships, certifications, and mentoring.

CRABTREE: The committee recommends concurrence with this proposal, and I so move, Mr. Chairman.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? (*No response.*)

Hearing none, all in favor, say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. (*No response.*)

The committee recommendations are adopted. (*Gavel knock.*)

(*Applause.*)

RESOLUTION D: Strengthening North America’s Transit Systems

Submitted by Amalgamated Transit Union

WHEREAS, public transit ridership has been

down sharply over the past few years, even before the coronavirus pandemic; and

WHEREAS, the growth of work from home, the expansion of transportation network companies (TNCs) and falling bus ridership, especially among ridersbychoice, undermines the influence and support necessary for already underfunded public transit services, which further harms underutilized routes, resulting in a lack of transportation options for transit dependent riders; and

WHEREAS, North American transit systems have a backlog of repairs and improvements that run into billions of dollars; and

WHEREAS, the federal surface transportation bill in the U.S. known as the Infrastructure Investment and Jobs Act (IIJA) stands as one of the ATU’s greatest legislative victories in the Union’s history; and

WHEREAS, the IIJA, if fully funded, will boost transit spending in the U.S. by 63% by 2025; and

WHEREAS, transit worker labor protections provided under Section 13(c) of the Federal Transit Act, which have protected the job rights and collective bargaining rights of transit workers since 1964, were reauthorized in the legislation; and

WHEREAS, language included in the bill requiring labormanagement safety committees with equal numbers of representatives from both sides will give transit workers leverage to make long overdue safety improvements to transit infrastructure; and

WHEREAS, the bill requires resources to be set aside for workforce development so that frontline transit workers will get the training they need to work on new zero emission buses; and

WHEREAS, while Canada has woefully underfunded public transit, the federal government has finally taken some encouraging actions in response to the pandemic which could lead to much needed transit investment;

THEREFORE, BE IT RESOLVED, that the ATU shall lead coalitions including unions, transit rider groups and others to ensure that annual appropriations legislation in the U.S. Congress fully funds the IIJA; and

FURTHER, BE IT RESOLVED, that the ATU shall continue to push the Canadian federal government to invest heavily in public transit; and

FURTHER, BE IT RESOLVED, that the ATU shall lead efforts to boost transit capital and operating funding in states and provinces all across the U.S. and Canada.

CRABTREE: The committee recommends concurrence with this proposal, and I so move, Mr. Chairman.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? (*No response.*)

Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed? (*No response.*)

The committee recommendation is adopted. (*Gavel knock.*)
(*Applause.*)

RESOLUTION E: Expanding Transit to Reduce Carbon Emissions

Submitted by Amalgamated Transit Union

WHEREAS, climate change is an existential threat to the survival of our planet; and

WHEREAS, the polar ice caps are melting, and average annual temperatures are rapidly rising; and

WHEREAS, if we do not reverse the damage that human beings have recklessly done to the Earth’s atmosphere within the next few years, life as we know it will be in jeopardy; and

WHEREAS, the transportation sector generates the largest share (29%) of greenhouse gas emissions; and

WHEREAS, while U.S. bus transit, which has about a quarter of its seats occupied on average,

emits an estimated 33% lower greenhouse gas emissions per passenger mile than the average U.S. single occupancy vehicle, we can and must do better to meet the challenge of climate change; and

WHEREAS, one Canadian’s decision to make a 32kilometre commute by public transit instead of by car can cut carbon emissions by 9.1 kilograms per day; and

WHEREAS, if we also switch from traditional dieselrun transit buses to electric buses, we can save an additional 150 tons of greenhouse gases per bus per year; and

WHEREAS, many cities, states, and provinces have set targets of reaching “zero carbon” by 2050 at the latest; and

WHEREAS, it is widely recognized that modern public transportation systems are vitally important to reduce car dependence and greenhouse gas emissions, and to improve air quality; and

WHEREAS, transit jobs are “green” jobs; and

WHEREAS, transit workers are on the front line of the climate crisis and will play a critical role in saving our planet; and

WHEREAS, it is critical to provide training to transit maintenance and operations employees on new low emission vehicles so that we can make a successful transition from diesel buses;

THEREFORE, BE IT RESOLVED that the ATU shall actively promote public transportation as a means of reducing emissions from transport, lobby for workforce training to ensure a successful transition to zero emission buses, and support candidates who understand the need to address climate change in ways that create green jobs.

CRABTREE: The committee recommends concurrence with this proposal.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed? *(No response.)*

The committee recommendation is adopted. *(Gavel knock.)*

(Applause.)

RESOLUTION F: Supporting Universal Healthcare

Submitted by Amalgamated Transit Union

WHEREAS, the U.S. health care system is broken, and working families are suffering; and

WHEREAS, transit, intercity bus, and school bus workers know all too well from battles at the bargaining table that health insurance premiums have skyrocketed; and

WHEREAS, although the majority of ATU members do have insurance, in some cases, they wind up giving back much of their take home pay through deductibles and copays; and

WHEREAS, even in areas where wages are in line with the cost of living, health care costs cause our members to make very painful choices which have a real impact on their families’ lives; and

WHEREAS, some transit workers are forced to report to work when they are ill, driving and maintaining massive vehicles while taking responsibility for passengers’ lives; and

WHEREAS, the U.S. pays the highest healthcare costs per capita of any highincome country; and

WHEREAS, a more humane, comprehensive health system based on patient care and need, rather than ability to pay, is possible; and

WHEREAS, Medicare, the U.S. federal health insurance program for people aged 65 years or older, pays for hospital stays, medical services, and some prescription drugs;

THEREFORE, BE IT RESOLVED, that the ATU shall support efforts to extend Medicare to people under 65 years of age who are uninsured and to those who want it and to support Medicare expansion.

CRABTREE: The committee recommends concurrence with this proposal as amended, and I so move, Mr. Chairman.

DELEGATES: “*Seconds.*”

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It’s been moved and seconded to adopt the recommendation of the committee.

Is there any discussion? *(No response.)*

Hearing none, all in favor, say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed. *(No response.)*

The committee recommendation is adopted. *(Gavel knock.)*

(Applause.)

COMMITTEE CHAIRPERSON CRABTREE: A resolution submitted by Local 1336.

RESOLUTION: Confronting the Environmental Emergency

Submitted by Local 1336

WHEREAS, the destruction of the global environment is rapidly accelerating, and

WHEREAS, ATU members and other working people are already suffering from the effects of environmental destruction and are on track to be hit hardest by the inevitable environmental disasters to come, and

WHEREAS, oligarchs have retained the world’s top scientists and engineers for more than half a century to study climate change and to devise solutions to prevent the worst outcomes. They know the causes of the crisis; they understand the consequences of failing to act; they have developed workable solutions; there is even a desire among the elite to confront the crisis; yet those who hold

hundreds of trillions of dollars in financial assets are nevertheless unable to undertake a serious effort to transition to a sustainable future for humankind, and

WHEREAS, only Organized Labor has the power to force the oligarchs to use some of their vast resources to prevent the further deterioration of organized human life,

THEREFORE, BE IT RESOLVED, that ATU shall undertake an urgent program of environmental education and activation of ATU members across North America, and

FURTHER, BE IT RESOLVED, that ATU shall actively support the work of the International Transport Workers Federation along with transit and environmental activists in the global labor movement to compel a just and swift remedy to the environmental emergency.

CRABTREE: The committee recommends concurrence with this proposal and I do so move, Mr. Chairman.

DELEGATES: *"Seconds."*

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and seconded to adopt recommendation of the committee.

Is there any discussion? *(No response.)*

Hearing none, all in favor say aye.

DELEGATES: Chorus of *"ayes."*

Opposed? *(No response.)*

The committee recommendation is adopted. *(Gavel knock.)*
(Applause.)

COMMITTEE CHAIRPERSON CRABTREE: Finally, we turn to a resolution from Ryan Timlin. The resolution, ATU For a Workers Party.

RESOLUTION: ATU for a Workers Party

Submitted by Ryan Timlin

BE IT FURTHER, RESOLVED, that the money

that would have been allocated to Democratic electoral campaigns be collected in fighting fund used to assist in organizing the unorganized and running labor candidates independent of two corporate parties for government office as a step forward building a Workers Party in the U.S.

CRABTREE: The committee recommends nonconcurrence with this resolution and I so move, Mr. Chairman.

(Seconds from the delegation.)

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman.

It's been moved and second to adopt the recommendation of the committee.

Is there any discussion?

Mic. 6.

DELEGATE TIMLIN: Thank you, Chair. I'm Ryan Timlin from ATU Local 1005.

The ATU COPE initiative has been talked about over this week as an important part of our Union's activity. The goal of COPE is to support candidates who will fight for our interests, especially for public sector workers. What happens in government has huge consequences for public sector workers.

Just to give an example over the pandemic billions of dollars of wealth was increased collectively for about 1.7 trillion while many workers lost during the situation.

With that being said, I am urging a yes vote for this resolution because we need to stop spending our union money on corporate Democrats and Republications who say things on the campaign trail about supporting workers. They support unions, supporting workers. They support unions. They are for the people and then get elected and turn their backs on us.

We need to take that money and put it to good use, put it towards ATU local strike funds, which earlier this week I want to commend the resolution put forward by the International President to increase strike funds but this, to help us win better contracts we deserve especially with inflation and safety issues. Put it towards helping efforts in organizing unorganized like Amazon, Starbucks. The

bigger and stronger the labor movement is, the better it is for ATU, for us too, especially these young workers. We got to get them into the unions and ATU can help with that.

Labor candidates

I'd also just like to say we got to put money towards running labor candidates for government office and independents for those running outside of the two party system as a step forward to building a Workers Party in the U.S.

In Canada, there is political party called the NDP that was founded by the labor unions and were primarily based in the labor movement and through that struggle that's how our Canadian brothers and sisters have the healthcare system that they have now.

In the U.S. big corporations and the bosses currently have huge amounts of money into the twoparty system, which makes it very difficult for the labor movement and that's why I call to ATU for supporting a Workers Party.

INTERNATIONAL PRESIDENT COSTA: Mic 3.

DELEGATE MAGRUDER: Montigue Magruder, 689.

Political discipline

I speak in support of this resolution for the simple fact that we need to exercise some political discipline. I personally do not believe that we should be distributing money to any political party especially when have our we our own needs to take care of within our own local unions. As the previous speaker said, we need to prioritize the needs of our locals more than we need to be prioritizing funding for political parties that will bite us in the back as soon as they get into power.

And I say this as a person who ran for public office twice in two years. I've seen exactly what the Democrats can do and what they have done and they are not looking out for us and our best interest.

So I ask everyone in this audience who is a delegate to support this resolution.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Mic 2.

DELEGATE CASSELLA: Danny Cassella, president, 726, Staten Island, New York, Larry Hanley's local.

'I don't think now is a time to turn our back'

John, I think with the parties that we have right now and with you in power, you have done an amazing job with what's happening these last few years. We have Joe Biden in office and I don't think now is a time to turn our back on those politicians. So I concur with the Resolutions Committee. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Any other discussion?

Mic. 5.

DELEGATE CHIN: My name is Oswaldo Chin from Local Union 1622, Danbury, Connecticut.

And I think you are doing a tremendous job, President Costa. I think you have shown us that being politically involved is a good thing to do and I did that in my local and it paid dividends.

I think what we need to do in this one I think we need to expand our power. And the only thing I would recommend is that probably fight back more the corporations and people that don't support unions.

'Fight from the inside'

And I think what you're doing is doing a good job. So I think we need to support the Democratic Party and fight from the inside and pressure them in order for them to keep working and helping us out.

And the other thing I can say in closing is that what I would like to do is the same way the corporations, like they have their meetings and their forums. I think our Union should be having something like that to counter their argument and say, okay, you guys approve this, approve that but this is what we want to fight for the workers and stuff like that. So to counter what they

are doing to us and also probably have something you know, education. Education is the key.

The same way the right wing and the anti union fight against us, we should do against them.

‘Educating our members’

I mean educating our members is great but if we don’t have something on social media, if we don’t have it even getting our own union channel maybe could work. I mean, probably this is wishful thinking but something like that that we will have to do in order to bring to our Union to the next level.

Thank you very much. I think what you guys are doing is great and I don’t support the resolution.

Thank you.

INTERNATIONAL PRESIDENT COSTA: Mic 3.

DELEGATE CHRISTIAN: Good evening. 1338, DeBoss Christian out of Dallas.

‘You got to build relationships’

I believe in supporting the politicians because of one thing, when your members don’t show up when you need them, you’ve got to have somebody outside your house to where you can make a phone call through Mr. Day, Kenny Kirk, through the politicians. You got to build relationships. You got to make them understand what your issues are.

We done knocked on doors. We done put up signs. We done made phone calls. And then when they need it, that’s what your COPE is for. That’s the reason why they ask you for COPE to where when they need us, we’re there.

But when your members doesn’t show up to support you, when you get backed up in that corner and you can’t rely on them just like I tell DART. I can go outside of my house and get someone to come in and fix what’s going on inside my house if I have to.

And I know one time Mr. Day blocked \$700 million with DART when Bernice Johnson, Congresswoman,

said, Hey, we got a problem with ATU, you need to call Mr. Day and get it taken care of.

Appreciate you.

INTERNATIONAL PRESIDENT COSTA: Mic. 5.

DELEGATE MURPHY: Dick Murphy, International Vice President.

13(c)

I have been around a long time and there was a time back in the ‘90s when Newt Gingrich became the speaker of the House of Representatives and they tried to do away with 13(c). We had a lot of Democratic friends then but we also had over 40 Republicans vote with us to preserve our rights under 13(c).

So back then we had friends in both parties. We still have friends in both parties, maybe less than what we had in 1996, but it’s important regardless what party that if we have friends on either side of the aisle that we support them. That’s why we were successful when they tried to eliminate 13(c).

Thank you. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Mic. 6.

DELEGATE ALLEN: Mr. Chair, I call the question. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: The question has been called. The question is on the adoption of the committee’s recommendation.

Those in favor say aye.

DELEGATES: Chorus of “*ayes.*”

Opposed.

DELEGATES: A few “*noes.*”

INTERNATIONAL PRESIDENT COSTA: The committee’s recommendation is adopted. (*Applause.*)

COMMITTEE CHAIRPERSON CRABTREE: Mr. Chairman, that concludes the report of the Resolutions Committee. (*Applause.*)

On behalf of all of the members of the committee, thank you for the opportunity to play a leading role in crafting of our Union's policies over the next three years.

Thank you very much.

I'm going to now call on Janice Calton of Local 558 to read the names of the committee members.

COMMITTEE SECRETARY CALTON: The Resolutions Committee following members:



Janice Calton, President/Business Agent, Local 558-Shreveport, LA

Clint R. Crabtree, Local 279, *chair*
Janice A. Calton, Local 558, *secretary*
Michael V. Allen, Local 85
Frank Malta, Local 113
Tiant Gatewood, Local 241
Tanno Muhammed, Local 241, *retiree*
Tenessa Wills, Local 272
Chuck Fitzpatrick, Local 279
Harvey Woo, Local 583
Jose Cruz, Local 589
Manuel Colon, Local 820
Eric Pettiford, Local 821
Geraldo Arroyo, Local 822
Daniel Darwin, Local 843
Nanette Ruffin, Local 859
Bernadette Dyer, Local 1056
Deborah Altgilbers, Local 1108
John W. Reed, Local 1177
Colando Stokes, Local 1179
Kevin Frazier, Local 1385

CALTON: And we would like to thank COPE Director Jeff Rosenberg for all of his assistance and help in guiding us as well as IVP Curtis Howard. And thank you President Costa, Secretary Kirk and the GEB.

Thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Thank you, Madam Secretary. Thank you, Mr. Chairman, and thank you committee members for a job well done. Appreciate it.

Give them a hand. *(Applause.)*

All right. We're waiting for the ballot to come in, so Kenny is going to do the raffle while I take a lifestyle break. Sorry.

Raffle Drawing

INTERNATIONAL SECRETARY-TREASURER KIRK: And the winner is James McDonough, 85, Pittsburgh.

And while we are waiting, if I can get everybody's attention. The money collected for 1572 was \$8,930. *(Applause.)*

Wait. I'm not finished. I'm not finished yet. \$8,930 U.S., \$545 Canadian for a total of \$9,475. That's a great job. You all some generous persons. *(Applause.)*

Mic 1.

STANDING IN SOLIDARITY WITH LOCAL 1572

DELEGATE DI NINO: All right. Good afternoon. Thank you for that. John Di Nino, president of ATU Canada. On behalf of ATU Canada, our executive board, we are offering another \$2,500 to that fund. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: Mic 2.

DELEGATE ALFRED: Good day, everybody. Marvin Alfred from Local 113.

On behalf of our delegation, we are going to donate to this very worthy cause. I will say that it will be pending approval from our membership. Max, I did say it. I have to follow the rules.

But on behalf of our membership, we are going to donate \$2,500 to Local 1572. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 3. Okay. Mic 1.

DELEGATE JACKSON: I just want to thank all of you for this. The family's financial situation was hardship prior to this accident, so this money is going to go to a beyond worthy cause. I want to give you a heartfelt, from our hearts, an extreme thank you.

Yes, please. *(Applause.)*

I also want to thank ATU Canada President, John Di Nino, a brother, a friend. I forgot to thank him before. That is because John being there for me is just such a normal thing. So thank you everyone. I can't wait to tell them.

President Costa, thank you.

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 3.

LOCAL 689 DELEGATE: All right. There we go. Once again, good evening everyone. On behalf of Local 689, with the approval of our membership, we would also like to contribute \$2,000. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

DELEGATE RILEY: On behalf of New Jersey State Council and its members, we would like to donate \$2,000 also. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 5.

DELEGATE HENRY: Mr. President, I guess as my last official act as the Chairman of the California Conference Board, my board just gave me permission, they made a motion and a second and they voted it through. The California Conference Board is going to donate \$5,000. *(Applause.)*

I thank you very much. It's been an honor and a privilege. To the California delegation and to my local board, thank you. Appreciate it. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 4.

DELEGATE IGNACIO: Thank you, International Secretary. This is Romeo Ignacio of 1505.

On behalf of our executive board and our members, pending approval of the membership, we commit a dollar per member and it's towards our fellow Canadian. Thank you.

(Applause.)

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

DELEGATE CASSELLA: Danny Cassella, 726, and on behalf of my members, I would like to donate \$2,500.

And also as the new Chairman of the New York State Conference Board that I was elected to while we were here, my first order of business would be to donate another \$2,500 from the conference board. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 5.

DELEGATE EVERS: Mr. Chair, Mr. President, Jim Evers, Boston, Local 589. On behalf of our executive board and our members pending an approval, we would like to donate \$2,589.

Thank you. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 4.

DELEGATE COLON: Kevin Colon, president/business agent of Local 1564.

Pending the approval of the vote from the membership, we would like to donate \$1,500 as well. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 6.

DELEGATE LANE: Deborah Lane, Secretary-Treasurer, ATU Local 308.

Upon the approval of our membership, we would like to donate \$2,500. Myself, personally, I would like to add another \$500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

DELEGATE BODLE: Zac Bodle, Local 265, San Jose. Depending on approval from membership, ATU Local 265 would like to donate \$2,650. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 1.

DELEGATE HENRY: Good afternoon everyone. As one of my last official acts as president and business agent for ATU Local 1056 in New York, upon approval of our board and our membership, \$2,000 to the cause, and I will add an additional 500 out of my pocket as well. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 6.

DELEGATE ALLEN: Secretary Kirk on behalf of the ATU Ohio Board, pending approval of the board, we can go \$1,000 for the cause. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 5.

DELEGATE DiPERNA: Jeff DiPerna, financial Secretary-Treasurer, Pittsburgh, Local 85. On behalf of the Pennsylvania state delegation, we would also contribute \$2,000 to our brother and the family. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

INTERNATIONAL VICE PRESIDENT GREAVES: International Vice President Ray Greaves. I'm donating \$500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 3. Mic 3.

LOCAL 1338 DELEGATE: All right. On behalf of Local 1338, we are going to do \$1,000 on behalf of ATU 1338. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 5.

LOCAL 1300 DELEGATE: On behalf of Local 1300 and pending approval from our membership, we would like to donate \$1,300. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

INTERNATIONAL VICE PRESIDENT MacDOUGALL: International Vice President Steve MacDougall. I will be donating \$500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 1.

INTERNATIONAL VICE PRESIDENT SFORZA: International Vice President Manny Sforza. I will also be donating \$500.

Thank you. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 4.

LOCAL 1447 DELEGATE: Pending approval, Local 1447 would like to donate \$1,500 as well. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

LOCAL 282 DELEGATE: On behalf of Local 282, pending executive board and membership approval, donate \$1,282. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 5.

DELEGATE SALAHUDDIN: Pending approval Mustafa Salahuddin, Bridgeport, Connecticut, Local 1336. Pending approval, our local will donate \$1,500 to the brother and his family. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 3.

DELEGATE TODD: CJ Todd, financial secretary, Local 1309. Pending approval of our members, we would like to donate \$1,309 to the cause. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 4.

LOCAL 1356 DELEGATE: Pending approval of our membership of 47 members, I would like to donate \$470. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
What is your local?

LOCAL 1356 DELEGATE: 1356, Sioux Falls, South Dakota. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 1.

INTERNATIONAL VICE PRESIDENT WILSON: Good morning. International Vice President Ken Wilson. I'll also donate \$500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

INTERNATIONAL VICE PRESIDENT CALLAHAN: Good afternoon. International Vice President John Callahan. I too will donate \$500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 5.

LATINO CAUCUS DELEGATE: Good afternoon, on behalf of the ATU Latino Caucus and the chairman, Ishmail Rivera, we would like to donate \$1,000. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 6:

DELEGATE MUHAMMAD: Vice President Tanno Muhammad. Pending approval of Local 241, \$1,500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: Mic 3.

DELEGATE VARELA: Good afternoon. Mauro Varela, ATU 1277. Pending membership approval, we would like to donate \$1,277. *(Applause.)**(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: Mic 1.

DELEGATE BURKE: Yes, Raymond Burke, executive board member, maintenance, Local 1056, New York.

In addition to the original \$50 I personally contributed, I would like to give an additional \$200. It's better than giving it to the casinos. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: Mic 4.

DELEGATE COLLIER: Schetrone Collier, president/business agent, Local 26. Upon approval of the membership, we would like to donate \$1,000. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: Mic 5.

LOCAL 618 PRESIDENT: President, Business Agent, 618. I would like with approval from the membership, we would like to donate \$1,618. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: Mic 2.

DELEGATE DeJESUS: Jose DeJesus, president/business agent of Local 1179. Pending approval, we are donating \$1,179. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: Mic 6.

INTERNATIONAL VICE PRESIDENT TRUJILLO: ATU International Executive soontobe Executive Vice President, Yvette Trujillo stands here with my sisters from the ATU and our rep IVPs, and we will each donate \$500.

Thank you. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: We got that? 2,500. We got that.

DELEGATE ELLIS: Carey Ellis with Local 1756. On the pending of the approval of our board and members, we'll be donating \$1,000. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: Mic 5.

INTERNATIONAL VICE PRESIDENT MURPHY: Richie Murphy, International Vice President. I'll donate \$1,000. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK: Mic 1.

DELEGATE ALFRED: Marvin Alfred, Local 113. I just wanted to clarify. I'm very proud for the \$2,500 that we have delivered from Local sorry donated from Local 113 to have this very valuable cause, but I just wanted to clarify.

The International committed to matching all of the money collected on the floor, that it was cash, that all of the money that has been donated from all of the locals, pending approval on the floor everywhere, the International will be matching that for all of the membership to know.

(Commotion from the delegation.)

INTERNATIONAL PRESIDENT COSTA: What, do you have a problem?

DELEGATE ALFRED: No, no.

INTERNATIONAL PRESIDENT COSTA: You got a problem?

DELEGATE ALFRED: No, no. I'm hoping to make sure to clarify the generosity of the International to this very worthy clause.

INTERNATIONAL PRESIDENT COSTA: And that is correct.

DELEGATE ALFRED: Thank you.

INTERNATIONAL PRESIDENT COSTA: Whatever you raise

DELEGATE ALFRED: Thank you.

INTERNATIONAL PRESIDENT COSTA: we will double.

(Cheers and applause.)

DELEGATE ALFRED: Thank you.

INTERNATIONAL PRESIDENT COSTA: That was the motion you made.

DELEGATE ALFRED: Stronger together.

INTERNATIONAL PRESIDENT COSTA: So I heard \$1,000 from Richie Murphy. So, Brother, you are up.

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 1.

DELEGATE DI NINO: All right. President Costa, this is what Stronger Together means. This is it right here. *(Applause.)*

On a personal note, myself and my wife, \$1,000.

A DELEGATE: So I have been challenged to match a donation of \$1,000 out of my own pocket. I proudly, proudly match that donation out of my pocket. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 4.

DELEGATE MAHAR: Thank you, Brother.

Mike Mahar, Local 583, Calgary. Pending on membership approval, we would like to donate \$2,583 to the cause, please.

Thank you. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic. 5.

DELEGATE BATHERWICH: Ron Batherwich, Local 589. I would like to donate \$100 per my children to a total of \$400 out of my pocket. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic. 6.

DELEGATE WYNN: Miriam Wynn, Local 1005, Minneapolis. I'm the recording secretary, assistant business agent. Pending membership approval our local would like to donate \$1,500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 3.

DELEGATE LONGENBOHN: Lance Longenbohn, ATU Local 1001, Denver, Colorado. On behalf of our members pending their approval, we would like to donate \$1,001. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

DELEGATE STEVER: Zach Stever, 1321. Depending on the approval of the membership, another \$1,000. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Okay. Mic 1.

DELEGATE MACLEOD: Corey MacLeod, president/

business agent, ATU Local 1320. Pending approval, \$1,000. *(Applause.)*

INTERNATIONAL Secretary-Treasurer KIRK: Mic. 5.

A DELEGATE: The Florida Legislative Conference Board is donating \$1,000. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 3.

DELEGATE BUCCITTI: On behalf of the Connecticut Joint Bargaining Council, we'll donate \$1,000 pending approval here with president/business agent Veronica Chavers, Artan Martinaj and I'm out of 281 in New Haven and also standing behind us is our Connecticut Legislative Council. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Ralph, you said \$1,000, right?

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic. 6.

DELEGATE DUNN: Rod Dunn, president/business agent Local 382, Salt Lake City, 382.

I donate \$1 per member which should be close to \$1,000. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 1.

DELEGATE MACKENZIE: Ray MacKenzie, vice president, Local 508, pending an approval, we'll donate \$2,000. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

DELEGATE LINDSAY: James Lindsay, International Vice President. Pending approval of my wife \$2,500 and my son. Art is going to match that 2,500, so that's 5,000 from the both of us. The brother was from maintenance. We're from maintenance. We love you. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 4.

DELEGATE MCGRATH: Allen McGrath, Local 1290, Moncton. I just want to say a couple things before I say what I am going to say because I was debating on getting up eventually but here's my opportunity.

And you're right, you know what, it's the the family thing, this is the same feeling. I got up here six years ago in San Diego and I got up and I thanked every local and

it was I mean, totally different circumstances. We were locked out for six months.

And I remember I was the financial secretary at the time and it was the same I have that same feeling now that I did that day (visibly moved) sorry. But this is incredible what everybody is doing for this member and we're definitely going to join in, 1290, pending approval from my local, \$1,290 to the family. *(Applause.)*

I'm telling you, it's overwhelming. You get that feeling and I have talked to different people over the last week and I see people and it's exactly what I tell my members. That it's that family feeling that, you know, Stronger Together, and I try to bring that back home every time I go back home and when I'm home and to lobby.

When you get the right people and, you know, whether it's municipal or federal or whatever and you make that connection, like Matthew Green. We were talking about the NDP earlier from Ontario and we got one of our own here, Eric Tuck, that's also running. You know, you make those connections and that's how you build the thing stronger. You get this going and we can do it.

Thank you. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

LOCAL 819 DELEGATE: Good afternoon, ATU delegation. On behalf of Local 819, the International President's Local, we would like to donate \$1,819. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic. 6.

DELEGATE BERTOIA: Mark Bertoia, Sergeant-At-Arms. I would like to donate \$400 U.S. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 3.

LOCAL 1338 DELEGATE: Good afternoon, brothers and sisters. Local 1338 donated \$1,000. Somebody started something and started donating the amount relative to their local. So out of my pocket, I'm going to donate additional \$338. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

LOCAL 1342 DELEGATE: Good evening. Good afternoon, brother. On behalf of Local 1342 in Buffalo,

New York, pending approval from our membership, we're going to donate \$1,342. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 1.

DELEGATE CORMIER: Good afternoon, Rob Cormier, president and business agent of 1587. Pending membership approval, we'll donate \$2,500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 4.

DELEGATE LOGAN: Good afternoon, brothers and sisters. Grant Logan, president/business agent, Local 1182. We will pending approval by members, \$1,182. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic. 6.

DELEGATE REESE: Good afternoon, Chair. John Reese from 1572, Mississauga. I rise to a point of privilege and I'm just going to donate personally \$500 Canadian. This is a wonderful thing that we're all doing and God bless everyone.

Thank you. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 4.

DELEGATE NEIL: Paul Neil, financial secretary, ATU 587, Seattle, Washington. The state, not the city.

Pending approval from the membership and the board, we'll donate \$2,587. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
All right. Mic. 6.

INTERNATIONAL VICE PRESIDENT BORCHARDT: Janis Borchardt, International Retired Vice President and you all gave me a damn good pension, \$500.

(Applause.)

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 2.

DELEGATE CALDWELL: Jeff Caldwell, financial secretary of 1704. We will pending approval of the board and the membership, \$1,000. *(Applause.)*

And personally from me from my retirement fund, \$500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 3.

DELEGATE PAYNE: Brent Payne, ATU 1091, Austin, Texas, pending Eboard and membership approval \$1,091. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
All right. Mic 4.

DELEGATE HAGGITH: Johnny Haggith, 685, Branford, Ontario. Pending approval \$685 from our local. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic. 6.

A DELEGATE: I'm going to be stepping in for Gary Johnson. He is going to donate \$500, IVP Gary Johnson. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 3.

DELEGATE JACKSON: Arlon Jackson, Local 1031, Beaumont. We have a small local but pending approval we're going to donate \$500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 4.

DELEGATE RICHARDS: Terry Richards, Local 1637, here in Las Vegas. Upon approval our membership, we want to donate \$1,500. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic 1.

DELEGATE BRADT: Brian Bradt, Rome, New York, 582. I would like to donate \$550 pending approval for each member of my local. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Mic. 6, again.

A DELEGATE: Anthony Garland is going to give \$500 as well, IVP Anthony Garland.

Anybody else? *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:
Okay. Mic 2.

DELEGATE HUNT: Jesse Hunt from Local 1555 in Oakland on behalf of our membership and pending membership approval, \$1,555. *(Applause.)*

INTERNATIONAL SECRETARY-TREASURER KIRK:

All right.

So you know Mic 1.

Standing Ovation

DELEGATE JOHNSON: *(Visibly moved)* When I said thank you earlier, I thought I was done. I just I don't know what to say. You're amazing. Thank you very much on behalf of all of us. This will go to a good cause. Thank you. Thank you. Thank you. *(Applause.)*

DELEGATES: "ATU, ATU, ATU, ATU"

INTERNATIONAL Secretary-Treasurer KIRK: So we don't like them 1277 guys showing us up so President Costa and I are going to donate \$6,000.

Standing Ovation

DELEGATES: "ATU, Stronger Together"

INTERNATIONAL SECRETARY-TREASURER KIRK: But being the collector of funds, I wrote down everybody's commitment that they made and I know some of this is pending and I don't know how long it's going to take you to get through that pending. *(Laughter.)*

But you all have what do they call it an account receivable. So we waiting on that account receivable. But for those of that have the cash on hand, we'll take that right away. All right. *(Applause.)*

Mic 2.

A DELEGATE: KK, that was going to be my question. What does the check get made out to because I have a checkbook here today, so we'll do it today.

INTERNATIONAL PRESIDENT COSTA: Give us a minute.

INTERNATIONAL SECRETARY-TREASURER KIRK: So you can make all checks and send them to Washington, D.C. to the ATU Disaster Relief Fund. Okay? *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: We're going to try to total this up before the end of this, so we can tell you the number and the number we'll match.

And look, that's what this Union is about. I have seen this happen in strikes when we asked to raise money and challenge each other. And unfortunately, not happy about it being done in death, but, Jack, we're here and you made me proud. And this Union you know, this

is what it's about this whole week, getting together and seeing what a union does and this is what we do. All right. *(Applause.)*

We take care of each other. We fight for each other. So give yourselves a hand because you raised a lot of money here. I'm very proud of that. *(Applause.)*

Okay. Finally, we have the Balloting Committee ready to go. So come on up.

COMMITTEE CHAIRPERSON MATTINGLY: Mr. Chairman, the balloting and the election for office of delegate to the AFL-CIO Convention Position No. 3 has concluded.

The election has been fairly conducted. The ballots have been accurately counted and the secrecy and sanctity of the ballot has been preserved.

The Balloting Committee has certified the tally of ballots, 385 ballots were cast. 383 ballots were deemed valid. One ballot was void. One ballot was unresolved.

Ballots cast for Tamieko Cook, 160. Ballots cast for John Courtney, 201. Ballots cast for Montigue Magruder, 22.

JOHN COURTNEY ELECTED THIRD DELEGATE TO THE AFL-CIO CONVENTION

MATTINGLY: John Courtney is the new delegate to the AFL-CIO Convention Position 3.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: The Chair recognizes John Courtney, AFL-CIO delegate third delegate.

'We share labor's values'

AFL-CIO DELEGATE COURTNEY: Talk about humble. Man, thank you everybody. I want to thank the delegates. I want to thank the other candidates. I know we share labor's values.

And I stand before you and I also want to say that I know what it feels like to help out a family in need after a crisis situation. And what you all just did right

now, you are not going to get a chance to see the families. But when they see what we all did, it's going to bring a level of comfort to that family that is going to be unbelievable and we can't stop there. We have to make sure that for the rest of that family's lives they are taken. Great job, ATU.

I want to also give a special shout out to 689. You just made me feel at home and comfortable in speaking to you all over the last couple of days and over the last couple of days it's been incredible.

Mostly got to give me a minute to thank my wife. She sat back there this entire Convention just taking it all in.

(Applause.)

And she is the love of my life. We met when we were 15 years old and we were looking into each other eyes the other night and we realized we used to look into each other's eyes with, you know, not glasses on.

(Laughter.)

Now it's a little bit different, right, but we look at each other through our hearts. And that's my sweetheart.

And again, thank you so much and I promise you all I will represent, I will represent, I will represent the ATU as a delegate to the AFL-CIO and thank you.

(Applause.)

INTERNATIONAL PRESIDENT COSTA: Okay. Also, we have to ask IST Kirk to cast no, I don't have to do that. Right, right. We are good.

COMMITTEE CHAIRPERSON MATTINGLY: Mr. Chairman, the balloting in the election for the office of delegate to the AFL-CIO Convention Position No. 6 has concluded. The election has been fairly conducted. The ballots have been accurately counted and the secrecy and sanctity of the ballot has been preserved.

The Balloting Committee has certified the tallying of ballots. 383 ballots were cast. 382 ballots were deemed valid. There were no voided ballots. There was one ballot that was unresolved. 120 ballots were cast for Keith Hill. 262 ballots were cast for Mustafa Salahuddin.

MUSTAFA SALAHUDDIN ELECTED SIXTH DELEGATE TO THE AFL-CIO CONVENTION

INTERNATIONAL PRESIDENT COSTA: Mustafa Salahuddin.

COMMITTEE CHAIRPERSON MATTINGLY: Is the new delegate to the AFL-CIO Convention Position No. 6.

INTERNATIONAL PRESIDENT COSTA: Okay. The chair recognizes that would be the 6th delegate to the AFL-CIO Convention, Mustafa Huddin Sala [SIC]. I'm cutting it up, I know.

DELEGATE SALAHUDDIN: That's all right, brother. Just for the sake of clarity, it is Mustafa Sultan Salahuddin. *(Applause.)*

Mustafa means chosen or selected. Sultan means king or ruler, and Salahuddin means arm of the faith. *(That's what I'm talking about, baby, from the delegation.)*

'I'm living up to my name'

So I'm living up to my name. It is my honor, International President Costa, to serve this Union. I did not come into the ATU to play around. When I first stepped on the floor and I saw how this all worked, I said, I'm going to be a part of that process. I did not come here to just be a member. I came here to help this International and our local grow.

And I think I did a damn good job in the state of Connecticut, and I want to thank everyone here for your consideration. Because like I said, this is a democratic process. I have nothing against my Brother Hill, and he has nothing against me. We love each other dearly. And no matter who you chose, you would not have went wrong, so I want to thank all of you for that consideration.

'The rock of my life'

I want to thank the rock of my life, my wife. *(Applause.)*

She's in the back, y'all. Stand up, Val. There she go. You know, she's stood by me through thick and thin.

And you all know how this job is as president/business agent. It's not a rewarding job, and you don't always get pats on the back, but I'm not here for pats on the back. I have always been here for the people because that is the most important thing. *(Applause.)*

And when you fight for the people, God stands with you. *(Applause.)*

'I'm compelled to act'

So I want to say thank you. I want to say thank you for everyone that even considered me for this. And my parents always taught me, when someone is considerate of you and there's a consideration for you, you are compelled to act, so I'm compelled to act. Okay.

I came ready in this world. When my mother gave birth to me, I was ready. She did not withdraw, so I'm not going to withdraw.

We are stronger together. I'm glad to be a part of this. I'm glad to be a part of this brotherhood and sisterhood.

And, like I said, I got my baby in the back, Nala, Nala Salahuddin. Stand up, baby. Don't be shy. I teach my kids, this is what it's all about, and I'm glad she could be here. She played hooky from school to be here. My other kids are working or in college. Baby, this is what it's all about.

'I want to leave a legacy'

I want to leave a legacy for not only this local I mean, this International, my local, but also my offspring, my children. I want them one day to say, My dad did this, my dad did that and I'm I have a proud union family from my father, my mother, to my own to my siblings and to my own children.

So thank you for this opportunity. Thank you all for giving me the consideration. God bless you all. God bless the ATU. Stronger together. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Mic 4.

DELEGATE COOK: Good afternoon, Tamioko Cook. I'm the recording secretary from Local 587.

I just want to say thank you. You came and you showed out today. The generosity that you showed that family is second to none.

‘I’m not going anywhere’

I am proud to be part of this organization, and I am proud for all and thankful for all that took the time to even consider me. I’m not done. I’m not going anywhere. This ain’t going to stop my hustle or anything like that. Know that. Remember this face. I’m not going anywhere, so thank you. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: It wouldn’t be fair if I did not give the Alternate Delegate No. 4 the opportunity to take the mic. I know you were challenged and then Britt had withdrew his name. So the Chair recognizes Jose DeJesus for the 4th AFL-CIO Alternate Delegate. *(Applause.)*

‘Thank you so much for the opportunity’

DELEGATE DeJESUS: Thank you, John. I’m honored and congratulations to you and your delegation and the GEB. I’m very proud and I got a lot to learn and I can’t wait. I can’t wait. Thank you so much for the opportunity.

FINAL BALLOTING COMMITTEE REPORT

INTERNATIONAL PRESIDENT COSTA: Mr. Chairman.

COMMITTEE CHAIRPERSON MATTINGLY: This is the final report of the Balloting Committee.

Thank you, Mr. Chairman.

On behalf of the Balloting Committee, I would like to thank all of you for conducting your balloting in an orderly and an efficient manner. We conducted elections for International Vice President No. 16, International Vice President No. 18, delegate to the

AFL-CIO Convention No. 3, delegate to the AFL-CIO Convention No. 6.

With the conclusion of the elections at the 60th Convention, I trust the delegates will join me in expressing appreciation to the members of the Balloting Committee for performing their duties with seriousness and dedication. *(Applause.)*

As a result of their hard work, the balloting was accurate, fair, and transparent. Our committee would like to take this opportunity to express our appreciation to the International Vice President Ken Wilson for his assistance. *(Applause.)*

And I personally would like to thank Karima Howard, who has served admirably as the Balloting Committee Secretary. *(Applause.)*

Sister Howard will now read the names of the Balloting Committee, but I so move this report, Mr. Chairman.

DELEGATES: *“Seconds.”*

INTERNATIONAL PRESIDENT COSTA: Sorry. I’m looking at the money here. *(Laughter.)*

It was moved and seconded.

Any questions? *(No response.)*

Hearing none, all in favor, say aye.

DELEGATES: Chorus of *“ayes.”*

Opposed. *(No response.)*

The report is moved. *(Gavel knock.)*

(Applause.)

COMMITTEE SECRETARY HOWARD: All right. Good afternoon, good afternoon, good afternoon, ATU.

DELEGATES: *“Good afternoon”*

HOWARD: Wrap it up. It was definitely an honor to be on this committee once again. I thank you for believing in us and trusting in us. Congratulations to all of our leadership and delegates that have won seats and positions here today.

Could not have done it without him.



Karima Howard, Local 85-Pittsburgh, PA

Dwight Mattingly, Local 1577, *chair*

Karima Howard, Local 85, *secretary*

Kevin Odom, Local 22

Antonio Meglio, Local 113

Michael Wright, Local 279

Pennie McCoach, Local 308

Corey Sebens, Local 416

Lawanda Ramsey, Local 569

Frank Saya, Local 580

Brian Bradt, Sr., Local 582

Patrick Denig, Local 583

Michael Macintyre, Local 589

Ronald Shelton, Local 689

Jennifer Chase, Local 689

Joseph Thomas, Local 714

Alicia Richardson, Local 788

Mr. Darrell "Get it Done" Lampley, 819

Carlos Gonzalez, 820

Ms. Denise Briggs, 822

Fred Caputo, Local 966

Cassandra Cobb, Local 998

Rick Stubblefield, Local 1001

Joseph Branch, Local 1056

Mike Finger, Local 1181

Ann Louise Polanco, Local 1181

Troy Hansen, Local 1168

Nicholas Casalino, Local 1181

Edward Frank, 1179

Jeff Shaffer, Local 1277

Claudia Jones, 1338

Steve Newsham, 1345

Efren Mazas, 1360

Ferraro Jacobs, 1464

Linda Stevens, 1582

HOWARD: It would not have been possible to do it without this group. *(Applause.)*

Thank you.

INTERNATIONAL PRESIDENT COSTA: Thank you, Mr. Chairman, Madam Secretary, and the committee. I know this was a lot of work, and you did a fine job. Thank you. Appreciate that.

Let's give them a hand. *(Applause.)*

Okay. We have Salma here. Salma, can you come up here? I just want to talk about this the money we collected, and before we move too quick, Salma is our ATU controller that deals with all of the money.

You want to just give some details on this disaster relief, that you will be able to collect the checks. Do you want to say anything?

CONTROLLER YOUSEFI: Yeah. So the checks should be made out to ATU Disaster Relief.

INTERNATIONAL SECRETARY-TREASURER KIRK: So we collected and got commitments of \$110,000. *(Applause.)*

When the ATU match, that will take it to \$220,000. *(Cheers and applause.)*

INTERNATIONAL PRESIDENT COSTA: Okay. Great. Fantastic. Wow, wow.

So Salma will be here, if any checks if you want to come, she can help you out. She will take the checks. We have

a list. We have all of the names. Also, we are going to put this out on our disaster relief and also broadcast it on our website, to see if anybody else or some other locals or members might want to donate also to it. All right?

So I believe this is going to actually raise more. Thank you. Thank you everybody, once again. *(Applause.)*

Jack, you want to say anything?

DELEGATE JACKSON: I guess the only thing I could add is, if I can just take you guys back to the first day I met with the family.



Jack Jackson, President/Business Agent, Local 1572-Mississauga ON

‘Without the union they would have nothing’

There’s a significant language barrier, one of the reasons that drove me to fly back to make sure that I could speak with the family. After we explained everything and everything we’d do for them, they turned to me and said that they did not understand what unions were about and what the union was, and they actually had to research unions.

And on my way out, they said to me that they are so glad that they had a union. That without the union they would have nothing. And I just realized, it’s not them that has the Union, it’s me, and I just can’t thank you enough. *(Applause.)*

‘You people just changed the lives of so many’

I don’t have it in me to thank you enough. You people just changed the lives of so many. I’m blown away. I’m

humbled. I’ve never been more proud of this organization, and until today I’ve never truly known what it is to be a part of a family. Thank you. Thank you.

Standing Ovation

INTERNATIONAL PRESIDENT COSTA: Mic 4.

DELEGATE NEIL: Mr. President, Paul Neil, Local 587. I just wanted to give some thank yous.



Paul Neil, Financial Secretary, Local 587-Seattle WA

‘I was surrounded by my union family and felt loved and safe’

I didn’t drink my water. I need that. I am keeping it full. I was on the floor. I went to the hospital, got rehydrated, I’m fine, but when I was down, I was surrounded by my union family and felt loved and safe. *(Applause.)*

And I just wanted to thank everybody, particularly Kyron Lewis from 113. *(Applause.)*

And there was him and another brother from 1442 were holding my legs up to keep my blood pressure up, and I just want to thank them so much.

‘We got hitched’

And, you know, it was great. I mean, people all over have been saying, hey, how are you? Can I get you some water? Yvette has been filling my water bottle for me. It’s been very, very touching.

And, you know, I didn’t know Kyron until right then, and yesterday, he was the best man at my wedding. We got hitched. While we were all voting, we went and

got married, yeah, so anyways thank you every one. Thank you very much. *(Applause.)*

INTERNATIONAL PRESIDENT COSTA: Glad you're feeling better and back, brother.

Okay. We still have some working details on where the 61st International Convention will be held, so in the coming months, we will let you know. We still haven't gotten that taken care of with the COVID. It was hard enough getting this taken care of, and we didn't even know if we were going to have this in person or not so we got there.

Union flags

So also I just want to point out all of the flags in the room here. How does it look? Does this look like a union hall? *(Applause.)*

We will be taking these down and wrapping them up and putting them back into the container, and we will be shipping them out to every local that's hanging here, flying here in this hall. So you will all receive that banner sent to your local in a couple weeks, when we get everything back and ship them out. All right? So they are yours to use.

I would like to see them out on the picket line and at rallies and in front of the fights that we're going to have. So that's where it's going to happen with those.

I think this would be a good time also to install the International officers. So we're going to conduct the installation of the officers. *(Applause.)*

So, Sarah, while we're doing that, why don't you just do some announcements, and I ask that all of the International Vice Presidents come up along with the execs.

Okay. Hold on, Sarah. We have got some official business. Let's get it done now.

2019 59TH INTERNATIONAL CONVENTION EXPENSE REPORT

INTERNATIONAL SECRETARY-TREASURER KIRK: As required by the Constitution, the 2019 59th International Convention expense report. Mr. Chairman,



International Secretary-Treasurer Kenneth Kirk

the Amalgamated Transit Union statement of receipts and disbursements is:

- Income: \$431,212
- Delegates and guest registration fees: \$431,212
- Total expenses: \$3,647,699
- Net Loss: \$3,216,487

DELEGATES: Moved and seconds

INTERNATIONAL PRESIDENT COSTA: That was information only. No motion is needed. Thank you.

Okay. Sarah, let's do the announcement on the bus shuttles and times to the airport before we do the installation.

SAEZ: Sure. Just a reminder that the buses to the airport will run from noon until 8:00 p.m. and on Saturday, September 24th, from 7:00 a.m. to 6:00 p.m. from the tour lobby.

INTERNATIONAL PRESIDENT COSTA: How often?

SAEZ: I believe every 30 minutes.

INSTALLATION OF OFFICERS

INTERNATIONAL PRESIDENT COSTA: All right. I would like to before we talk and close out and do the installation of officers, Executive International Vice President Randy Graham, are you in the room? I would like you, if you would take please honor us in installing the officers. *(Applause.)*

And I would ask that all of the International Vice Presidents please come up. And the new Executive International Vice President Yvette Trujillo, is she here? Come on up.

Come on, why is it so quiet in this place. Come on. Long day, huh?

RETIREED INTERNATIONAL VICE PRESIDENT GRAHAM: Good afternoon. It's my honor to be here today. Do you accept the office to which the delegates of this Convention have elected you?

INTERNATIONAL OFFICERS: Chorus of "Yeses."

GRAHAM: Each of you will raise your right hand and repeat the following obligation:

I, in the presence of the members of this Union do solemnly promise that in addition to the membership obligation I have already taken in this Union, that I will do the best of my ability to perform the duties of the office to which I have been elected, as laid down in the Convention of our Union until I have been relieved by the proper officers or my successors duly elected and installed. And that I will faithfully perform all of the work of this Union that falls to my office as prescribed by

the Constitution of this Union.

I further promise to diligently guard and turn over to my successor all properties of the Union entrusted to my possession and responsibility, and during the official acts while holding this office shall be just and honorable, working for the good of the Amalgamated Transit Union.

GRAHAM: I now declare these officers duly installed and into their hands submit the work and the care for directing and managing the affairs of the Amalgamated Transit Union for the term for which they have been elected.

Congratulations.

Standing Ovation

And to the president, I give him his gavel to keep beating everybody. (*Applause.*)

I present this gavel to President Costa to use in all ways possible to help this membership, as he has and continues with the great leadership to this Union. (*Applause.*)

INTERNATIONAL PRESIDENT COSTA: Thank you, Randy. Appreciate it. It's an honor. Thank you.



All right. When I started this Convention, I said let's have an amazing Convention, and I think it's been an amazing Convention, at least for me.



Retired Executive International Vice President Randy Graham presenting the gavel to International President John A. Costa

THANK YOU TO STAFF

I want to thank everybody who worked to put this together. A lot of work went into this Convention, including my staff, so I want to take a moment to recognize them. *(Applause.)*

My assistant, Mary, my chief of staff, Jessica Chu, my chief of staff, my organizers, the attorneys, everybody that put this together. It was a lot of work putting this together.

We got together, and if it wasn't for them coming out here, working with the registration. So you seen, they were working, they were working hard, and they know they were representing you and they had to do it with class. So I hope everything went smooth.

I want to thank all of the organizers that were here helping out. We had staff come in. I want to talk about the hotel staff, and the service that we got here I thought it was great too. So let's give them a hand. *(Applause.)*

I spoke about the flags, and we'll have the flags put in, and you will be receiving them as they break down.

'The spirit of the ATU'

So, brothers and sisters, it was an honor to chair, it was an honor to be reelected. I just hope the next

three years we do as good as we did this year these last three years in the sense of pulling together. I mean, the family that we feel here, I don't know if it was the result of the COVID or whatever had happened, but the spirit of this Union, the spirit of the ATU, seeing it work here, the respect that we see and even the differences we have with some of the elections and so be it, it's democracy and that is what it's about and the debate, but at the end of the day, I really felt that this Convention had a lot of respect in it and love in it.

And I think you know, I watched the families here, and I see the first time delegates that came in and the compliments that they were like, Wow, I want to be a part of this Union. Wow, I didn't know this is what unions did.

'Get out there and kick ass'

So all of the first time delegates, get out there and kick ass. Go to work, represent your union. For all of us that have been coming, we know what we got to do when we go back. We got to go to work next week. Nothing changes. We had some time for ourselves, some time to meet each other, after three years of looking at each other in a box. Zoom is over. It felt great to see everybody.

Canada, good to see you, and look forward to seeing you more, and thank you. *(Applause.)*

You know, the U.S., it was great seeing everybody here, those locals I couldn't get out to see. It was just a really good time seeing all of you and watching all of you enjoy each other.

'It's not going to get easy'

And as we go back to work and this week goes away and we're going to be dealing with the struggles of the grievances and the complaints and the fights, and it's not going to get easy. But we're here, and we'll keep representing.

So just like I said, I don't know why I'm here sometimes because this isn't something I actually planned on when Larry had died and wasn't looking to be an IP, but the GEB at that time thought I should be.

And then going to three years, as we did, and with the stress and a lot of stress, sometimes I wondered why, why am I here, but there was always the compliments that you, the membership, and it was always going out and seeing the membership that gave me the strength to say, you know, the good words, the encouragement to keep me in this seat. *(Applause.)*

'I'm honored'

So I'm honored that you give me this respect. I'm honored that you give me this job, and I know it can go away at any time. And like I said the other day, I will be here, I will represent, and I will fight and curse for the respect that you deserve. *(Applause.)*

But also while I got the opportunity to control the mic, yesterday I kind of screwed up on my family in the back. I mentioned everybody, but I had my nieces and nephews that are back there too, and I just wanted to say a shout out to Donato and Donte and Briella. They are all out there. Gianni. They are all here too, so I kind of screwed that up, so I got an opportunity to make it up.

So, everybody, I have I have to say, just have a safe trip back.

Can my family come up here for a minute? Lucas, come on up. I want you to end this Convention with what I have been teaching you for a while. Come on up, Lucas. Hurry up.

I want everybody to have a safe trip back. Any problems let us know if you are having any problems leaving.

And I would like to take this moment to make a motion to adjourn the 60th Convention of the Amalgamated Transit Union.

DELEGATES: *"So moved."*

DELEGATES: *"Seconds."*

Motion made and seconded. All in favor.

DELEGATES: Chorus of *"ayes."*

Opposed. *(No response.)*

The ayes have it. Closed. *(Gavel knock.)*

INTERNATIONAL PRESIDENT COSTA: Can I get the mic on? Come on, Lucas. Go ahead.



Union Yes

MASTER LUCAS COSTA: Union, yes. *(Applause.)*

ATU.

MISS LUCIA COSTA: Union, yes. ATU.

MASTER LUCAS COSTA: Who moves this city?

DELEGATES: *"We move this city."*

Who moves this city?

DELEGATES: *"We move this city."*

Who moves this city?

DELEGATES: *"We move this city."*

ATU.

DELEGATES: *"Stronger Together."*

ATU.

DELEGATES: *"Stronger Together."*

ATU.



DELEGATES: *"Stronger Together."*

Thank you, brothers and sisters. Thank you.

*Whereupon, the 60th Amalgamated Transit Union
International Convention adjourned sine die.*



DELEGATES OF THE AMALGAMATED TRANSIT UNION 60TH CONVENTION

INTERNATIONAL UNION

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Javier Perez, International Executive Vice President
Kenneth Ray Kirk, International Secretary-Treasurer

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Robert Doucette

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Mario Azzopardi

Roland Beaudet

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Angela Clark

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Jason DaSilva

Harinder Dhillon

Scott Gordon

Steve Hajoglou

Robert Holloway

Micheal Judd

Steve Kirou

Kyron Lewis

Pasqualino LaVerghetta

Frank Malta

Dean Martin

Manjit Matharu

Antonio Meglio

Jagjit Minhas

Nectarios "Nick" Mitropoulos

Mohammad Rana

Rick Rideout

Hernan Saulle

Kiranvir Sidhu

Junior Sutton

Fritz Titus

Aleem Tharani

Tunika Grace Udoh

Ross Zambri

LOCAL 128

Asheville, NC

Albert L. Maybin

LOCAL 134

Vancouver, BC

Cornel Neagu/Arturo Buban (substitute)

LOCAL 164

Wilkes-Barre, PA

Paul Jason

LOCAL 168

Scranton, PA

David Kaczmarek

LOCAL 174

Fall River, MA

Eric Carvalho

LOCAL 192

Oakland, CA

Eric Braziel

Robert Coleman

Eric Darby

James Jackson Jr.

Patricia Lock

Josette Moss

Alita Webb

LOCAL 241

Chicago, IL

Aloy Anabaraonye

William Belue

Toi Bowers

Larhon Brownlee

Claudell Cain

Clarence Covington

Troy Damron

Larmar Daniels

Woodrow Eiland

Tiant Gatewood

Kelvin Gilkey
Contina Hill
Keith D. Hill
Marcin Kotarba
John Mangan
Caesarie Montgomery
Tanno Muhammad
Dorsey Nunn
Orlando Robinson
Perry Thornton
Paul Tolson
Michelle Townsend
Rashida Tramble
Timothy Westhoff
Marqueal Williams
Eric Zamora

LOCAL 256

Sacramento, CA
Gwendolyn M Land
Matthew C. Lucien
Crystal McGee-Lee
Ralph Niz

LOCAL 265

San Jose, CA
Zachary Bodle
John Courtney
John Pospishek
Rajvinder Singh
Shaun Walston

LOCAL 268

Cleveland, OH
Tameka Y. Dumas
Mallory Jarrous
Clarence C. King
Darnell L. Morris
William H. Nix

LOCAL 272

Youngstown, OH
Tenessa Wills

LOCAL 279

Ottawa, ON
Hariqbal Bal
Clint R. Crabtree
Nitin Datta
Steven Faubert
Chuck Fitzpatrick
Barry Low
Hassan D. Osman
Jacques A. Racine
Michael C.J. Wright

LOCAL 281

New Haven, CT
Al Barnes
Ralph Buccitti

LOCAL 282

Rochester, NY
Jacques Chapman
Joseph Duemmel
John Trott

LOCAL 308

Chicago, IL
Cleveland Atkins
Saul Ayala
Eric Basir
Eric Dixon
Aqua Fisher
Kenneth Franklin
Deborah Lane
Pennie McCoach
Kim Mitchell
Michael Overstreet
Mark Weems

LOCAL 312

Davenport, IA
Yolandas J Dixon

LOCAL 313

Rock Island, IL
Eric Appelquist

LOCAL 381

Butte, MT
Lelah Rex

LOCAL 382

Salt Lake City, UT
Norman Blessant
Rodney Dunn
Doug Underwood

LOCAL 398

Boise, ID
Douglas Buckendorf

LOCAL 416

Peoria, IL
Corey S. Sebens

LOCAL 425

Hartford, CT
Winston Anderson
Marvin Chatfield
Artan Martinaj

LOCAL 441

Des Moines, IA
John Rugama

LOCAL 443

Stamford, CT
Veronica Chavers

LOCAL 448

Springfield, MA
James Harrington
Michael Haughton

LOCAL 508

Halifax, NS
Patricio Garcia

Nicholas Hinkley
Raymond Mac Kenzie
Jeff Verge

LOCAL 519

La Crosse, WI
Todd Strasser

LOCAL 540

Trenton, NJ
Kenneth Rice

LOCAL 558

Shreveport, LA
Janice Calton

LOCAL 568

Erie, PA
John Martini

LOCAL 569

Edmonton, AB
Damir Begovic
Steve Bradshaw
Harminder (Raj) Brar
Darlene Malayko
Leigh McCabe
Daryll Miller
Lawanda Ramsey
Robert Relkov
Jennifer Schmidt
Michael Trupish

LOCAL 580

Syracuse, NY
Frank Saya
Mike Woodall

LOCAL 582

Rome, NY
Brian Bradt

LOCAL 583

Calgary, AB
John Harwood
Richard Benn
Patrick Denig
Raj Jessel
Bill Johnson
Harry Lew
Mike Mahar
Neil McKinnon
Sharon Waugh
Harvey Woo

LOCAL 587

Seattle, WA
Ronald Anderson Sr.
Harold O. Batson
Richard A. Burton
Tamiako M. Cook
Latrelle A. Gibson
Monique A. Lowe
Lisa A. Nault
Paul B. Neil
Mary J. Newton
Kenneth J. Price
Cory M. Rigtrup
Jose A. Rosado
Penny L. Scott
Tzur Wilfand

LOCAL 588

Regina, SK
Darcy Kluge
Rahul Patel

LOCAL 589

Boston, MA
Ronald Batherwich Jr.
William Berardino
James Bradley
Gerald Cohen

Lee Creech Jr.
Jose Cruz
James Evers
Alix Gaston
Richard Lee
Michael Macintyre
Karen Maxwell
Lisa Medeiros
Katharine Mullen
Scott Page
Wayne Peacock
Caroletta Shaw-Boyd

LOCAL 615

Saskatoon, SK
Darcy Pederson
Rhealene Wagner

LOCAL 616

Windsor, ON
Dragan Markovic
Mel Young

LOCAL 618

Providence, RI
Joseph Cole
Nick DeCristofaro
Walter Melillo
Steve Sousa

LOCAL 627

Cincinnati, OH
Delrico Collins
Inga McGlothlin
Troy Miller

LOCAL 638

Cedar Rapids, IA
Jerry Merritt

LOCAL 662

Pueblo, CO
Jerry Ballard

LOCAL 682

Fort Wayne, IN

Steve Sustek

LOCAL 685

Brantford, ON

Johnny Haggith

LOCAL 689

Washington, DC

Leah Anderson

Ozzie Andrews

Troy Barnes

Gregory Bowen

Aaron Brooks

Romoan Bruce

Keith Bullock

Wills Burke

Damion Cannon

Jennifer Chase

Alphonza Clements

Printus Dates

Derrick DuBose

Warren Flowers

John Gaines

Robert Girdharry

Brandy Godwin/

Ziri Tashera (substitute)

James Goines

Derrick Gray

Diron Jackson

Raymond Jackson

Brian Johnson

Charles Johnson

Theus Jones

Arthur Knight Jr.

Montique Magruder

Rachid Mhamdi

Christopher Miller

Glenn Miller

Edgar Newton

Raynell Redd

Gary Rouse

Abdulrahman Sanusi

Ronald Shelton

Albert Smith

Zuri Tesheira

Barry Wilson

Lawrence Womack

Maurice Womack

Damien Wood

LOCAL 694

San Antonio, TX

Brigido Almanza

Juan L. Amaya

Robert R. Garza

Amalio L. Soto

LOCAL 697

Toledo, OH

Carly Allen

LOCAL 704

Little Rock, AR

Sandra Profit

LOCAL 714

Portland, ME

Joe Thomas

LOCAL 726

Staten Island, NY

George Botts

Daniel Cassella

Michael Donohue

Paul LaPolla

Thomas Mason

Nicholas Rivera

Nuccio Stuto

Christopher Waymer

LOCAL 732

Atlanta, GA

James Atkins

Tarrence Brown

Britt Dunams

Misa Green

Angela Hamby

Shayanna Moore

Anthony Rogers

Natasha Taylor

David Ward

LOCAL 741

London, ON

Matt Dopp

Michael Gauthier

Martin Stranak

LOCAL 752

Bloomington, IL

Thalia Klunick

LOCAL 757

Portland, OR

Shirley Block

Bill Bradley

Mikel Burke

Fred Casey

Alina Clark

Terry Howard

Kevin Kinoshita

Mary Longoria

Lilia Lopez

Mike McCurry

Gladys Melton

Kerry Montgomery

Joe Ruffin

Anna Tompte

LOCAL 758

Tacoma, WA

Harold Leazer

Vonda Marshall

Isaac Tate

LOCAL 765*Montgomery, AL*

David Kyser

LOCAL 770*Mobile, AL*

Antonie M. Maiben

LOCAL 779*Waterloo, IA*

Duane S. Osborn

LOCAL 788*St. Louis, MO*

Craig Danley

Antonio Floyd

Pandora Holman

Reginald Howard

Antoian Johnson

Alicia Richardson

Catina Wilson

LOCAL 819*Newark, NJ*

Veronica Cobb

Eric Givens

David Greaves

Darrell Lampley

Kenneth Lewis

Wilfredo Rivera Jr.

Karen Thomas

LOCAL 820*Union City, NJ*

Manuel Colon

Carlos Gonzalez

Pablo Gonzalez

Christopher Whisten

LOCAL 821*Jersey City, NJ*

Eric Pettiford

Kevin Edwards

LOCAL 822*Paterson, NJ*

Geraldo Arroyo

Denise Briggs

Luis F. Gomez

LOCAL 823*Elizabeth, NJ*

Elijah Spates

Nancy Spence

LOCAL 824*New Brunswick, NJ*

Robert Carle

Martin J. Heraghty

LOCAL 825*Oradell, NJ*

Jeffery Evans

Retheena M. Goodwin

LOCAL 836*Grand Rapids, MI*

Melvin Turnbo

LOCAL 842*Wilmington, DE*

Kendall M. Barbour

Keisha Gorham-Parham

Kevin P. Marx

LOCAL 843*Bellingham, WA*

Daniel Darwin

LOCAL 846*St. Catharines, ON*

Chris Byford

LOCAL 847*St. Joseph, MO*

Donald Ritchheart

LOCAL 857*Green Bay, WI*

Joseph Cherry

LOCAL 859*Decatur, IL*

Nanette Ruffin

LOCAL 880*Camden, NJ*

Corey Gallman

Deonne Moore

Calvin Petteway

Steven Van Sant

Michael Young

LOCAL 883*Everett, WA*

Steve Oss

LOCAL 900*Waukegan, IL*

DeCarlo Greer

LOCAL 956*Allentown, PA*

Ricardo Vega

LOCAL 966*Thunder Bay, ON*

Fred Caputo

LOCAL 987*Lethbridge, AB*

Travis Oberg

LOCAL 993*Oklahoma City, OK*

Chris Bourke

LOCAL 996*South Bend, IN*

LOCAL 998

Milwaukee, WI

Michael A. Brown
Cassandra Cobb
Tracey L. Harris
Edward J. Procek
Donnell Shorter

LOCAL 1001

Denver, CO

Catherine Davis
Michael Harvey
Jerry Jimenez
Robert Lara
Lance Longenbohn
Barbara O'Donnell
Eric Stubblefield
Latasha Thompson

LOCAL 1005

Mpls./St. Paul, MN

Daniel Abramowicz
Kurt Anderson
Tommy Bellfield
Clifton Bolden
David Gosha
Demetre Muhammad
David Stiggers
Ryan Timlin
Miriam Wynn

LOCAL 1015

Spokane, WA

Chad Camandona
Sherrie Potter

LOCAL 1027

Fresno, CA

Alfredo Molina
Luis Alcazar-Montoya

LOCAL 1028

Des Plaines, IL

Alondra Wills-Smith
Aminatu El-Mohammed

LOCAL 1031

Beaumont, TX

Arlon Jackson

LOCAL 1039

Lansing, MI

Steven Soliz

LOCAL 1056

Flushing, NY

Luis F. Alzate
Byron Bolling
Joseph Branch
Raymond Burke
Kevin Chong
Bernadette L. Dyer
Thomas Erdmann
Mark A. Henry

LOCAL 1070

Indianapolis, IN

Rachel L. Hill
Roy C. Luster Jr.

LOCAL 1091

Austin, TX

Brenda Moore
Brent Payne
Lawrence Prosser
Darrell Sorrells

LOCAL 1093

Kalamazoo, MI

Earl Cox Sr.

LOCAL 1108

Quincy, IL

Deborah Altgilbers

LOCAL 1119

Wilkes-Barre, PA

Wanda Harrison

LOCAL 1145

Binghamton, NY

Peter Schiraldi

LOCAL 1160

Monroe, LA

Horace Anthony

LOCAL 1164

Knoxville, TN

Melissa Stooksbury

LOCAL 1168

Wausau, WI

Troy Hanson

LOCAL 1177

Norfolk, VA

Cheri Jordan
John W. Reid

LOCAL 1179

New York, NY

James Berry
Jose DeJesus
Edward Franke
Colando Stokes

LOCAL 1181

New York, NY

Fred M. Andreani
Kirk Barrett
Robin C. Benedetto
Joseph Borgella

Jean Claude Calixte
Nicholas Casalino
Guillermo Castillo
John Cleary
Anthony Cordiello
Carl A. Davis
John Deloatch
Mike Finger
Brunot Fleuriot
Arcadio Fret
Tomas Fret Jr.
Antoinette Giordano
Joseph Gordon
Nicholas Hedge
Mario Jean
Renee Jean-Louis
Raymond Laroche
Joseph Micciulli
Marco Mora
Ivana Pagano
Mark Peay
Ernst Pierre
Ann Louise Polanco
Guy Prosper
Margarita Rosario
Georges Saint-Victor
Jose Serrano
Paulett Thompson
Eulalia A. Zito

LOCAL 1182

Saint John, NB
Grant Logan

LOCAL 1189

Guelph, ON
Scott Bate

LOCAL 1197

Jacksonville, FL
Melvin Hicks

LOCAL 1209

New London, CT
Sendra L. Childs-Cornish

LOCAL 1212

Chattanooga, TN
Lakecha Strickland

LOCAL 1220

Richmond, VA
Maurice Carter

LOCAL 1225

San Francisco, CA
Albert Garcia

LOCAL 1235

Nashville, TN
Patrick E. Green
Fernando D. Parmer

LOCAL 1241

Lancaster, PA
John A. Habanec

LOCAL 1249

Springfield, IL
William Jones Sr.

LOCAL 1267

Ft. Lauderdale, FL
Douglas Behr
Garie Frett
William Howard

LOCAL 1277

Los Angeles, CA
Arturo Aguilar
Mike Ashford
John DiRito
Errol Frazier
Maria Miller

Jose Palomino Jr.
Victor Rodriguez
Marcelo Rubio
Michelle Santa Cruz
Jeff Shaffer
Julian Torres
Mauro Varela Jr.
Aaron Williams

LOCAL 1279

Johnstown, PA
John Porter

LOCAL 1287

Kansas City, MO
William Howard
Astrid White

LOCAL 1290

Moncton, NB
Alan McGrath

LOCAL 1293

Lincoln, NE
John M. O'Brien

LOCAL 1300

Baltimore, MD
James Carter
Larry Dunham
Steven Glasscho
Sean McCallum
Matthew McLaughlin
Michael McMillan
Vivian Okoli-Moore
Robin Ward

LOCAL 1309

San Diego, CA
Cesar Buenaventura
Mike Tenorio
Christopher Todd

LOCAL 1310

Eau Claire, WI

Kyle Herman

LOCAL 1320

Peterborough, ON

Cory MacLeod

LOCAL 1321

Albany & Troy, NY

Michael Gambrell

Steven Moquin

Zachary Stever

LOCAL 1324

Savannah, GA

Courtney Johnson

LOCAL 1328

Raleigh, NC

Sherita McCullers

LOCAL 1333

Rockford, IL

Jodi Williams

LOCAL 1336

Bridgeport, CT

Mustafa Salahuddin

Ieasha Wright

LOCAL 1338

Dallas, TX

Bryan Blanks

Jose Cavazos

DeBoss Christian

Kenneth Day

Donnie Jolly

Claudia Jones

Latonia Walker

LOCAL 1342

Buffalo, NY

James Cornelius

Ronald G. Giza

John Lainis

Lydia M. Moore

Jeffrey B. Richardson

LOCAL 1345

Reading, PA

Steven Newsham

LOCAL 1356

Sioux Falls, SD

David Denevan

LOCAL 1360

Topeka, KS

Efren Mazas

LOCAL 1363

Providence, RI

Stephen Maroto

LOCAL 1385

Dayton, OH

Kevin Frazier

Tanika Thompson

LOCAL 1433

Phoenix, AZ

Robert Bean

Frank Gutierrez

Dana Kraiza

Dwayne Session

LOCAL 1436

Harrisburg, PA

Lionel Randolph

LOCAL 1447

Louisville, KY

Lillian Brents

Justin Goodman

LOCAL 1462

St. John's, NL

Paul Churchill

LOCAL 1464

Tampa, FL

Derwin Bright

Ferraro Jacobs

Sandra R. Nickles

Stephen Simon

LOCAL 1493

Raleigh, NC

Percival Patterson

LOCAL 1498

Joplin, MO

Richard L. Davis

LOCAL 1499

Muncie, IN

Andrew Beard

LOCAL 1505

Winnipeg, MB

Crystal Hanley

Derek Hanley

Romeo Ignacio

Dave Madeychyk

Mohinder Sidhu

James Van Gerwen

LOCAL 1512

Springfield, MA

Andrew Woods

LOCAL 1517*Idaho Falls, ID*

Thomas Clayton

LOCAL 1535*Harahan, LA*

Carlos Westley

LOCAL 1548*Plymouth, MA*

Charles A. Ryan III

LOCAL 1555*Oakland, CA*

Jesse Hunt

Dana M. Mims

Rachel Miranda

Ed Reel

LOCAL 1557*Gatinaeu, QC*

Olivier Lachance

LOCAL 1560*New Orleans, LA*

Darren J. Crawford

Kory Dupree

LOCAL 1563*Denver, CO*

John Q. Adams

LOCAL 1564*Detroit, MI*

Antoinette Brown

Kevin Colon

LOCAL 1572*Mississauga, ON*

Salvatore Di Girolamo

Rafi Ebraemi

Jack Jackson

Jay Khawaja

Tony Tasillo

LOCAL 1573*Brampton, ON*

Amandeep Gill

Dave Hewitt

Frank Vani

Alex Watson

John Zahreddine

LOCAL 1575*San Rafael, CA*

David Herrera

Shane Weinstein

LOCAL 1576*Lynnwood, WA*

Kathleen Custer

David Thompson

LOCAL 1577*W. Palm Beach, FL*

Iran "Joey" Acevedo

Dwight Mattingly

LOCAL 1579*Gainesville, FL*

Zefnia Durham III

LOCAL 1582*Niagara Falls, ON*

Linda Stevens

LOCAL 1587*Toronto, ON*

Catherine Borrens

Michael Cole

Rob Cormier

David Gatehouse

Simon Jost

Jacqueline Smithson

Murad Thomas

LOCAL 1591*Broward Co., FL*

April Williams

LOCAL 1595*Pittsburgh, PA*

Joseph Riddle

LOCAL 1596*Orlando, FL*

Anna Cole

Willie Delgado

LOCAL 1598*Spokane, WA*

Samuel D. Hairston

LOCAL 1603*Bethlehem, PA*

Dennis Jorgenson

LOCAL 1605*Concord, CA*

Michelle Gray

LOCAL 1614*Dover, NJ*

Mark Jones

LOCAL 1622*Danbury, CT*

Oswaldo Chin

LOCAL 1624*Peterborough, ON*

Shawn Purcell

LOCAL 1633*Welland, ON*

Christopher Moore

LOCAL 1637

Las Vegas, NV
Sandra Adams
Timothy Bush
Terry Richards

LOCAL 1700

Chicago, IL (Nat'l)
Herman Green
Karen Miller

LOCAL 1701

Sarasota, FL
Donald Turner

LOCAL 1704

San Bernardino, CA
Joanne Barnes
Jeff Caldwell

LOCAL 1722

Kelowna, BC
Alan Peressini

LOCAL 1724

Vancouver, BC
Mark Beeching
Steve Campbell
Laura Wylie

LOCAL 1733

Vernon Hills, IL
Pennie Johnson
Nancy McCurdy

LOCAL 1741

Lafayette, IN
Herbert R. Slemin

LOCAL 1742

Charleston, WV
David E Sayre

LOCAL 1743

Pittsburgh, PA
Diane Stambaugh

LOCAL 1749

Orlando, FL
Scott Penvose

LOCAL 1753

Venetia, PA
Albert Caterino Jr.

LOCAL 1754

Lawrence, KS
Justin R. Priest

LOCAL 1756

Arcadia, CA
Lorence Bradford
Local 1756 Lupe Carranza
Local 1756 Carey Ellis

LOCAL 1760

Ottawa, ON
Jacqueline Boily
Local 1760 Jamie Larkin

LOCAL 1761

Charlotte, MI
Christopher Lake

LOCAL 1763

Rocky Hill, CT
LaWanda Y. Epps

LOCAL 1765

Olympia, WA
Paul T. Tischer

LOCAL 1767

Sault Ste Marie, ON
Dennis Champagne
Brent Cerenzia

LOCAL 1774

Aspen, CO
Eduardo Cortez

LOCAL 1775

Barrie, ON
Marietta Quinney

LOCAL 1776

Grand Junction, CO
Judi DeRusha

LOCAL 1777

Olney, MD
Patricia Hall



COMMITTEES OF THE 60TH CONVENTION



Appeals Committee

Chair, Jacques Chapman - Local 282, **Secretary,** Mustafa Salahuddin - Local 1336, Kenneth Kephart Jr. - Local 22, Ralph Niz - Local 256, Ralph Buccitti - Local 281, John Rugama - Local 441, Troy Miller - Local 627, Johnny Haggith - Local 685, George Botts - Local 726, Antonie M. Maiben - Local 770, Pablo Gonzalez - Local 820, Kendall M. Barbour - Local 842, Steven Van Sant - Local 880, Donnell Shorter - Local 998, Sherrie Potter - Local 1015, Peter Schiraldi - Local 1145, Grant Logan - Local 1182, Lakecha Strickland - Local 1212, John A. Habanec - Local 1241, William Howard - Local 1287, Romeo Ignacio - Local 1505, Kory Dupree - Local 1560, International Vice President Stephan MacDougall.



Balloting Committee

Chair, Dwight Mattingly - Local 1577, **Secretary,** Karima Howard - Local 85, Kevin Odom - Local 22, Antonio Meglio - Local 113, Jacques A. Racine - Local 279, Pennie McCoach - Local 308, Corey S. Sebens - Local 416, Lawanda Ramsey - Local 569, Frank Saya - Local 580, Brain Bradt Sr. - Local 582, Patrick Denig - Local 583, Michael MacIntyre - Local 589, Ronald Shelton - Local 689, Jennifer Chase - Local 689, Joseph Thomas - Local 714, Alicia Richardson - Local 788, Darrell Lampley - Local 819, Carlos Gonzalez - Local 820, Denise Briggs - Local 822, DeCarlo Greer - Local 900, Ricardo Vega - Local 956, Fred Caputo - Local 966, Cassandra Cobb - Local 998, Eric Stubblefield - Local 1001, Joseph Branch - Local 1056, Mike Finger - Local 1181, Ann Louise Polanco - Local 1181, Nicholas Casalino - Local 1181, Troy Hanson - Local 1168, Edward Franke - Local 1179, Jeff Shaffer - Local 1277, Claudia Jones - Local 1338, Steven Newsham - Local 1345, Efen Mazas - Local 1360, Ferraro Jacobs - Local 1464, Linda Stevens - Local 1582, International Vice President Kenneth Wilson.



Credentials Committee

Chair, Eric Tuck - Local 107, **Secretary,** Jeffrey B. Richardson - Local 1342, Margie A. Sullivant - Local 19, Guiseppe D'Armiento - Local 113, Mark Weems - Local 308, Todd Strasser - Local 519, Daryll Miller - Local 569, Jerry Merritt - Local 638, Romoan Bruce - Local 689, Printus Dates - Local 689, Michael Gauthier - Local 741, Isaac Tate - Local 758, Nancy Spence - Local 823, Kevin P. Marx - Local 842, Steve Oss - Local 883, Luis F. Alzate - Local 1056, Robin C. Benedetto - Local 1181, Patrick E. Green - Local 1235, William Howard - Local 1267, Errol Frazier - Local 1277, Carlos Westley - Local 1535, Charles A. Ryan III - Local 1548, Christopher Moore - Local 1633, Jacqueline Boily - Local 1760, International Vice President Gary Johnson, Sr.



Diversity, Equity and Inclusion Committee

Chair, Roy C. Luster Jr. - Local 1070, **Secretary**, Mary Longoria - Local 757, Lanette M. Berkley - Local 85, Karen Kleppick - Local 85, Tunika Grace Udoh - Local 113, Jose A. Rosado - Local 587, Karen Maxwell - Local 589, Scott Page - Local 589, Ozzie Andrews - Local 689, Arthur Knight - Local 689, Pandora Holman - Local 788, Karen Thomas - Local 819, Maurice Carter - Local 1220, Robin Ward - Local 1300, International Representative Michael Cornelius



International President's Report and General Executive Board's Report Committee

Chair, Michael McMillan - Local 1300, **Secretary**, Willie Delgado - Local 1596, Fritz Titus - Local 113, Rick Rideout - Local 113, Paul Jason - Local 164, Kelvin Gilkey - Local 241, Al Barnes - Local 281, Inga McGlothlin - Local 627, John Gaines - Local 689, Joseph Cherry - Local 857, Albert Garcia - Local 1225, Jodi Williams - Local 1333, John DiRito - Local 1277, Lydia M. Moore - Local 1342, Paul Churchill - Local 1462, Percival Patterson - Local 1493, Jay Khawajja - Local 1572, Frank Vani - Local 1573, April J. Williams - Local 1591, Terry Richards - Local 1637, Scott Penrose - Local 1749, Donald Turner - Local 1701, Christopher Lake - Local 1761, Brent Cerenzia - Local 1767, International Vice President Richard Murphy.



International Secretary-Treasurer's Report Committee

Chair, Toi Bowers - Local 241, **Secretary**, Jeffrey S. DiPerna - Local 85, Paul Doucette - Local 107, Manjit Matharu - Local 113, Josette Moss - Local 192, Rajvinder Singh - Local 265, Harry Lew - Local 583, Paul B. Neil - Local 587, James Bradley - Local 589, Rhealene Wagner - Local 615, Steven Sousa - Local 618, Keith Bullock - Local 689, Amalio L. Soto - Local 694, David Ward - Local 732, David Greaves - Local 819, Corey Gallman - Local 880, Michael Harvey - Local 1001, Tommy Bellfield - Local 1005, Byron Bolling - Local 1056, Lawrence Prosser - Local 1091, Jean Claude Calixte - Local 1181, Christopher Todd - Local 1309, Tanika Thompson - Local 1385, Jacqueline Smithson - Local 1587, Maria I. Carrera - Local 1596, International Secretary-Treasurer Kenneth Kirk, International Vice President Marcellus Barnes.



Laws Committee

Chair, Raymond Jackson - Local 689, **Secretary,** Daniel Cassella - Local 726, John Di Nino - ATU Canada, Ross V. Nicotero - Local 85, Marvin Alfred - Local 113, Eric Carvalho - Local 174, Robert Coleman - Local 192, Keith D. Hill - Local 241, William H. Nix Sr. - Local 268, Eric Dixon - Local 308, Rodney Dunn - Local 382, Artan Martinaj - Local 425, Steve Bradshaw - Local 569, Mike Mahar - Local 583, Kenneth Price - Local 587, James Evers Jr. - Local 589, Nick DeCristofaro - Local 618, Britt Dunams - Local 732, Shirley Block - Local 757, Reginald Howard - Local 788, Veronica Cobb - Local 819, Rethena Goodwin - Local 825, Lance Longenbohn - Local 1001, Ryan Timlin - Local 1005, Mark A. Henry - Local 1056, Brent Payne - Local 1091, Jose DeJesus - Local 1179, Tomas Fret - Local 1181, Arturo Aguilar - Local 1277, Kenneth Day - Local 1338, Robert Bean - Local 1433, Lillian Brents - Local 1447, Stephen Simon - Local 1464, Jesse Hunt - Local 1555, Jack Jackson - Local 1572, Robert Cormier - Local 1587, Michelle Gray - Local 1605, Pennie Johnson - Local 1733, Jamie Larkin - Local 1760, International Vice President Yvette Trujillo, International Vice President Manny Sforza and International Vice President Raymond Greaves.



Maintenance, New Technology and Workforce Development Committee

Chair, Orlando Riley - New Jersey State Council, **Secretary,** Norman Blessant - Local 382, Richard R. Keating - Local 85, Scott Gordon - Local 113, Eric Darby - Local 192, Marqueal Williams - Local 241, Zachary Bodle - Local 265, Steven Faubert - Local 279, Jennifer Schmidt - Local 569, Bill Johnson - Local 583, Derrick Gray - Local 689, Glenn Miller - Local 689, Damion Cannon - Local 689, Nicholas Rivera - Local 726, Anthony Rogers - Local 732, Kevin Kinoshita - Local 757, Antonio Floyd - Local 788, Kenneth Lewis - Local 819, Michael Young - Local 880, Chris Bourke - Local 993, Kurt Anderson - Local 1005, Raymond Burke Jr. - Local 1056, James Berry - Local 1179, Aaron Williams - Local 1277, Dave Madeychik - Local 1505, International Vice President John Callahan.



Next Generation Committee

Chair, Courtney Johnson - Local 1324, **Secretary,** Cory MacLeod - Local 1320, Matthew Chau - Local 113, Hernan Saulle - Local 113, Nitin Datta - Local 279, Rahul Patel - Local 588, Katharine Mullen - Local 589, Alix Gaston - Local 589, Leah Anderson - Local 689, Joe Ruffin - Local 757, Thomas Erdmann - Local 1056, Zachary Stever - Local 1321, Ieasha Wright - Local 1336, Crystal Hanley - Local 1505, International Vice President Amanda Sawyer-Malone.



Occupational Health and Safety and Mental Wellness Committee

Chair, John Courtney - Local 265, **Secretary**, Martin J. Heraghty - Local 824, Perri Lile-Barrett - Local 26, Roland Beaudet - Local 113, Kiranvir Sidhu - Local 113, John Pospishek - Local 265, Joe Kang - Local 279, Dawn Metcalf - Local 282, Douglas Underwood - Local 382, Kevin Meyer - Local 568, Michael Trupish - Local 569, Tzur Wilfand - Local 587, Harold O. Batson Jr. - Local 587, Lee Creech - Local 589, Maurice Womack - Local 689, Michael Donohue - Local 726, James Atkins - Local 732, Thalia Klunick - Local 752, David Gosha - Local 1005, Fred M. Andreani - Local 1181, Jodi Williams - Local 1333, Sandra Renee Nickles Local 1464, Mohinder Sidhu - Local 1505, John Nabil Zahreddine Local 1573, Danielle Julien - Local 1576, Michael Cole - Local 1587, International Vice President James Lindsay.



Operations Workforce Development Committee

Chair, Shane Weinstein - Local 1575, **Secretary**, Rachel L. Hill - Local 1070, Junior Sutton - Local 113, Eric Braziel - Local 192, Gwendolyn Land - Local 256, Shaun Walston - Local 265, Darnell L. Morris - Local 268, John D. Harwood - Local 583, Cory M. Rigtrup - Local 587, Diron Jackson - Local 689, Keisha Gorham-Parham - Local 842, David Stiggers - Local 1005, Sendra Childs-Cornish - Local 1209, Mauro Varela - Local 1277, Tony Tasillo - Local 1572, Herbert R. Slein - Local 1741, Director of Apprenticeships and Workforce Development, Jamaine Gibson.



Organizing and Collective Bargaining Committee

Chair, Lorence Bradford - Local 1756, **Secretary**, Damir Begovic - Local 569, Aleem Tharani - Local 113, Jason DaSilva - Local 113, Cornel Neagu - Local 134, Hariqbal Bal - Local 279, Veronica Chavers - Local 443, James Harrington - Local 448, Darlene Malayko - Local 569, Rajinder Jessel - Local 583, Lisa Medeiros - Local 589, Alphonza Clements - Local 689, Rachid Mhamdi - Local 689, Chris Byford - Local 846, Miriam Wynn - Local 1005, Alfredo Molina - Local 1027, Brenda Moore - Local 1091, Renee Jean Louis - Local 1181, Arcadio Fret - Local 1181, James Van Gerwen - Local 1505, Murad Thomas - Local 1587, Alan Peressini - Local 1722, Paul T. Tischer - Local 1765, Judi DeRusha - Local 1776, Patrica Hall - Local 1777, International Vice President, Natalie Cruz.



Over-the-Road Committee

Chair, Karen Miller - Local 1700, **Secretary**, Wanda Harrison - Local 1119, Robert Girdharry - Local 689, Robert Carle III - Local 824, Ronald G. Giza - Local 1342, Stephen Maroto - Local 1363, Richard L. Davis - Local 1498, Andrew Woods - Local 1512, Dennis Jorgenson - Local 1603, Mark Jones - Local 1614, Shawn Purcell - Local 1624, Herman Green Sr. - Local 1700, International Vice President Bruce Hamilton.



Paratransit Committee

Chair, Mark Beeching - Local 1724, **Secretary**, Donnie Wilson - Local 689, Nectarios "Nick" Mitropoulos - Local 113, Caesarie Montgomery - Local 241, Barry Low - Local 279, Delrico Collins - Local 627, Gary Rouse - Local 689, Misa Green - Local 732, Michael Brown - Local 998, Luis Alcazar-Montoya - Local 1027, John Deloatch - Local 1181, Mark Peay - Local 1181, Dwayne Session - Local 1433, Darren J. Crawford - Local 1560, Kevin Colon - Local 1564, Oswaldo Chin - Local 1622, Joanne Barnes - Local 1704, Justin R. Priest - Local 1754, Marietta Quinney - Local 1775, International Vice President Michelle Sommers.



Political Action Committee

Chair, Carly Allen - Local 697, **Secretary**, Darcy Pederson - Local 615, Brian Connolly - Local 113, Paul Tolson - Local 241, Mallory Jarros - Local 268, Deborah Lane - Local 308, Harminder (Raj) Brar - Local 569, Neil McKinnon - Local 583, Gregory Bowen - Local 689, Nuccio Stuto - Local 726, Bill Bradley - Local 757, Antoian Johnson - Local 788, Earl Cox - Local 1093, Brunot Fleuriot - Local 1181, Steven Glasscho - Local 1300, Lionel Randolph - Local 1436, David Sayre - Local 1742, International Vice President Janis Borchardt.



Resolutions Committee

Chair, Clint R. Crabtree - Local 279, **Secretary**, Janice A. Calton - Local 558, Michael V. Allen - Local 85, Frank Malta - Local 113, Tiant Gatewood - Local 241, Tanno Muhammed - Local 241, Tenessa Wills - Local 272, Chuck Fitzpatrick - Local 279, Harvey Woo - Local 583, Jose Cruz - Local 589, Manuel Colon - Local 820, Eric Pettiford - Local 821, Geraldo Arroyo - Local 822, Daniel Darwin - Local 843, Nanette Ruffin - Local 859, Bernadette Dyer - Local 1056, Deborah Altgilbers - Local 1108, John W. Reid - Local 1177, Colando Stokes - Local 1179, Kevin Frazier - Local 1385, International Vice President Curtis Howard.



Rules and Order Committee

Chair, Zefnia Durham III - Local 1579, **Secretary**, Thomas Mason - Local 726, Schetrone Collier - Local 26, Kevin Barrett - Local 85, Angela Clark - Local 113, Douglas Buckendorf - Local 398, Raymond MacKenzie - Local 508, Kenneth Rice Sr. - Local 540, Tamioko M. Cook - Local 587, William Berardino - Local 589, Jerry Ballard - Local 662, Theus Jones - Local 689, Juan L. Amaya - Local 694, Frederick Casey - Local 757, Luis F. Gomez - Local 822, Jeffrey Evans - Local 825, Travis Oberg - Local 987, Scott Bate - Local 1189, Melvin Hicks - Local 1197, Douglas Behr - Local 1267, Cesar Buenaventura - Local 1309, Donnie Jolly - Local 1338, John W. Troxell Jr. - Local 1547, Dana M. Mims - Local 1555, Kathleen Custer - Local 1576, Eduardo Cortez - Local 1774, International Vice President Anthony Garland.



School Bus Committee

Chair, Anthony Cordiello - Local 1181, **Secretary**, Diane Stambaugh - Local 1743, Lelah Rex - Local 381, Crystal McGee-Lee - Local 256, Michael Haughton - Local 448, Derrick Dubose - Local 689, Anna Tompte - Local 757, Catina Wilson - Local 788, Georges Saint-Victor - Local 1181, Nicholas Hedge - Local 1181, DeBoss Christian - Local 1338, John Q. Adams - Local 1563, Joseph Riddle - Local 1595, Nancy McCurdy - Local 1733, Albert Caterino Jr. - Local 1753, Lupe Carranza - Local 1756, International Vice President Chuck Watson.

