

AMALGAMATED TRANSIT UNION



**STRONGER TOGETHER**

LAS VEGAS, NEVADA - SEPTEMBER 2022

60TH INTERNATIONAL CONVENTION



**Proposed Changes to  
Laws and Resolutions**





*Proposed resolutions and amendments to Laws recommended by the*

# **INTERNATIONAL PRESIDENT**

*Submitted to the Sixtieth International Convention of the Amalgamated Transit Union*

## **LAWS**

I am recommending seven (7) amendments to the International *Constitution and General Laws* to better serve the interests of our membership.

First, I am recommending amendments to Section 6.17, Delegate Expenses, to increase the International Union's financial assistance to local unions, joint bargaining councils and the Canadian Council (ATU Canada) who send delegates to the International Convention.

Second, in order to reflect current realities, I am recommending an amendment to Section 19.3, Strike Benefits, to increase the minimum strike and lockout benefits and to eliminate the two-week period before strike or lockout benefits begin.

Third, I am recommending an amendment to Section 20.2, Strike Sanction, to remove the requirement that a local union or joint bargaining council make an offer of arbitration before the General Executive Board considers granting a local union or joint bargaining council strike sanction.

Fourth, I am recommending an amendment to Section 28, Official Publications, to eliminate the requirement that *In Transit* be printed and that a physical copy be sent to every member and non-member feepayer. Doing so would allow the ATU to transition to an electronic publication if it were advisable in order to better reach members and provide information on a more timely basis.

Fifth, I am recommending an amendment to Section 29.4, Qualifications for Benefit, to provide the International Secretary-Treasurer discretion to provide a funeral or dismemberment benefit to an ATU member who was not properly enrolled with the International Union under certain circumstances.

Sixth, I am recommending an amendment to Section 29.10, Amount of Benefit, to double the funeral and dismemberment benefit.

Seventh, I am recommending amendments to use gender-neutral language throughout the *Constitution and General Laws*.

**NOTE:** In all of the amendments submitted current language to be deleted appears in ~~overstruck text~~, and new language to be added appears in *underlined italics*.

## **I. DELEGATE EXPENSES**

Section 6.13 of the *Constitution and General Laws* provides that the International Union will assist local unions, joint bargaining councils and the Canadian Council (ATU Canada) with a portion of the costs of sending delegates to the International Convention. I recommend that the amount of this assistance be increased so that all affiliates are better able to be represented at the Convention.

### **Amendment No. 1**

**6.13 Delegate Expenses.** The IU shall pay one thousand *and five hundred* dollars (~~(\$1,000.00)~~ *(\$1,500.00)*) to each LU, JBC, and CC towards the mileage and legitimate expenses of an LU, JBC and CC's first delegate and an additional ~~seven hundred and fifty~~ *one thousand and five hundred* dollars (~~(\$750.00)~~ *(\$1,500.00)*) to an LU, JBC and CC sending two (2) or more delegates. The IU shall pay an additional one thousand *and five hundred* dollars (~~(\$1,000.00)~~ *(\$1,500.00)*) to each LU with three hundred (300) or fewer members towards delegate expenses. All other mileage and legitimate expenses for delegates shall be borne by the LU, JBC and CC they represent.

## **II. STRIKE BENEFITS**

Section 19.3 of the *Constitution and General Laws* provides for a minimum strike or lockout benefit of two hundred dollars (\$200) per week, paid after the second consecutive week of the strike or lockout. I recommend that this amount be raised to four hundred dollars (\$400.00) per week. Additionally, I recommend that the benefits begin immediately with the caveat that the benefits be prorated to the number of days or fraction of days in the first week for which the strike or lockout continues.

The GEB, exercising its authority under the *Constitution and General Laws*, in recent years has been providing four hundred dollars (\$400) weekly, and starting benefits on the first day of the strike. The GEB's action has successfully supported our local unions as they have been increasingly willing to use strikes to advance the interests of our members and the riding public. This amendment would acknowledge the importance of International Union support for strike action and codify the current practice of the International Union.

## **Amendment No. 2**

**19.3 Strike Benefits.** Where there is a strike of the members of the Union which has been approved by the GEB in compliance with the laws of this Union, or where there is a lockout, the GEB will determine the amount of money that will be contributed to aid in prosecuting the strike or defending the lockout. The facts in connection with the strike or lockout and the financial conditions of the members affected shall be reported to the IP by the representative who may be in charge of the situation, and the IP shall submit the same to the GEB. If there is no international representative present, the president and executive board of the LU, through its RS, shall give full information of the situation, and the GEB shall at once determine the amount which will be contributed weekly to the cause of the strike or lockout. Strike or lockout benefits, if authorized by the GEB, shall be paid to all active members and non-member feepayers participating in the strike or lockout who otherwise meet the requirements of Sections 19.8 and 19.9; provided that those who hold only casual employment in the occupation or who concurrently hold other permanent employment in another job or occupation shall not be eligible to receive such benefits. The distribution of the funds to the members and non-member feepayers on strike or those locked out shall be arranged by the local executive board and the officer representing the IU if there is one in charge of the situation. Minimum strike benefits of ~~two~~ four hundred dollars (\$~~2400.00~~) per week shall be paid to each member or non-member feepayer each week ~~after the second (2<sup>nd</sup>) consecutive week~~ of the strike or lockout, except that if the strike or lockout lasts less than seven days, the benefit will be prorated such that the benefit will be one-seventh (1/7) of \$400.00 per day or fraction of a day for which the strike or lockout continues. If there is litigation or other strike expenses affecting the workers on strike or locked out, such facts shall be submitted in writing to the IP and by the IP to the GEB, and only such expenses as are approved by the GEB shall be allowed.

The GEB, before endorsing such strike, or at the outset of a lockout, shall advise the local officers and executive board of the LU affected as nearly as possible as to the length of time financial assistance can be expected and keep in touch with the LU and the progress of the strike, and if, in the opinion of the GEB benefits should stop at any time, the GEB shall have the authority to stop them, but must notify the LU or its executive board at least one (1) week before stopping the benefits.

## **III. STRIKE SANCTION: ARBITRATION**

Section 20.2 of the *Constitution and General Laws* requires that a local union or joint bargaining council offer arbitration to an employer prior to being granted strike sanction by the General

Executive Board. I recommend that the offer of arbitration to an employer becomes a factor considered by the General Executive Board, rather than a mandatory prerequisite to granting strike sanction.

### **Amendment No. 3**

**20.2 Strike Sanction.** If by compliance with Section 20.1 the committee has been unable to secure a settlement of the matters in dispute satisfactory to the LU or JBC, and the LU or JBC believes that the matters in dispute are of such importance that a strike should be ordered, the LU or JBC shall give timely notice to the IP of intention to strike and advise with the IP before taking any such vote. Failure to give timely notice to the IP shall be a factor to be considered by the GEB in determining whether to grant strike sanction. If, after consultation with the IP, it is determined that a strike vote shall be taken, the question of a strike shall be submitted to a secret-ballot vote of the membership of the LU or JBC. If necessary to reach the membership of the LU or JBC, the ballot shall be taken by referendum, ballots being prepared and so distributed to give every member an opportunity to vote. A decision to strike requires a two-thirds vote of the membership voting on the question. If two-thirds of the membership voting upon the question decide in favor of suspending work, and if an international officer is not present at the time of the taking of the vote, the LU or JBC shall at once notify the IP. If an international officer has been assigned to assist the LU or JBC, the international officer shall proceed in the same fashion as hereinafter set forth for governing situations in which no international officer has yet been assigned up to this stage of the matter. The IP, if no international officer has previously been assigned to the matter, shall, upon receipt of the notice of the results of the strike vote, proceed to the scene of dispute in person or by deputy, and in conjunction with the committee of the LU or JBC, shall make a thorough investigation and attempt to settle the matter in dispute. In case of failure thus to secure a settlement, the IP or the IP's deputy ~~shall~~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 ~~as-if~~ tendered, the IP or the IP's deputy shall then communicate ~~with~~ to the membership of the GEB any such refusal. ~~in writing or by telegram and obtain the consent of a majority of the GEB before endorsing the strike.~~ Any offer of arbitration shall be a factor to be considered by the GEB in determining whether to grant strike sanction. No strike sanction will be granted in the event the strike is deemed by the Board to be in clear violation of any applicable law or contract. Before any strike authorized by the membership may be ordered, the membership shall be given an opportunity to vote upon the company's last proposal for settlement of the dispute. If, during the dispute, a two-thirds strike vote has previously been taken, any subsequent rejection of proposals does not require an additional two-thirds vote to authorize a strike.

#### **IV. IN TRANSIT: PUBLICATION**

Section 28 of the *Constitution and General Laws* requires that *In Transit* be provided to each ATU member and non-member feepayer. I recommend that this requirement be removed so that the International Union has the option in the future of transitioning from printing and mailing *In Transit* to publishing it electronically.

Given current trends in member reading habits and media engagement, in the future, it will be possible that the union will be better served by a transition to an electronic format where news is published electronically and in real time without the delay of printing and mailing.

#### **Amendment No. 4**

**SEC. 28 OFFICIAL PUBLICATIONS:** There shall be published at the international office of the IU an official organ, to be known as *In Transit*. The editor and manager shall have charge of its publication. The IP shall have general supervision subject to the approval of the GEB. ~~The journal shall be furnished to all members of the Union and all non-member feepayers without charge and it shall be furnished to other subscribers at an appropriate uniform rate as determined by the IP.~~ Space shall be reserved for the publication of assessment notices and other general union business. There shall not be endorsed or published by any LU any papers or journals using the official title and announcing themselves as official organs of the ATU without first having secured the sanction and endorsement of the GEB.

#### **V. FUNERAL AND DISMEMBERMENT BENEFIT QUALIFICATION**

Section 29.4 of the *Constitution and General Laws* provides that a member or non-member feepayer must be enrolled in the International Union to be eligible for the funeral or dismemberment benefit. I recommend that the International Secretary-Treasurer be given the discretion to provide this benefit to an individual who was not enrolled with the International Union due to a good-faith error or omission of a local union.

#### **Amendment No. 5**

**29.4 Qualifications for Benefit.** Members of this Union, after one (1) year of continuous membership in the Union, and non-member feepayers of this Union, after one (1) year of continuous payment of required fees, shall be entitled to one (1) of the following: either a funeral or dismemberment benefit, provided they have complied with the laws of the Union and are in good standing and that the LU by which they are represented is in good financial standing and has complied with the laws and rules laid down in the Constitution and General Laws.

To be in good standing in order to receive the funeral or dismemberment benefit of this Union, a member or non-member feepayer must be enrolled in the international office of the Union. Members and non-member feepayers must also have all dues, fines and assessments, or otherwise required fees, levied in compliance with the laws of the Union paid on or before the fifteenth (15<sup>th</sup>) of each month, and the LU by which they are represented must be in good standing with the IU having all per capita tax and assessments paid, as required by this Constitution. Notwithstanding the above, the IST shall have the discretion to provide a funeral or dismemberment benefit to an individual who was not enrolled with the IU due to a good-faith error or omission of an LU.

## **VI. FUNERAL AND DISMEMBERMENT BENEFIT AMOUNT**

Section 29.10 of the *Constitution and General Laws* provides for a funeral or dismemberment benefit in the amount of one thousand dollars (\$1,000.00). I recommend that the amount of the funeral and dismemberment benefit be doubled to two thousand dollars (\$2,000.00). Additionally, I recommend that this increased benefit become effective on October 1, 2022.

### **Amendment No. 6**

**29.10 Amount of Benefit.** The amount of funeral or dismemberment benefit to which the IU is responsible for payment in case of death or dismemberment of a member or non-member feepayer during the second (2<sup>nd</sup>) year of continuous membership or thereafter shall be ~~one~~ two thousand dollars (~~\$1,000.00~~) (\$2,000.00), effective October 1, 2022.

## **VII. GENDER-NEUTRAL LANGUAGE**

The *Constitution and General Laws* currently uses gendered language in certain provisions. I recommend amendments throughout the *Constitution and General Laws* to utilize gender-neutral language so that all members understand that they are respected and belong in our Union.

### **Amendment No. 7**

To amend the *Constitution and General Laws* to use gender-neutral language throughout. A copy of the proposed amendments is available to all International Convention delegates on the Convention app.

*Proposed amendments to Laws made by*

# CONSTITUTIONAL RESOLUTIONS

*Submitted to the Sixtieth International Convention of the Amalgamated Transit Union*

Section 6.16 of the *International Constitution and General Laws* provides that resolutions contemplating amendments to the *Constitution and General Laws* shall first be approved by a local union and bear its official seal and then shall be forwarded to the international office in time to be in the hands of the International President no later than the first of August in the year in which the Convention is held. The *Constitution and General Laws* provide further that such resolutions so received by the International President shall be published and placed in the hands of the Convention delegates at the opening of the Convention at which the resolutions are to be presented. In compliance with Section 6.16 of the *Constitution and General Laws*, I am therefore submitting the following resolutions, which have been received for amendments to the Laws:

**NOTE:** In all of the amendments submitted current language to be deleted appears in ~~overstruck text~~, and new language to be added appears in *underlined italics*. All timely resolutions have been printed exactly as they were received at the international office with the exception of any misspellings, which have been corrected.

## RESOLUTION 1

*Submitted by Local 265-San Jose, CA*

**Resolution for locals that do not use mail-in voting to allow members to request to vote by absentee ballot for the election of Officers, Safety Stewards, Shop Stewards, and Delegates to the International Convention**

**Whereas** Voting is a significant part of any democracy.

**Whereas** Members want the right to participate in the election of officers, safety stewards, shop stewards, and delegates to the International Convention that will represent them in these positions even when they are not able to be physically present at the polls.

**Whereas** There should be a practice in place for all members to exercise their voting rights when they are not present themselves at the polls on election day for any reason.

**Whereas** We should be doing what is possible to ensure that as many members can participate in all elections of union representatives.

**Whereas** Absentee ballot voting works at the local, state, and national levels in our democratic



nation.

**Whereas** Voters can vote by absentee ballot in local, state, and national elections when they are unable to present themselves at the polls on election day.

**Whereas** Absentee voting will be helpful for active members that are unable to physically be present at the polls on election day for various reasons.

**Whereas** Absentee voting will also be helpful for retirees unable to physically be present at the polls on election day for various reasons; now, therefore, be it

**Resolved** that The Amalgamated Transit Union shall, at the 60th International Convention, create the language suggested above for voting by absentee ballot, when locals do not use mail-in voting, to be incorporated into the Constitution and General Laws that govern the locals of the International Amalgamated Transit Union.

## **RESOLUTION 2**

*Submitted by Local 726-Staten Island, NY*

Be it resolve that the Executive officers and International Vice Presidents shall receive successive 6 percent increases in salary.

Effective October 1st 2022, Oct 1 2023 and Oct 1 2024

# GENERAL RESOLUTIONS

*Submitted to the Sixtieth International Convention of the Amalgamated Transit Union*

## RESOLUTION A

*Submitted by the Amalgamated Transit Union*

### ACKNOWLEDGING THE SACRIFICES OF FRONTLINE TRANSIT WORKERS DURING THE COVID-19 ERA

**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 front-line 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.

## **RESOLUTION B**

*Submitted by the Amalgamated Transit Union*

### **PROTECTING WORKERS’ JOBS AND SAFETY IN TRANSITION TO CLEAN TRANSIT**

**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 cutting-edge 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 zero-emission 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 zero-emission 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 zero-emission 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.

## **RESOLUTION C**

*Submitted by the Amalgamated Transit Union*

### **ATU APPROACH TO AUTONOMOUS VEHICLES DEPLOYMENT, SAFETY AND TRAINING**

**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 self-driving 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, on-board safety operators, well-funded 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.

## **RESOLUTION D**

*Submitted by the Amalgamated Transit Union*

### **STRENGTHENING NORTH AMERICA'S TRANSIT SYSTEMS**

**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 riders-by-choice, 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 labor-management 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.

## **RESOLUTION E**

*Submitted by the Amalgamated Transit Union*

### **EXPANDING TRANSIT TO REDUCE CARBON EMISSIONS**

**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 32-kilometre 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 diesel-run 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.

## **RESOLUTION F**

*Submitted by the Amalgamated Transit Union*  
**SUPPORTING UNIVERSAL HEALTHCARE**

**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 high-income 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.

## **RESOLUTION G**

*Submitted by the Amalgamated Transit Union*

### **PASSING THE RICHARD L. TRUMKA PROTECTING THE RIGHT TO ORGANIZE (PRO) ACT**

**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 cold-blooded 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**, long-time 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.

## **RESOLUTION H**

*Submitted by the Amalgamated Transit Union*

### **REINVIGORATING ATU-COPE**

**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 pro-labor, pro-transit 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 largest-contributing 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 one-time or recurring basis through credit or debit cards; and

**WHEREAS**, at the 59<sup>th</sup> 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 one-on-one 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.

## **RESOLUTION I**

*Submitted by the Amalgamated Transit Union*

### **ELECTING PRO-LABOR, PRO-TRANSIT OFFICIALS**

**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 pro-labor, pro-transit 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 pro-labor, pro-transit Members of Parliament, we can increase the amount of funding that the Canadian Government invests in public transportation services nationwide; and

**WHEREAS**, by electing pro-labor 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 to pro-labor, pro-transit candidates and incumbents, regardless of political affiliation.

## **RESOLUTION J**

*Submitted by the Amalgamated Transit Union*

### **PROTECTING THE RIGHT TO VOTE**

**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 mail-in 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 legally-cast 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.

## **RESOLUTION K**

*Submitted by the Amalgamated Transit Union*

### **PROTECTING ATU MEMBERS AND WORKERS FROM LABOUR ATTACKS THROUGHOUT CANADA**

**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**, anti-union politicians have introduced so called “right-to-work” 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**, anti-union 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 right-wing attacks; and

**WHEREAS**, these anti-union 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 provincially to beat back these anti-union, anti-worker and anti-transit offensives of corporate employers and their politicians in order to elect pro-union, pro-worker and pro-transit officials in every province; 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 Conservative and Liberal governments across the Canadian provinces.

## **RESOLUTION L**

*Submitted by the Amalgamated Transit Union*

### **ADVANCING AND DEFENDING TRANSIT AND SCHOOL BUS WORKERS' INTEREST ON THE STATE AND LOCAL LEVEL**

**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 12-point 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 so-called “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.

## **RESOLUTION M**

*Submitted by the Amalgamated Transit Union*

### **PROVIDING FOR THE HEALTH AND SAFETY OF ATU MEMBERS**

**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 transit-dependent 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 announced 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 well-equipped 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 rat-infested 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 public-sector members in those states with few to no legal protections from unsafe working conditions; and

**WHEREAS**, the new U.S. federal infrastructure law included ATU-drafted language requiring labor-management 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 whole-body 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, 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 public-sector 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.

## **RESOLUTION N**

*Submitted by the Amalgamated Transit Union*

### **PROTECTING MENTAL HEALTH AND PREVENTING WORKPLACE VIOLENCE**

**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 active-shooter situations, and conduct regular emergency preparedness drills; and

**WHEREAS**, transit workers should receive training on de-escalation, self-defense 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 to improve workers' 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 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 de-escalation, self-defense and emergency preparedness training.

## **RESOLUTION O**

*Submitted by the Amalgamated Transit Union*

### **NOT ONE MORE! — STOPPING ATTACKS ON TRANSIT WORKERS**

**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 S-221 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 front-line 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*, 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.

## **RESOLUTION P**

*Submitted by the Amalgamated Transit Union*

### **COMBATING RACISM AND ADVANCING THE RIGHTS OF ALL WORKERS**

**WHEREAS**, the Amalgamated Transit Union is committed to confronting hate and racism, including anti-immigrant 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 working-class 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 lifechanging, 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 working-class 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 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, condemn and challenge racism and discrimination in all forms.

## **RESOLUTION Q**

*Submitted by the Amalgamated Transit Union*

### **SUPPORTING WOMEN'S EQUITY AND PREVENTING AND STOPPING SEXUAL HARASSMENT**

**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 59<sup>th</sup> Convention, the delegates passed Resolution K, Supporting Women's Equity, and Resolution L, Preventing and Stopping Sexual Harassment; and

**WHEREAS**, since the 59<sup>th</sup> 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, comprehensive employer-paid family health insurance, paid parental leave, paid family and medical leave, and full access to reproductive healthcare, including adequate privacy rights, and anti-discrimination 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 anti-harassment 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.

## **RESOLUTION R**

*Submitted by the Amalgamated Transit Union*

### **BUILDING SAFETY, POWER AND RIGHTS FOR LGBTQ+ WORKERS**

**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**, right-wing 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 non-binary or a third gender on their official driver's licenses, and the United States government has announced an initiative to allow non-binary 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 right-wing 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 non-binary 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.

## **RESOLUTION S**

*Submitted by the Amalgamated Transit Union*

### **NEXT GENERATION OF TRANSIT WORKERS**

**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 decades-long 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, pre-apprenticeship 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 transit-related 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, apprenticeship and pre-apprenticeship 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.

## **RESOLUTION T**

*Submitted by the Amalgamated Transit Union*

### **ADVANCING BUS OPERATOR SKILLS TO MEET FUTURE WORKFORCE CHALLENGES**

**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.

## **RESOLUTION U**

*Submitted by the Amalgamated Transit Union*

### **ADVANCING CAREERS IN TRANSIT MAINTENANCE: APPRENTICESHIP PROGRAMS AND WORKFORCE**

**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 on-the-job 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 standards-based training for bus and rail maintenance through 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 United 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.

## **RESOLUTION V**

*Submitted by the Amalgamated Transit Union*

### **ENHANCING CONTRACT STANDARDS**

**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.

## **RESOLUTION W**

*Submitted by the Amalgamated Transit Union*

### **ORGANIZING THE UNORGANIZED**

**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, non-emergency medical transportation, student transportation, intercity and commuter bus lines, shuttle buses, ride-share services or related positions; and

**WHEREAS**, the existence of unorganized workers undercuts existing ATU contracts, undermines our hard-fought 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 ride-share industry, which often provide a sub-living wage; and

**WHEREAS**, the key strategy for building serious long-term power through organizing the unorganized is to focus resources in specific geographies such as local, regional, or state/provincial-wide 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.

## **RESOLUTION X**

*Submitted by the Amalgamated Transit Union*

### **STRENGTHENING COLLECTIVE BARGAINING AND CONTRACT CAMPAIGNS**

**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 rank-and-file 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.

## **RESOLUTION Y**

*Submitted by the Amalgamated Transit Union*

### **CURBING MICROTRANSIT AND PROMOTING A UNION WORKFORCE**

**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 tail-pipe 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;



**THREFORE, 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 tail-pipe 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.

## **RESOLUTION Z**

*Submitted by the Amalgamated Transit Union*

### **FIGHTING TRANSIT PRIVATIZATION**

**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 over time, 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

**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.

## **RESOLUTION AA**

*Submitted by the Amalgamated Transit Union*

### **ADVANCING THE INTERESTS OF STUDENT TRANSPORTATION WORKERS**

**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 all-too 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 rear-view 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.

## **RESOLUTION BB**

*Submitted by the Amalgamated Transit Union*

### **SUPPORTING PARATRANSIT MEMBERS**

**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 well-being 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 fixed-route transit services fully accessible; and

**WHEREAS**, the result of all of this neglect is that paratransit riders are often treated like second-class passengers, having to endure hours-long 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 second-class transit workers, especially those employed by private contractors, many of whom operate non-union, 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 fixed-route 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 second-class 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 contracting-out 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.

## **RESOLUTION CC**

*Submitted by the Amalgamated Transit Union*  
**SUPPORTING OVER-THE-ROAD BUS MEMBERS**

**WHEREAS**, for tens of millions of Americans, intercity bus companies like Greyhound Lines and countless smaller bus companies are an essential part of the nation's transportation system; and

**WHEREAS**, pre-pandemic, the intercity bus industry carried more than double the passengers of Amtrak; 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 the U.S. as Covid-19 swept across the nation; driving many smaller bus companies to the edge of bankruptcy, and pushing thousands of drivers 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 motorcoaches; and

**WHEREAS**, the industry was deregulated in the 1980s, allowing consolidation, the elimination of unprofitable routes and the emergence of smaller companies; and

**WHEREAS**, Greyhound bought out many of its big competitors while downsizing its operations; and

**WHEREAS**, Greyhound's reduction in service in the U.S. and the demise of Greyhound Canada have left many communities in North American 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 OTR workers.

## **RESOLUTION DD**

*Submitted by Local 1336-Bridgeport, CT*

### **CONFRONTING THE ENVIRONMENTAL EMERGENCY**

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.

