

# **AMALGAMATED TRANSIT UNION GENERAL EXECUTIVE BOARD**



**MINUTES OF THE MARCH 31 – APRIL 4, 2025  
SPRING MEETING**

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## **AMALGAMATED TRANSIT UNION**

### **General Executive Board Meeting**

New Orleans, LA  
March 31, 2025

### **FIRST SESSION**

General Executive Board members present were Marcellus Barnes, Gary Johnson Sr., Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland, Raymond Greaves, Stephan MacDougall, Kenneth Wilson, Amanda Sawyer-Turner, Arturo Aguilar, Jacques Chapman, Mark Henry, Kenneth Day, and Michael Cornelius. International President John A. Costa presided. Also in attendance were International Secretary-Treasurer Kenneth Ray Kirk, International Executive Vice President Yvette Trujillo, Chief of Staff Jessica Chu, and General Counsel Dan Smith.

Collective Bargaining Administrator John Ertl participated by phone for the report on the trusteeship of Local 1772. Director of Government Affairs & Political Programs Jeff Rosenberg, and National Political Director Clem Balanoff, attended the meeting for the report of the Government Affairs Department.

### **MEETING OF THE GENERAL EXECUTIVE BOARD CONVENED**

International President John A. Costa convened the meeting, noting the challenges that organized labor is facing daily in 2025. He reported on the state of the International Union and its programs and work, including the growth in members by over 7,000 members over the last year. He discussed the International Union's continued aggressive schedule of trainings of local union officers. He concluded by reviewing the finances of the International Union.

### **MINUTES OF THE 2024 FALL MEETING AND THE JULY 22 AND OCTOBER 25, 2024 SPECIAL MEETINGS OF THE GENERAL EXECUTIVE BOARD APPROVED**

Upon a motion duly made and seconded, a majority of the General Executive Board approved the minutes of the 2024 Fall Meeting of the GEB, and the minutes of the July 22, 2024 and October 25, 2024 Special Meetings of the GEB.

### **REPORT OF THE INTERNATIONAL PRESIDENT**

Upon a motion duly made and seconded, the General Executive Board approved the International President's Report.

## **AUDIT COMMITTEE APPOINTED**

International Secretary-Treasurer Kirk appointed to the Audit Committee, International Vice Presidents Anthony Garland, Raymond Greaves, and Stephan MacDougall. International Vice President Garland was designated as Chair.

## **REPORT ON THE TRUSTEESHIP OF LOCAL 1564 (DETROIT, MI)**

International Vice President Michelle Sommers reported on the trusteeship of Local 1564 (Detroit, MI), which was imposed effective October 28, 2024. The trusteeship was imposed to address local union expenditures without proper authorization and/or proper recording of such authorization in meeting minutes, the failure to properly document certain expenses, the reimbursement for mileage when not allowable, and secondary employment by full-time officers. The trustee reported that the prior president/business agent and financial-secretary have retired. She reported that the administration of the local union is going well, and that revised bylaws are being drafted.

## **REPORT ON THE TRUSTEESHIP OF LOCAL 713 (MEMPHIS, TN)**

International Vice President Gary Johnson reported on the trusteeship of Local 713 (Memphis, TN), which was imposed effective March 20, 2025. The trusteeship was imposed to address the local union's failure to observe proper financial controls, failure to comply with fiduciary obligations, failure to timely file reports with the International Union, and excessive financial liabilities and compensation relative to assets and income. The trustee reported that he discovered that the local union impermissibly had a debit card, and that the financial-secretary had been making unauthorized debits from the local union's treasury. He reported that he has taken control of the administration of the local union and is beginning the work of implementing needed reforms.

## **REPORT ON THE TRUSTEESHIP OF LOCAL 1772 (ENGLEWOOD, CO)**

Collective Bargaining Administrator John Ertl reported on the trusteeship of Local 1772 (Englewood, CO), which was imposed effective January 29, 2025. The trusteeship was imposed in large part to address the failure to observe proper financial controls and timely file reports with the International Union, failure to enforce its union security clause and adjust dues rates according to its bylaws, and to hold membership and executive board meetings regularly. The trustee reported that he has been able to enforce the union security clause and address the state of the poor financial record keeping of the local union.

## **GOVERNMENT AFFAIRS REPORT**

Director of Government Affairs Jeff Rosenberg and National Political Director Clem Balanoff reported on developments in federal regulations and legislation.

International President Costa led a discussion regarding the fiscal cliff facing the transit industry, with IVPs reporting on the fights that our local unions are waging to ensure that there is

adequate funding throughout the United States and Canada. They discussed not only the need to fight service cuts in the communities we serve, but also the difficult bargaining environment.

National Political Director Clem Balanoff discussed recent elections in 2025 and upcoming efforts by the ATU to support pro-labor and pro-transit candidates. They discussed the upcoming federal and state elections in the United States and federal elections in Canada, and the implications for transit riders and workers.

Director of Government Affairs Jeff Rosenberg updated the General Executive Board on the shift in Washington, DC with the transition from the Biden administration to the Trump administration. He briefed the Board on transit funding, the continuing resolution, and the budget reconciliation bill. Finally, he announced that ATU COPE is at its highest level of participation in its history.

### **GENERAL DISCUSSIONS**

The remainder of the session was devoted to discussion among the International Executive Officers and the members of the Board.

The meeting recessed to reconvene on the following day.

## **AMALGAMATED TRANSIT UNION**

### **General Executive Board Meeting**

New Orleans, LA  
April 1, 2025

### **SECOND SESSION**

General Executive Board members present were Marcellus Barnes, Gary Johnson Sr., Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland, Raymond Greaves, Stephan MacDougall, Kenneth Wilson, Amanda Sawyer-Turner, Arturo Aguilar, Jacques Chapman, Mark Henry, Kenneth Day, and Michael Cornelius. International President John A. Costa presided. Also in attendance were International Secretary-Treasurer Kenneth Ray Kirk, International Executive Vice President Yvette Trujillo, Chief of Staff Jessica Chu, and General Counsel Dan Smith.

Director of Health and Safety Andrew Falotico was in attendance for his report to the GEB.

### **REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON ATU-COPE APPROVED**

Upon a motion duly made and seconded, the General Executive Board approved the report of the International Secretary-Treasurer on the Amalgamated Transit Union Committee on Political Education. The report, as presented, appears below.

#### **ATU-COPE (Financial)**

The Amalgamated Transit Union Committee on Political Education (ATU-COPE) program collects voluntary contributions from ATU members for the purposes of making contributions to and expenditures for candidates for federal, state and local offices and addressing federal, state and local political issues.

ATU-COPE consists primarily of the Voluntary Account, which is used to make contributions to candidates for federal elections (i.e., U.S. Senate, U.S. House and U.S. President), and to state and local candidates in jurisdictions which strictly regulate political contributions. In addition to the Voluntary Account, ATU-COPE maintains the Special Holding Account for contributions to state and local candidates and also maintains separate accounts in Missouri, New York, and Rhode Island, as required by those states' laws.

The highlights of the contributions paid from the various funds (combined) for the six-month period ending December 31, 2024 are as follows:

**Federal**

|                         |              |
|-------------------------|--------------|
| Senatorial Campaigns    | \$39,500.00  |
| Congressional Campaigns | \$386,750.00 |
| Other                   | \$53,500.00  |

**State**

|                          |             |
|--------------------------|-------------|
| Senatorial Campaigns     | \$36,107.76 |
| Representative Campaigns | \$59,014.00 |
| Other                    | \$56,900.00 |

**Local**

|                         |             |
|-------------------------|-------------|
| Mayoral Campaigns       | \$3,964.00  |
| Councilperson Campaigns | \$7,163.00  |
| Other                   | \$46,307.75 |

**Other** \$5,078.74

Between July 1, 2024 and December 31, 2024, ATU-COPE took in contributions totaling \$739,590.72. As of December 31, 2024, the funds had a combined available balance of \$489,209.91.

**REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON THE ATU SCHOLARSHIP PROGRAM APPROVED**

Upon a motion duly made and seconded, the General Executive Board approved the report of the International Secretary-Treasurer on the ATU Scholarship Program. The report, as presented, appears below.

The 2024 ATU Scholarship Program, named in memory of former International President Emeritus James La Sala, was concluded with the issuance of checks in the amount of \$8,000.00 each to: Villanova University for the scholarship of Javonne Wilson; California State Polytechnic University-Pomona for the scholarship of Tedd Hong; Cornell University for the scholarship of Richard Johnson; Seton Hill University for the scholarship of Gianna DiPerna; University of Waterloo for the scholarship of Shathviki Krishnaraj; and an additional check in the amount \$8,000.00 to the McMaster University for the scholarship of Lina Umar.

The committee was chaired by Trip McLaughlin, Senior Vice President, Investments, Morgan Stanley. Committee members consisted of Cynthia Watson, of Watson Labour Lawyers, and Christian Phillips, CPA/President, Eberts & Harrison, Inc.

The 2025 ATU Scholarship Program was named in remembrance of our ATU Local 1593-Tampa, Florida hero Brother Thomas Dunn, who was tragically stabbed to death on the job in 2019 when an angry passenger slit his throat. The announcement was made available with a memo dated November 21, 2024, that included the rules and procedures necessary for completing the application process online at <https://atu.communityforce.com> and was distributed to all local unions.



Online applications have been submitted by 132 residents of both the United States and Canada and are currently pending completion. Applicants initially applied by completing Step 1, which involves providing their ATU sponsor's name and local union number, along with specifying their relationship to the member and indicating that they will be a freshman during the 2025-2026 school year. Upon submission, applicants were then verified and approved by Kayla Warner to proceed with the full application and questionnaire process on the portal.

The required essay must be no less than 500 words and no more than 750 words in English, French or Spanish, on the subject of "Organized Labor's Contribution to the Welfare of the People of the United States" (for residents of the United States), or "Organized Labour's Contribution to the Welfare of the People of Canada" (for residents of Canada).

Prospective applicants had until March 31, 2025 to complete and submit their application online for this year's scholarship.

### **REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON THE ATU MS RESEARCH FUND APPROVED**

Upon a motion duly made and seconded, the members of the General Executive Board approved the report of the International Secretary-Treasurer on the ATU MS Research Fund. The report, as presented, appears below.

#### ATU M.S. RESEARCH FUND STATEMENT OF RECEIPTS AND DISBURSEMENTS July 1, 2024 – December 31, 2024

##### U. S. OPERATIONS

|                             |    |           |
|-----------------------------|----|-----------|
| Cash in Bank – July 1, 2024 | \$ | 14,492.41 |
|-----------------------------|----|-----------|

##### CASH RECEIPTS

|                                   |    |           |
|-----------------------------------|----|-----------|
| General Contributions             | \$ | 20,377.00 |
| Local Union Payroll Contributions | \$ | 7.50      |
| Golf Tournament Proceeds:         |    |           |
| Program Ads                       |    | 13,350.00 |
| Green & Tee Sponsors              |    | 6,825.00  |
| Green Sponsors                    |    | 900.00    |
| Cart Sponsors                     |    | 150.00    |
| Dinner Only                       |    | 3,375.00  |
| Golf Participants                 |    | 34,200.00 |
| Sponsor Receipts                  |    |           |
| Raffles/Auctions                  |    | 3,510.00  |
| Merchandise                       |    | 360.00    |

|                                      |               |                               |
|--------------------------------------|---------------|-------------------------------|
| Other Golf Tournament Receipts       | 2,675.00      |                               |
| Booster Contributions                | 2,173.57      |                               |
| ATU Staff Payroll Contributions      | 1,110.00      |                               |
| Total Cash Receipts                  |               | <u>89,013.07</u>              |
| <br>TOTAL CASH AVAILABLE             |               | <br>\$ 103,505.48             |
| <br>CASH DISBURSEMENTS               |               |                               |
| Golf Tournament Expenses             | \$ 33,507.16  |                               |
| Seed Money                           | 700.00        |                               |
| Donations                            | 65,000.00     |                               |
| Miscellaneous Expenses               | <u>286.62</u> |                               |
| Total Cash Disbursements             |               | <u>99,493.78</u>              |
| <br>Cash in Bank – December 31, 2024 |               | <br>\$ <u><u>4,011.70</u></u> |

ATU M.S. RESEARCH FUND  
STATEMENT OF RECEIPTS AND DISBURSEMENTS  
July 1, 2024 – December 31, 2024

CANADIAN OPERATIONS

Cash in Bank – July 1, 2024 \$ 4,097.15

CASH RECEIPTS

Golf Tournament Proceeds:

|                      |              |
|----------------------|--------------|
| Green & Tee Sponsors | 325.00       |
| Golf Participants    | 1,200.00     |
| Interest Income      | <u>37.98</u> |

Total Cash Receipts 1,562.98

TOTAL CASH AVAILABLE \$ 5,660.13

CASH DISBURSEMENTS 0.00

Total Cash Disbursements 0.00

Cash in Bank – December 31, 2024

\$ 5,660.13

## **FINANCIAL ASSISTANCE**

### **LOCAL 1546 (BATON ROUGE, LA)**

By email dated September 25, 2024, Local 1546 President/Business Agent George DeCuir requested financial assistance for Local 1546.

The financial statement of Local 1546, for the period ending December 31, 2023, listed a beginning balance of \$16,084.94. Receipts for the period amounted to \$43,548.23 and disbursements were \$47,201.60, leaving a balance at the end of the period of \$12,431.57.

Currently, Local 1546 has 107 active members.

After a careful review and consideration of the facts, and upon a motion duly made and seconded, the General Executive Board voted to grant Local 1546 a six-month waiver of per capita.

### **LOCAL 1574 (SAN MATEO, CA)**

By email dated October 29, 2024, Local 1574 President/Business Agent, Ernie Solero requested financial assistance for Local 1574 for membership per capita discrepancies.

The financial statement of Local 1574, for the period ending December 31, 2023, listed a beginning balance of \$28,737.00. Receipts for the period amounted to \$473,127.00, and disbursements were \$470,984.00, leaving a balance at the end of the period of \$30,880.00.

Currently, Local 1574 has 398 active members.

After a careful review and consideration of the facts, and upon a motion duly made and seconded, the General Executive Board voted not to extend financial assistance to Local 1574.

### **LOCAL 580 (SYRACUSE, NY)**

By email dated December 9, 2024, Local 580 Secretary-Treasurer/Business Agent Frank Saya requested financial assistance in the form of a three-month per capita waiver, to help offset the costs related to ongoing legal fees incurred while organizing their stockroom department and bus monitors at their agency, which has developed into a PERB case.

The financial statement of Local 580, for the period ending December 31, 2024, listed a beginning balance of \$80,208.00. Receipts for the period amounted to \$308,279.00, and disbursements were \$301,389.00, leaving a balance at the end of the period of \$87,098.00.

Currently, Local 580 has 295 active members.

After a careful review and consideration of the facts, and upon a motion duly made and seconded, the General Executive Board voted to grant Local 580 a three-month waiver of per capita.

#### LOCAL 1560 (NEW ORLEANS, LA)

By email dated December 2, 2024, Local 1560 former President/Business Agent Kory Dupree requested financial assistance for Local 1560 to retain a lawyer.

The financial statement of Local 1560, for the period ending December 31, 2022, listed a beginning balance of \$1,103,161.88. Receipts for the period amounted to \$114,269.70, and disbursements were \$122,081.38, leaving a balance at the end of the period of \$1,095,350.20.

Currently, Local 1560 has 359 active members.

After a careful review and consideration of the facts, and upon a motion duly made and seconded, the General Executive Board voted not to extend financial assistance to Local 1560.

#### LOCAL 821 (JERSEY CITY, NJ)

By email dated March 12, 2025, Local 821 President/Business Agent Lisa Gourdin-Dorneval requested financial assistance for Local 821 in the form of a per capita tax waiver.

The financial statement of Local 821, for the period ending December 31, 2023, listed a beginning balance of \$12,975.67. Receipts for the period amounted to \$167,014.36, and disbursements were \$122,923.95, leaving a balance at the end of the period of \$57,809.38.

Currently, Local 821 has 202 active members.

After a careful review and consideration of the facts, and upon a motion duly made and seconded, the General Executive Board voted to grant Local 821 a three-month waiver of per capita tax. The board continued its discussion regarding the financial condition of the local union and the efforts which had been undertaken to improve its situation. After further review and consideration of the facts, and upon a second motion duly made and seconded, the General Executive Board voted to grant Local 821 a six-month waiver of per capita tax.

#### **DISCUSSION OF BARGAINING AND STRIKES**

International President Costa opened up a discussion of our local union's recent bargaining difficulties and successes, and of recent strike activity. The GEB discussed how local unions have been able to secure strong contracts and fight back to resist concessions throughout the United States and Canada. There was considerable discussion about how the International Union can ensure that local union are carefully prepared for strikes and supported by the ATU.

## **REPORT OF THE GENERAL COUNSEL**

ATU General Counsel Dan Smith reported on the work of the Legal Department and provided an update on certain legal and legislative developments. A large share of the report was dedicated to the work of the International Union to protect our members' collective bargaining rights through the ATU's 13(c) and state legislative programs. He highlighted the efforts of the International Union to protect bargaining rights in Florida and California. Brother Smith concluded with discussing the aggressive policymaking of the new federal judiciary and administration.

## **REMARKS FROM AFL-CIO PRESIDENT LIZ SHULER AND LOUISIANA AFL-CIO PRESIDENT LOUIS REINE**

AFL-CIO President Liz Sholer and Louisiana AFL-CIO President Louis Reine addressed the General Executive Board.

## **HEALTH AND SAFETY REPORT**

Director of Health and Safety Andrew Falotico provided an overview of the International Union's safety and health program's recent activities. Brother Falotico discussed the training which the ATU has provided throughout North America regarding developing effective safety and health committees. He updated the Board on the Bus Design Innovation Program, which has made great progress in developing safe bus designs, working with transit agencies and creating a consensus in the transit industry regarding purchasing and designs.

## **GENERAL DISCUSSIONS**

The remainder of the session was devoted to discussion among the International Executive Officers and the members of the Board.

The meeting was recessed to reconvene on the following day.

## **AMALGAMATED TRANSIT UNION**

### **General Executive Board Meeting**

New Orleans, LA  
April 2, 2025

### **THIRD SESSION**

General Executive Board members present were Marcellus Barnes, Gary Johnson Sr., Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Natalie Cruz, Anthony Garland, Raymond Greaves, Stephan MacDougall, Kenneth Wilson, Amanda Sawyer-Turner, Arturo Aguilar, Jacques Chapman, Mark Henry, Kenneth Day, and Michael Cornelius. General Executive Board member Curtis Howard joined the meeting during the ATU Dupont Circle, LLC Building Overview. International President John A. Costa presided. Also in attendance were International Secretary-Treasurer Kenneth Ray Kirk, International Executive Vice President Yvette Trujillo, General Counsel Dan Smith, and Chief of Staff Jessica Chu.

Controller Salma Yousefi attended the meeting for her reports. Anik Jhaveri from KOR.10, John Rotolo from JSR Consulting, Mark Monroe from Belle Haven Partners, LLC, and ATU-TEC Director of Property Operations Amy Gilliam attended the meeting during the discussion of the renovations of 21 Dupont Circle, NW in Washington, DC.

### **AUDIT COMMITTEE REPORT APPROVED**

After discussion, and upon a motion duly made and seconded, the members of the General Executive Board approved the report of the Audit Committee for the six-month period ending December 31, 2024.

### **INTERNATIONAL SECRETARY-TREASURER REPORT APPROVED**

Upon a motion duly made and seconded, the General Executive Board approved the report of the International Secretary-Treasurer for the period of July 1, 2024 through December 31, 2024.

### **ATU MEMBERSHIP DATABASE TRANSITION TO SALESFORCE UPDATE**

Controller Salma Yousefi reported on the International Union's program to create a single membership database that the International Union and local unions can use that would ensure easier, more detailed and more accurate recordkeeping. International President John Costa and International Secretary-Treasurer Ken Kirk discussed the practical problems faced by financial-secretaries and the assistance that a new database would provide them.

### **ATU-TEC FINANCIAL OVERVIEW**

Controller Yousefi reported on the finances of ATU-TEC. She provided an overview of its ongoing operating expenses and income, including those related to the Tommy Douglas Conference Center, and discussed future projections.

## **UPDATES ON THE SALE OF TDCC**

General Counsel Dan Smith updated the General Executive Board on the sale of 10000 New Hampshire. He reported that the purchaser is taking the steps necessary to move ahead with securing the governmental approvals necessary for its development plan.

## **ATU DUPONT CIRCLE, LLC FINANCIAL OVERVIEW**

Controller Yousefi reported on the finances of ATU Dupont Circle, LLC. She provided an overview of its ongoing operating expenses and income, and discussed future projections.

## **ATU DUPONT CIRCLE, LLC BUILDING OVERVIEW**

International President John Costa, Mark Monroe from Belle Haven Partners, ATU-TEC Director of Property Operations Amy Gilliam, Anik Jhaveri from KOR.10, and John Rotolo from JSR Consulting provided an overview on the operation of ATU Dupont Circle, LLC, including the operation and renovation of its building.

## **GENERAL DISCUSSIONS**

The remainder of the session was devoted to discussion among the International Executive Officers and the members of the Board.

The meeting recessed to reconvene on the following day.

## **AMALGAMATED TRANSIT UNION**

### **General Executive Board Meeting**

New Orleans, LA  
April 3, 2025

#### **FOURTH SESSION**

General Executive Board members present were Marcellus Barnes, Gary Johnson Sr., Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland, Raymond Greaves, Stephan MacDougall, Kenneth Wilson, Amanda Sawyer-Turner, Arturo Aguilar, Jacques Chapman, Mark Henry, Kenneth Day, and Michael Cornelius. International President John A. Costa presided. Also in attendance were International Secretary-Treasurer Kenneth Ray Kirk, International Executive Vice President Yvette Trujillo, General Counsel Dan Smith, and Chief of Staff Jessica Chu.

International Representative Mike Harms was present.

Director of Strategic Research Andrew Gena, Director of Joint Industry Councils and Collective Bargaining John Lyons, and Director of Campaigns Justin Panos attended as well.

#### **STRATEGIC RESEARCH REPORT**

Director of Strategic Research Andrew Gena opened his presentation by reviewing the upcoming agency funding crisis throughout North America and changes in federal funding in the United States. He discussed how the new funding landscape would affect transit service in our communities. Brother Gena led a discussion of autonomous vehicle technology and the implementation of autonomous vehicle technology in the taxi and transit industries. He finished by discussing transit agencies' increasing use of microtransit service and the reliance on an independent-contractor labor model depriving drivers of fair wages and benefits.

#### **JOINT INDUSTRY COUNCILS AND COLLECTIVE BARGAINING REPORT**

Director of Joint Industry Councils and Collective Bargaining John Lyons reported on the International Union's program to ensure that our local unions achieve strong first contracts at newly-organized properties. Later he discussed developments in bargaining for high labor standards in microtransit service and autonomous vehicles. He concluded by discussing efforts to improve operations scheduling and the state of our Joint Industry Councils.

#### **CAMPAIGNS REPORT**

Campaigns Director Justin Panos reported on recent organizing victories and the successful record of building the union since the last International Convention. He then discussed the department's success in campaigning against budget and service cuts at transit agencies.



## **GENERAL DISCUSSIONS**

The remainder of the session was devoted to discussion among the International Executive Officers and the members of the Board.

The meeting recessed to reconvene on the following day.

## **AMALGAMATED TRANSIT UNION**

### **General Executive Board Meeting**

New Orleans, LA  
April 4, 2025

### **FIFTH SESSION**

General Executive Board members present were Marcellus Barnes, Gary Johnson Sr., Michelle Sommers, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland, Raymond Greaves, Stephan MacDougall, Kenneth Wilson, Amanda Sawyer-Turner, Arturo Aguilar, Jacques Chapman, Mark Henry, Kenneth Day, and Michael Cornelius. International President John A. Costa presided. Also in attendance were International Executive Vice President Yvette Trujillo, International Representative Mike Harms, General Counsel Dan Smith, and Chief of Staff Jessica Chu.

General Executive Board member Jim Lindsay and International Secretary-Treasurer Kenneth Ray Kirk were excused.

Director of Apprenticeships and Workforce Development Jamaine Gibson, Training & Education Administrator Russell Bateman, Communications Director David Roscow, and Communications Specialist Sarah Saez attended as well.

Associate General Counsel Rich Otzel, Director of Strategic Research Andrew Gena, Director of Joint Industry Councils and Collective Bargaining John Lyons, and Director of Campaigns Justin Panos attended as well.

### **APPRENTICESHIP AND WORKFORCE DEVELOPMENT REPORT**

Workforce Development Coordinator Jamaine Gibson reported on the continued growth of the ATU's workforce development program. He discussed the increasing number of local unions, members, and agencies involved in the union's mentorship and apprenticeship programs for operators, bus mechanics, rail maintenance workers, and facilities maintenance workers. He and International President Costa talked about the nascent pre-apprenticeship programs to ensure that the transit industry has the workforce it needs.

### **NEGOTIATING STRONG CONTRACTUAL LANGUAGE**

International President led a discussion about the need to continue to improve collective bargaining agreement standards in the transit industry. He urged that the union, even when we cannot achieve the economic gains that we would like due to difficult financial conditions in the industry, can achieve significant gains for our members on non-economic issues. It was discussed that workers could no longer rely on legal protections as courts and legislatures become increasingly hostile to our needs, and the necessity, therefore, to negotiate into our collective

bargaining agreements those rights which we previously relied on courts and administrative agencies to protect.

## **TRAINING AND EDUCATION REPORT**

Education and Training Administrator Russell Bateman reviewed the ATU's robust schedule of trainings for local union officers and leaders. He discussed the success of the new stewards training which was launched in 2024 and will have trained over 1,000 stewards at over 100 local unions by the 2025 convention. He discussed also other training programs currently being offered, and plans to develop new trainings covering a number of topics, to address the challenges and opportunities faced by our members and their local unions.

## **COMMUNICATIONS**

Communications Director David Roscow reported on the work of the department since the last meeting of the General Executive Board. He reviewed the assistance the International Union provided to local unions included assistance with press releases, social media, text messaging systems, websites, and public letter writing campaigns. He explained the successful efforts of the union to get media attention to important campaigns and issues. He discussed the International Union's social media engagement by members and the public. International President Costa and Brother Roscow concluded with discussing the Communications Department's preparations for the upcoming International Convention in New York City.

## **GENERAL DISCUSSION**

The remainder of the session was devoted to discussion among the International Executive Officers and members of the Board.

The meeting adjourned sine die.

INTERIM ACTIONS AND RULINGS BY THE  
GENERAL EXECUTIVE BOARD  
FOR THE PERIOD JANUARY 1, 2025 THROUGH JUNE 30, 2025

1. AUTHORIZATION TO ADOPT THE REPORT OF THE HEARING OFFICER AND TO CONTINUE THE TRUSTEESHIP OF LOCAL 1564 (DETROIT, MI)

Acting pursuant to ATU Constitution and General Laws Section 12.6, Trusteeships, on January 3, 2025, the General Executive Board voted to adopt the Findings and Determination of the Hearing Officer as the Decision and Order of the General Executive Board and to continue the trusteeship of Local 1564 (Detroit, MI).

2. STRIKE SANCTION GRANTED TO LOCAL 618 (PROVIDENCE, RI)

Acting pursuant to ATU Constitution and General Laws Section 20.2, Strike Sanction, and Section 20.4, GEB Action, on January 8, 2025, the General Executive Board granted sanction to Local 618 (Providence, RI) for a strike by its members employed by First Student at its Warwick, RI yard in the local union's bargaining unit of school bus aides.

3. AUTHORIZATION TO PLACE LOCAL 1772 (ENGLEWOOD, CO) INTO TEMPORARY TRUSTEESHIP

Acting pursuant to ATU Constitution and General Laws Section 12.6, Trusteeships, on January 23, 2025, the General Executive Board voted to authorize International President Costa to place Local 1772 (Englewood, CO) into temporary trusteeship.

4. STRIKE SANCTION GRANTED TO LOCAL 1546 (BATON ROUGE, LA)

Acting pursuant to ATU Constitution and General Laws Section 20.2, Strike Sanction, and Section 20.4, GEB Action, on February 24, 2025, the General Executive Board granted sanction to Local 1546 (Baton Rouge, LA) for a strike by its members employed by Capital Area Transit System (CATS).

5. STRIKE SANCTION GRANTED TO LOCAL 265 (SAN JOSE, CA)

Acting pursuant to ATU Constitution and General Laws Section 20.2, Strike Sanction, and Section 20.4, GEB Action, on February 26, 2025, the General Executive Board granted sanction to Local 265 (San Jose, CA) for a strike by its members employed by Santa Clara Valley Transportation Authority (VTA).

6. AUTHORIZATION FOR LOCAL 519 (LA CROSSE, WI) TO ENTER INTO INTEREST ARBITRATION

Acting pursuant to ATU Constitution and General Laws Section 19.2, Assistance for Arbitration and Fact-Finding, on March 12, 2025, the General Executive Board granted sanction to Local 519 (La Crosse, WI) to enter into interest arbitration.

7. AUTHORIZATION TO PLACE LOCAL 713 (MEMPHIS, TN)  
INTO TEMPORARY TRUSTEESHIP

Acting pursuant to ATU Constitution and General Laws Section 12.6, Trusteeships, on March 19, 2025, the General Executive Board voted to authorize International President Costa to place Local 713 (Memphis, TN) into temporary trusteeship.

8. AUTHORIZATION FOR LOCAL 1287 (KANSAS CITY, MO)  
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa by action of the General Executive Board, and pursuant to ATU Constitution and General Laws Section 18.3, Alternative Revenue Structures, on May 1, 2025, Local 1287 (Kansas City, MO) was granted permission to retain a Lower Dues Structure.

9. RATIFICATION OF THE BYLAWS OF LOCAL 1564 (DETROIT, MI)

Acting pursuant to ATU Constitution and General Laws Section 12.6, Trusteeships, on May 20, 2025, the General Executive Board voted to ratify the Bylaws of Local 1564 (Detroit, MI), as approved by the International President.

10. AUTHORIZATION TO PLACE LOCAL 1256 (EL PASO, TX)  
INTO TEMPORARY TRUSTEESHIP

Acting pursuant to ATU Constitution and General Laws Section 12.6, Trusteeships, on May 22, 2025, the General Executive Board voted to authorize International President Costa to place Local 1256 (El Paso, TX) into temporary trusteeship.

11. AUTHORIZATION FOR LOCAL 1742 (CHARLESTON, WV)  
TO RETAIN A LOWER DUES STRUCTURE

Under authority vested in International President Costa by action of the General Executive Board, and pursuant to ATU Constitution and General Laws Section 18.3, Alternative Revenue Structures, on May 23, 2025, Local 1742 (Charleston, WV) was granted permission to retain a Lower Dues Structure.

12. STRIKE SANCTION GRANTED TO LOCAL 1338 (DALLAS, TX)

Acting pursuant to ATU Constitution and General Laws Section 20.2, Strike Sanction, and Section 20.4, GEB Action, on May 23, 2025, the General Executive Board granted sanction to Local 1338 (Dallas, TX) for a strike by its members employed by DART.

13. AUTHORIZATION TO ADOPT THE REPORT OF THE HEARING OFFICER AND TO CONTINUE THE TRUSTEESHIP OF LOCAL 713 (MEMPHIS, TN)

Acting pursuant to ATU Constitution and General Laws Section 12.6, Trusteeships, on May 30, 2025, the General Executive Board voted to adopt the Findings and Determination of the Hearing Officer as the Decision and Order of the General Executive Board and to continue the trusteeship of Local 713 (Memphis, TN).

14. AUTHORIZATION TO PLACE LOCAL 788 (ST. LOUIS, MO) INTO TEMPORARY TRUSTEESHIP

Acting pursuant to ATU Constitution and General Laws Section 12.6, Trusteeships, on June 10, 2025, the General Executive Board voted to authorize International President Costa to place Local 788 (St. Louis, MO) into temporary trusteeship.

15. AUTHORIZATION TO PLACE LOCAL 1028 (DES PLAINES, IL) INTO TEMPORARY TRUSTEESHIP

Acting pursuant to ATU Constitution and General Laws Section 12.6, Trusteeships, on June 16, 2025, the General Executive Board voted to authorize International President Costa to place Local 1028 (Des Plaines, IL) into temporary trusteeship.