

# **AMALGAMATED TRANSIT UNION GENERAL EXECUTIVE BOARD**



**MINUTES OF THE OCTOBER 16-20, 2023  
FALL MEETING**

## TABLE OF CONTENTS

### FIRST SESSION

MEETING OF THE GENERAL EXECUTIVE BOARD CONVENED .....	1
MOTION TO TABLE VOTE ON APPROVAL OF MINUTES OF THE 2023 SPRING MEETING AND THE MARCH 9, 2023, APRIL 24, 2023 AND JUNE 14, 2023 SPECIAL MEETINGS OF THE GENERAL EXECUTIVE BOARD APPROVED.....	1
MOTION TO GRANT THE INTERNATIONAL PRESIDENT AUTHORITY TO MAKE AN OFFER ON THE PURCHASE OF A NEW HEADQUARTERS BUILDING APPROVED ...	1
AUDIT COMMITTEE APPOINTED .....	2
REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON ATU-COPE APPROVED.....	2
REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON THE ATU SCHOLARSHIP PROGRAM APPROVED.....	3
REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON THE ATU MS RESEARCH FUND APPROVED .....	3
REPORT ON THE TRUSTEESHIP OF LOCAL 1764 (WASHINGTON, DC).....	5
REPORT ON THE TRUSTEESHIP OF LOCAL 1593 (TAMPA, FL).....	5
REPORT OF THE INTERNATIONAL PRESIDENT.....	5
GENERAL DISCUSSIONS .....	5

### SECOND SESSION

MINUTES OF THE 2023 SPRING MEETING AND THE MARCH 9, 2023, APRIL 24, 2023 AND JUNE 14, 2023 SPECIAL MEETINGS OF THE GENERAL EXECUTIVE BOARD APPROVED.....	6
FINANCIAL ASSISTANCE .....	6
DISCUSSION OF RECENT STRIKES .....	6
REPORT OF THE GENERAL COUNSEL.....	7
FINANCIAL ASSISTANCE .....	7
MOTION TO PROVIDE PENSIONERS WITH 13TH CHECK REJECTED .....	7
GENERAL DISCUSSIONS .....	7

### THIRD SESSION

GOVERNMENT AFFAIRS REPORT .....	9
POLITICAL PROGRAM REPORT .....	9
AUDIT COMMITTEE REPORT APPROVED .....	10
INTERNATIONAL SECRETARY-TREASURER REPORT APPROVED.....	10
ATU FINANCIAL OVERVIEW .....	10

TOMMY DOUGLAS CONFERENCE CENTER FINANCIAL REVIEW .....	10
MOTION APPROVED TO PROVIDE PENSIONERS WITH PENSION COST OF LIVING ADJUSTMENT .....	10
MOTION APPROVED TO PAY IVPS FOR EACH DAY ON THE ROAD WITH AN OVERNIGHT STAY .....	10
GENERAL DISCUSSIONS .....	10

**FOURTH SESSION**

FHE HEALTH PRESENTATION.....	12
BBS BENEFIT SOLUTIONS PRESENTATION .....	12
ATU STORE PRESENTATION .....	13
ATU CANADA REPORT .....	13
CAMPAIGNS REPORT .....	13
TRAINING AND EDUCATION REPORT .....	13
HEALTH AND SAFETY REPORT.....	13
APPRENTICESHIP AND WORKFORCE DEVELOPMENT REPORT .....	13
JOINT INDUSTRY COUNCILS AND COLLECTIVE BARGAINING REPORT .....	14
STRATEGIC RESEARCH REPORT.....	14
COMMUNICATIONS REPORT .....	14
GENERAL DISCUSSIONS .....	14

**FIFTH SESSION**

CROSSCOUNTRY MORTGAGE PRESENTATION .....	15
GENERAL DISCUSSION.....	15

## AMALGAMATED TRANSIT UNION

### General Executive Board Meeting

Hollywood, FL  
October 16, 2023

#### FIRST SESSION

General Executive Board members present were Richard Murphy, 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 and Mark Henry. 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.

International Vice President Kenneth Day was excused.

Director of Joint Industry Councils & Collective Bargaining John Lyons and Collective Bargaining Administrator John Ertl participated by telephone for the report on the trusteeship of Local 1764.

#### MEETING OF THE GENERAL EXECUTIVE BOARD CONVENED

International President John A. Costa convened the meeting and reported on the state of the International Union and its programs and work, including the continued improvement in the ATU's finances. He then reviewed the agenda for the week.

#### MOTION TO TABLE VOTE ON APPROVAL OF MINUTES OF THE 2023 SPRING MEETING AND THE MARCH 9, 2023, APRIL 24, 2023 and JUNE 14, 2023 SPECIAL MEETINGS OF THE GENERAL EXECUTIVE BOARD APPROVED

Upon a motion duly made and seconded, a majority of the General Executive Board approved a motion to table a vote on the approval of the minutes of the 2023 Spring Meeting of the GEB, and the minutes of the March 9, 2023, April 24, 2023 and June 14, 2023 Special Meetings of the GEB.

#### MOTION TO GRANT THE INTERNATIONAL PRESIDENT AUTHORITY TO MAKE AN OFFER ON THE PURCHASE OF A NEW HEADQUARTERS BUILDING APPROVED

Upon a motion duly made and seconded, the General Executive Board approved a motion to authorize the International President to make an initial offer of \$13,300,000 for the purchase of 21 Dupont Circle for an International Union headquarters building and to further authorize him to offer up to \$14,000,000 for the purchase if deemed necessary in his judgment.

**AUDIT COMMITTEE APPOINTED**

International President Costa appointed to the Audit Committee, International Vice Presidents Emanuele Sforza, John Callahan and Curtis Howard. International Vice President Sforza was designated as Chair.

**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 June 30, 2023, are as follows:

<b>Federal</b>	
Senatorial Campaigns	\$34,500.00
Congressional Campaigns	\$135,000.00
Other	\$7,500.00
<b>State</b>	
Senatorial Campaigns	\$78,600.00
Representative Campaigns	\$30,600.00
Other	\$147,575.00
<b>Local</b>	
Mayoral Campaigns	\$6,250.00
Councilperson Campaigns	\$14,850.00
Other	\$54,775.00

**Other**

\$912.07

Between January 1, 2023 and June 30, 2023, ATU-COPE took in contributions totaling \$527,409.11. As of June 30, 2023, the funds had a combined available balance of \$282,602.94.

**REPORT OF THE INTERNATIONAL SECRETARY-TREASURER ON THE ATU SCHOLARSHIP PROGRAM 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 Scholarship Program. The report, as presented, appears below.

The selection process for the Amalgamated Transit Union 2022-2023 Scholarship Competition, named in memory of former International Executive Vice President Mike J. Siano, is currently being processed by the Scholarship Selection Committee. The Committee is being chaired by Trip McLaughlin, CIMA, Managing Director/Senior Institutional Director, Morgan Stanley Wealth Management. Committee members consisted of Cynthia Watson, Watson Labour Lawyers, and Christian Phillips, CPA, President, Eberts & Harrison, Inc.

A total of 155 applications were received for this year's competition. An initial review of all applications was conducted and determined that 51 applicants met all the program requirements, and these were reduced to 12 finalists.

The Scholarship Committee will select four (4) U.S. winners and one (1) alternate, and one (1) Canadian winner and one (1) alternate, for a total of five (5) scholarship awards in the amount of \$8,000.00 each. A sixth \$2,000.00 scholarship is available to an applicant who will attend a technical or vocational post-secondary school. If no applications are submitted by applicants planning to attend a technical or vocational post-secondary school, an additional award in the amount of \$8,000.00 will be awarded to the next highest scorer of the remaining finalists, for a total of six (6) scholarship awards in the amount of \$8,000.00 each.

The Committee is hopeful to have the selection process completed by October 2023.

The 2023-2024 Scholarship Competition will move to an online system. The Amalgamated Transit Union has partnered with CommunityForce for managing and screening students' applications.

**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  
January 1, 2023 - June 30, 2023

U. S. OPERATIONS

Cash in Bank - January 1, 2023	\$	4,476.46
CASH RECEIPTS		
Local Union Contributions	\$	4.50
Booster Contributions		1,144.50
Seminar Contributions		60.00
Total Cash Receipts		<u>1,209.00</u>
TOTAL CASH AVAILABLE	\$	5,685.46
CASH DISBURSEMENTS		
Total Cash Disbursements		<u>0.00</u>
Cash in Bank - June 30, 2023	\$	<u><u>5,685.46</u></u>

ATU M.S. RESEARCH FUND  
STATEMENT OF RECEIPTS AND DISBURSEMENTS  
January 1, 2023 - June 30, 2023

CANADIAN OPERATIONS

Cash in Bank - January 1, 2023	\$	2,851.51
CASH RECEIPTS		
Local Union Contributions	\$	30,000.00
Interest Income		<u>565.07</u>
Total Cash Receipts		<u>30,565.07</u>
TOTAL CASH AVAILABLE	\$	33,416.58
CASH DISBURSEMENTS		
Bank charges	\$	7.90

Donations	<u>30,000.00</u>
Total Cash Disbursements	<u>30,007.90</u>
Cash in Bank - June 30, 2023	\$ <u><u>3,408.68</u></u>

**REPORT ON THE TRUSTEESHIP OF LOCAL 1764 (WASHINGTON, DC)**

Director of Joint Industry Councils & Collective Bargaining John Lyons and Collective Bargaining Administrator John Ertl reported on the trusteeship of Local 1764 (Washington, DC), which was imposed effective January 23, 2019. The trusteeship was imposed in large part to address the failure of the local union to bargain, and to prepare to bargain, contracts at its largest properties. The co-trustees reported that since the transfer of the DC-area properties to Local 689 as previously reported, the co-trustees have been able to conclude successfully collective bargaining agreements among the local union’s various properties throughout Baltimore and Anne Arundel County, including the recently organized MV Transportation garage performing MobilityLink paratransit service for the MTA. They reported further that they are working to develop member leadership throughout all of the properties.

**REPORT ON THE TRUSTEESHIP OF LOCAL 1593 (TAMPA, FL)**

International Executive Vice President Trujillo reported on Local 1593, which was returned to local union autonomy effective September 18, 2023. She noted that the local union’s new leadership has received training and by all appearances is doing well in administering the local union.

**REPORT OF THE INTERNATIONAL PRESIDENT**

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

**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**

Hollywood, FL  
October 17, 2023

### **SECOND SESSION**

General Executive Board members present were Richard Murphy, 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 and Mark Henry. 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.

International Vice President Kenneth Day was excused.

### **MINUTES OF THE 2023 SPRING MEETING AND THE MARCH 9, 2023, APRIL 24, 2023 and JUNE 14, 2023 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 2023 Spring Meeting of the GEB, and the minutes of the March 9, 2023, April 24, 2023 and June 14, 2023 Special Meetings of the GEB.

### **FINANCIAL ASSISTANCE**

#### **LOCAL 966, THUNDER BAY, ON**

By letter dated July 15, 2022, Local 966 President/Business Agent Fred Caputo requested financial assistance to help restore the defense account due to large expenses depleting the account.

The financial statement of Local 966, for the period ending December 31, 2022, listed a beginning balance of \$31,207.10. Receipts for the period amounted to \$206,685.90, and disbursements were \$228,468.79, leaving a balance at the end of the period of \$9,424.21.

Currently, Local 966 has 168 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 966 a six-month waiver of per capita.

### **DISCUSSION OF RECENT STRIKES**

The International Executive Officers and the members of the Board reported on recent strikes and bargaining settlements at properties where the Board had granted strike sanction.

## **REPORT OF THE GENERAL COUNSEL**

ATU General Counsel Dan Smith reported on the work of the Legal Department and an update on certain legal and legislative developments. He opened by discussing the International Union's 13(c) enforcement program, including developments on the ongoing litigation over PEPRA, and legislation in Florida and Kentucky.

Brother Smith reported on also the Legal Department's work on legislation on non-13(c) matters. He concluded the International Union's regulatory work, especially involving safety and health initiatives, and recent trends before the National Labor Relations Board.

## **FINANCIAL ASSISTANCE**

### **LOCAL 1279, JOHNSTOWN, PA**

Local 1279 President/Business Agent Jeffrey Hritz requested financial assistance due to excessive legal fees incurred in the course of an arbitration and subsequent legal action to enforce the award.

The financial statement of Local 1279, for the period ending June 30, 2023, listed a beginning balance of \$23,345.62. Receipts for the period amounted to \$31,589.65, and disbursements were \$32,011.35, leaving a balance at the end of the period of \$22,923.92.

Currently, Local 1279 has 77 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 966 a six-month waiver of per capita.

## **MOTION TO PROVIDE PENSIONERS WITH 13TH CHECK REJECTED**

Upon a motion duly made and seconded, a majority of the General Executive Board, in a roll call vote, rejected a motion to approve an amendment to the Amalgamated Transit Union Pension Plan for International Officers and Employees to provide a thirteenth (13<sup>th</sup>) pension benefit check to pensioners who retired prior to January 1, 2023, or to their surviving spouse.

Voting in favor of the motion were Richard Murphy and James Lindsay. Voting against the motion 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 and Mark Henry.

## **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**

Hollywood, FL  
October 18, 2023

### **THIRD SESSION**

General Executive Board members present were Richard Murphy, 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 and Mark Henry. 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.

International Vice President Kenneth Day was excused.

Director of Government Affairs & Political Programs Jeff Rosenberg and National Political Director Clem Balanoff were present for the government affairs and political program reports. Controller Salma Yousefi attended the meeting for the review of the finances of the ATU and the Tommy Douglas Conference Center.

### **GOVERNMENT AFFAIRS REPORT**

Director of Government Affairs Jeff Rosenberg reported on the upcoming federal elections in the U.S. and the continued dysfunction in the Republican caucus in the U.S. House of Representatives. Brother Rosenberg discussed efforts to get a sensible federal bill passed in the U.S. regarding autonomous vehicles to ensure that fully engaged operators are in control of buses at all times. Turning to regulatory work, he gave an account of the continued efforts to see that the FTA's regulations regarding Public Transit Agency Safety Plans are implemented in a way consistent with the intent of the Infrastructure Investment and Jobs Act. Brother Rosenberg wrapped up with noting the success of the recent ATU Legislative Conference and efforts to increase members' participation in ATU COPE.

### **POLITICAL PROGRAM REPORT**

National Political Director Clem Balanoff reported on the ATU's recent campaigns to elect pro-worker and pro-transit candidates to state office, and the International Union's plans to mobilize our members and passengers in upcoming elections and referenda. He concluded by discussing the expansion of the ATU's political program.

### **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 June 30, 2023.

### **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 January 1, 2023 through June 30, 2023.

### **ATU FINANCIAL OVERVIEW**

International President Costa led a discussion of the finances of the Amalgamated Transit Union.

### **TOMMY DOUGLAS CONFERENCE CENTER FINANCIAL REVIEW**

Controller Salma Yousefi reported on the finances of the Tommy Douglas Conference Center.

### **MOTION APPROVED AUTHORIZING \$1 MILLION LOAN TO ATU-TEC**

Upon a motion duly made and seconded, the General Executive Board authorized a \$1 million loan to ATU-TEC Properties, LLC, to be repaid on the same basis as prior loans.

### **MOTION APPROVED TO PROVIDE PENSIONERS WITH PENSION COST OF LIVING ADJUSTMENT**

Upon a motion duly made and seconded, a majority of the General Executive Board approved a motion to approve an amendment to the Amalgamated Transit Union Pension Plan for International Officers and Employees to provide that, for pensioners with an Actual Retirement Date before January 1, 2022, the Normal Retirement Benefit based solely on the Normal Retirement Benefit under Section 5.1 of the Plan will increase by 3% on and after January 1, 2024.

### **MOTION APPROVED TO PAY IVPs FOR EACH DAY ON THE ROAD WITH AN OVERNIGHT STAY**

Upon a motion duly made and seconded, a majority of the General Executive Board approved a motion that International Vice Presidents be provided with a per diem for each day while on the road when there is an overnight stay.

### **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**

Hollywood, FL  
October 19, 2023

#### **FOURTH SESSION**

General Executive Board members present were Richard Murphy, 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 and Mark Henry. 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, General Counsel Dan Smith, International Representative Michael Cornelius, ATU Canada President John Di Nino, Director of Campaigns Justin Panos, Deputy Director of Campaigns David Heller, Florida Field Coordinator Dwight Mattingly, Education and Training Administrator Russell Bateman, Director of Health and Safety Andrew Falotico, Director of Apprenticeships and Workforce Development Jamaine Gibson, Director of Joint Industry Councils and Collective Bargaining John Lyons, Director of Strategic Research Andrew Gena, Director of Communications David Roscow and Communications Specialist/Writer Sarah Saez.

International Vice President Kenneth Day and International Representative Mike Harms were excused.

FHE Health Director of Public and Community Affairs Janet Gerhard, and Mike Stephowski, Sarah Biden and James Biden of BBS Benefit Solutions, attended the meeting during the FHE Health and BBS Benefit Solutions presentations; Mark Monroe and Ben Monroe of Mosaic were also present for those presentations and the ATU Store presentation.

#### **FHE HEALTH PRESENTATION**

FHE Health Director of Public and Community Affairs Janet Gerhard gave a presentation on the importance of mental health and strong employee assistance programs in high-stress fields like the transit industry, and in particular, during times when our members face difficult and often traumatic circumstances.

#### **BBS BENEFIT SOLUTIONS PRESENTATION**

Mike Stephowski and Sarah Biden of BBS Benefit Solutions made a presentation on the supplemental insurance programs that BBS Benefit Solutions offers.

## **ATU STORE PRESENTATION**

International President Costa discussed the new ATU Store on the International Union's webpage. Ben Monroe of Mosaic, the vendor which is handling the warehousing and order fulfillment, explained how product would be ordered, stocked and shipped.

## **ATU CANADA REPORT**

ATU Canada President John Di Nino reported on ATU Canada and in general, the state of our union in Canada. He opened the report by highlighting elections in Alberta and Manitoba, and the success of ATU members in increasing turnout for pro-transit and pro-worker candidates. He discussed the warming of the relationship between the ATU and the Canadian Urban Transit Association over efforts to secure federal transit funding. Brother Di Nino reported on the recent and successful ATU Canada Conference in Calgary, AB. Brother Di Nino pivoted to a discussion of recent federal legislative efforts, ATU Canada's programs to promote gender and racial equity and recent efforts to organize transit workers in Canada.

## **CAMPAIGNS REPORT**

Campaigns Director Justin Panos reviewed recent significant campaigns and strikes involving the International Union's Campaigns Department. He went over the organizing success of ATU over 2023, and the strong positioning of the union to continue aggressive organizing for the rest of the year. Deputy Director of Campaigns David Heller and Florida Field Coordinator Dwight Mattingly reported on the ATU's response to Florida SB 256.

## **TRAINING AND EDUCATION REPORT**

Education and Training Administrator Russell Bateman reported on the full schedule of trainings that the International Union held since the return to in-person meetings. He went over the breadth of trainings, as well as the large number of trainings conducted for local unions and the large number of local union officers and members trained.

## **HEALTH AND SAFETY REPORT**

Director of Health and Safety Andrew Falotico reviewed the International Union's safety and health program. He discussed the International Union's safety and health trainings, and his work with various local unions to ensure the safety of drivers and passengers. He discussed also efforts to create better bus designs through the Bus of the Future project to address issues such as operator assaults, ergonomics and infectious diseases.

## **APPRENTICESHIP AND WORKFORCE DEVELOPMENT REPORT**

Workforce Development Coordinator Jamaine Gibson reported on ATU's increasingly successful workforce development program. He discussed the increasing number of mentorship, apprenticeship and pre-apprenticeship programs, and the large number of members who have graduated from the programs. He noted that ATU's programs have been recognized by both the



federal government and dozens of transit agencies for their effectiveness. He highlighted the benefits to the participants themselves, including the improvement in quality of work life and the ability to train for new jobs.

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

Director of Joint Industry Councils and Collective Bargaining John Lyons informed the Board of the activities of the Collective Bargaining Department. He discussed current developments regarding the major private-sector contractors and the corresponding JICs. He noted the continuing difficulty with dealing with certain contractors, and the problems caused by the contracting-out model of the provision of transit service. He discussed also developments in artificial intelligence in bus transportation.

### **STRATEGIC RESEARCH REPORT**

Director of Strategic Research Andrew Gena reviewed the state of the transit industry with a focus on future directions that transit agencies, private contractors, information technology businesses and original equipment manufacturers are trying to push onto the industry. His discussion focused on developments in autonomous vehicle technology and microtransit service.

### **COMMUNICATIONS REPORT**

Director of Communications David Roscow outlined the various media that the International Union uses to educate our members about the activities of the union. He also discussed the assistance that the department was able to offer to local unions in order to assist in organizing and mobilizing their members, support campaigns and dealing with the press.

### **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**

Hollywood, FL  
October 20, 2023

#### **FIFTH SESSION**

General Executive Board members present were Richard Murphy, 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 and Mark Henry. International President John A. Costa presided. Also in attendance were International Secretary-Treasurer Kenneth Ray Kirk, International Executive Vice President Yvette Trujillo, retired International Vice President Janis Borchardt, Chief of Staff Jessica Chu, General Counsel Dan Smith, International Representative Michael Cornelius and ATU Canada President John Di Nino.

International Vice President Kenneth Day and International Representative Mike Harms were excused.

Senior Vice President Richard Tschernia of CrossCountry Mortgage Affinity Lending attended the meeting during his presentation.

#### **CROSSCOUNTRY MORTGAGE PRESENTATION**

Richard Tschernia of CrossCountry Mortgage Affinity Lending gave a presentation on the affinity lending program, as well as its payment interruption program which assists union members whose employment is interrupted by labor disputes, layoffs and unfair discipline, and its line of duty death benefits program which cancels outstanding balances of up to \$525,000 in the event of loss of life while on the job.

#### **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 JULY 1, 2023, THROUGH DECEMBER 31, 2023**

1. **STRIKE SANCTION GRANTED TO LOCAL 1181 (NEW YORK, NY)**

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on August 29, 2023, Strike Sanction was granted to the members of Local 1181 (New York, NY), employed by over a dozen different employers.

2. **AUTHORIZATION TO CONCLUDE THE TRUSTEESHIP OF LOCAL 1593 (TAMPA, FL)**

Upon a polling of its membership, conducted pursuant to Section 12.6 of the ATU Constitution and General Laws, on September 15, 2023, a majority of the General Executive Board authorized International President Costa to conclude the Trusteeship of Local 1593 (Tampa, FL).

3. **STRIKE SANCTION GRANTED TO LOCAL 1028 (DES PLAINES, IL)**

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on September 19, 2023, Strike Sanction was granted to the members of Local 1028 (Des Plaines, IL), employed by Cook DuPage Transportation, National Express (CDT).

4. **AUTHORIZATION FOR LOCAL 1743 (PITTSBURGH, PA) TO RETAIN A LOWER DUES STRUCTURE**

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 18.3 of the ATU Constitution and General Laws, on September 19, 2023, Local 1743 (Pittsburgh, PA), was granted permission to retain a Lower Dues Structure.

5. **AUTHORIZATION FOR LOCAL 1345 (READING, PA) TO ENTER INTO INTEREST ARBITRATION**

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 19.2 of the ATU Constitution and General Laws, on November 2, 2023, Local 1345 (Reading, PA) was authorized to enter into Interest Arbitration.

6. STRIKE SANCTION GRANTED TO LOCAL 107 (HAMILTON, ON)

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on November 6, 2023, Strike Sanction was granted to the members of Local 107 (Hamilton, ON), employed by the City of Hamilton.

7. STRIKE SANCTION GRANTED TO LOCAL 1181 (NEW YORK, NY)

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on November 9, 2023, Strike Sanction was granted to the members of Local 1181 (New York, NY), employed at Be Alert.

8. STRIKE SANCTION GRANTED TO LOCAL 1320 (PETERBOROUGH, ON)

Under authority vested in International President Costa, by action of the General Executive Board and pursuant to Section 20.2 of the ATU Constitution and General Laws, on November 14, 2023, Strike Sanction was granted to the members of Local 1320 (Peterborough, ON), employed at Peterborough Transit.