

AMALGAMATED TRANSIT UNION GENERAL EXECUTIVE BOARD



**MINUTES OF THE MARCH 21-25, 2022
SPRING MEETING**

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AMALGAMATED TRANSIT UNION

General Executive Board Meeting

New Orleans, LA
March 21, 2022

FIRST SESSION

The meeting was convened at 9:00 a.m. Central time on Monday March 21, 2022. General Executive Board members present were Richard Murphy, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland, Raymond Greaves and Stephan MacDougall. International President John A. Costa presided. Also in attendance were International Secretary-Treasurer Kenneth Ray Kirk, International Executive Vice President Javier M. Perez Jr., Chief of Staff Jessica Chu, General Counsel Dan Smith and Executive Assistant to the IP Mary Goldsworthy. General Executive Board member Janis Borchardt joined the meeting prior to the motion supporting Ukrainian war refugees. General Executive Board member Kenneth Wilson joined the meeting upon his appointment to the GEB.

International Organizers Ismael Rivera and Brenda Moore were in attendance for the report on the trusteeship of Local 1593. Collective Bargaining Administrator John Ertl and Director of Joint Industry Councils & Collective Bargaining John Lyons were in attendance for the report on the trusteeship of Local 1764.

MEETING OF THE GENERAL EXECUTIVE BOARD CONVENED

International President Costa opened the meeting by asking for moment of silence for all ATU members who were lost to the COVID-19 pandemic and the mass murder of Local 265 members in San Jose, California. IP Costa expressed his gratitude for being able to meet in person for the first time since 2019, and reviewed the week's agenda and noted the comprehensive reports which would be presented to the General Executive Board over the course of the five sessions.

AUDIT COMMITTEE APPOINTED

International President Costa appointed to the Audit Committee, International Vice Presidents Bruce Hamilton, Michelle Sommers and James Lindsay. International Vice President Hamilton 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 December 31, 2021 are as follows:

Federal	
Senatorial Campaigns	\$ 25,000.00
Congressional Campaigns	\$ 68,500.00
Other	\$ 10,000.00
State	
Senatorial Campaigns	\$ 34,250.00
Representative Campaigns	\$ 42,350.00
Other	\$ 76,525.00
Local	
Mayoral Campaigns	\$ 5,500.00
Councilperson Campaigns	\$ 13,625.00
Other	\$125,500.00
Other	\$ 1,582.16

Between July 1, 2021 and December 31, 2021, ATU-COPE took in contributions totaling \$558,809.18. As of December 31, 2021, the funds had a combined available balance of \$406,752.18.

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 2021 ATU Scholarship Program, named in memory of Oscar “OO” Owens, was concluded with the issuance of checks in the amount of \$8,000.00 each to: Dartmouth College for the scholarship of Hosaena Tilahun; University of Massachusetts Boston for the scholarship of Emma Kennedy; Emory University for the scholarship of Greta Franke; Monmouth University for the scholarship of Alessandra Tortora; an additional check in the amount \$8,000.00, for Camilo Cortes Pinilla, is pending the return of his acceptance form and will be issued to the college he is attending upon its receipt.

The Committee was chaired by Trip McLaughlin, Managing Director/Senior Institutional Consultant, Morgan Stanley Wealth Management. Committee members consisted of Cynthia Watson of Labour Lawyers; Christian Phillips, CPA and President, of Eberts & Harrison; and Brian Doherty, Director of Marketing Development, Union Labor Life Insurance Company.

The 2022 ATU Scholarship Program is named in remembrance of our nine brothers who lost their lives in the tragedy at ATU Local 265 San Jose, CA. Dedicating these awards in their honor commenced with the publication of the official application in the 2021, July-August-September issue of *In Transit*. A subsequent mailing of a copy of the application, accompanied by the official guidelines, was mailed to each local union.

Applications have been received from U.S. and Canadian residents and as customary, are being held pending review. The applicants were forwarded a list of the rules and required procedures to complete the application process. They also received a scholarship questionnaire and bibliography of suggested references for the required essay.

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 January 31, 2022 to file their application for this year’s scholarship. All subsequent materials had to be postmarked by March 15, 2022.

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, 2021 - December 31, 2021

U. S. OPERATIONS

Cash in Bank - July 1, 2021 \$ 20,330.48

CASH RECEIPTS

General Contributions \$ 10,550.00

Local Union Contributions 9.00

Golf Tournament Proceeds:

Program Ads 11,605.00

Green & Tee Sponsors 3,315.00

Cart Sponsors 75.00

Dinner Only 4,125.00

Golf Participants 23,780.00

Raffles/Auctions 1,250.00

Merchandise 166.00

Other Golf Tournament Receipts 3,354.00

Booster Contributions 3,184.00

Total Cash Receipts 61,413.00

TOTAL CASH AVAILABLE \$ 81,743.48

CASH DISBURSEMENTS

Golf Tournament Expenses \$ 16,153.48

Total Cash Disbursements 16,153.48

Cash in Bank - December 31, 2021 \$ 65,590.00

ATU M.S. RESEARCH FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS

July 1, 2021 - December 31, 2021

CANADIAN OPERATIONS

Cash in Bank - July 1, 2021 \$ 5,683.04

CASH RECEIPTS

Interest Income 4.83

Booster Contributions 538.53

Total Cash Receipts		543.36
TOTAL CASH AVAILABLE	\$	6,226.40
CASH DISBURSEMENTS		
Bank charges	\$	2.90
Total Cash Disbursements		2.90
Cash in Bank - December 31, 2021	\$	<u>6,223.50</u>

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

International Organizers Ismael Rivera and Brenda Moore reported on the trusteeship of Local 1593 (Tampa, FL), which was imposed effective November 16, 2021. The trusteeship was imposed in large part to address the local union’s failure to follow properly the requirements of the CGL and directives of the International Union regarding the processing of a challenge to the most recent election of local union officers, to follow properly the requirements of the CGL and the local union bylaws regarding the filling of an interim officer vacancy, and to respond appropriately to a petition filed by an independent association with the Florida Public Employees Relations Commission for an election to supplant Local 1593 as the collective bargaining representative of Hillsborough Area Regional Transit Authority employees. Co-Trustees Rivera and Moore reported that significant progress had been made with the local union to ensure that the local union was properly administered, to enforce the existing agreement, to negotiate a new agreement, and to develop support and leaders among the membership for Local 1593.

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

Collective Bargaining Administrator John Ertl and Director of Joint Industry Councils & Collective Bargaining John Lyons 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 they have been working to conclude collective bargaining agreements among the various properties throughout Baltimore and Anne Arundel County. They reported further that they are working to develop member leadership. Finally, they informed the GEB of recent organizing wins and an ongoing bargaining campaign.

REPORT ON THE TRUSTEESHIP OF LOCAL 1546 (BATON ROUGE, LA)

International Vice President Anthony Garland reported on the status of the trusteeship of Local 1546 (Baton Rouge, LA), which was imposed effective August 11, 2020. The trusteeship was instituted because, as a result of a mass termination by the Capital Area Transit System, the local union lacked the necessary complement of officers employed by the employer with access to

the employer's property and day-to-day contact with their members in the workplace. IVP Garland reported that, as a result of his aggressive pursuit of grievances and litigation, only one of the former officers has not been returned to work during the trusteeship. He reported also that the local union had made significant progress on a number of fronts and that the local union would be ready to be released from trusteeship shortly.

REPORT ON THE TRUSTEESHIP OF LOCAL 998 (MILWAUKEE, WI)

International Vice President Michelle Sommers reported on the status of the trusteeship of Local 998 (Milwaukee, WI), which was imposed effective November 30, 2020. The trusteeship was instituted because of leadership disfunction, including the inability of the local union's president/business agent and financial secretary to maintain a working relationship. IVP Sommers reported that she and Co-Trustee Janis Borchardt had been able to resolve all open issues, resulting in the lifting of the trusteeship by the GEB effective January 1, 2022.

MOTION TO TABLE THE DISCUSSION OF THE INTERNATIONAL PRESIDENT'S REPORT REJECTED

A majority of the GEB rejected a motion duly made and seconded to table until an unspecified time the discussion of the International President's Report.

REPORT OF THE INTERNATIONAL PRESIDENT

Upon a motion duly made and seconded, the General Executive Board approved the International President's Report. It was noted that the report should state that IVP Murphy only reviewed the Local 998 Bylaws, and that he provided no assistance to the local union during the reporting period.

PER CAPITA COVID WAIVER

By motion duly made and seconded, a majority of the GEB, as authorized under CGL Section 18.3, Alternative Revenue Structures, and CGL Section 35, Suspended Constitutional Provisions, voted to extend for the months of April, May and June 2022, the previously approved grant of authority to the International President to waive CGL Section 18.1 Per Capita Tax and CGL Section 18.2, Dues for certain members meeting the "Waiver Criteria and Requests" as set forth in the International President's April 6, 2020, Memo and Procedures, issued to all Presidents and Financial Secretaries. Pursuant to those procedures, following requests by a local union and satisfaction of the eligibility requirements, individual members are not required to pay local union dues in order to remain in good standing, and local unions are not required to pay any per capita taxes to the International and such members for the applicable months.

MOTION TO PROVIDE FINANCIAL SUPPORT FOR UKRAINIAN WAR REFUGEES

By a motion duly made and seconded, the GEB voted to contribute \$25,000 to the International Trade Union Confederation (ITUC) to assist Ukrainian war refugees.

APPOINTMENT OF KENNETH E. WILSON AS THE 18TH INTERNATIONAL VICE PRESIDENT

International President John Costa appointed Local 508 President/Business Agent Kenneth E. Wilson to the position of the 18th International Vice President. Upon a motion duly made and seconded, the members of the General Executive Board approved the appointment of the International President.

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 at 3:57 p.m., to reconvene at 9:00 a.m. on Tuesday, March 22, 2022.

AMALGAMATED TRANSIT UNION

General Executive Board Meeting

New Orleans, LA
March 22, 2022

SECOND SESSION

The meeting was convened at 9:00 a.m. Central time on Tuesday March 22, 2022. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Raymond Greaves, Stephan MacDougall, and Kenneth Wilson. International President John A. Costa presided. Also in attendance were International Secretary-Treasurer Kenneth Ray Kirk, International Executive Vice President Javier M. Perez Jr., Chief of Staff Jessica Chu, General Counsel Dan Smith, and Executive Assistant to the IP Mary Goldsworthy. General Executive Board member Anthony Garland joined the meeting after the approval of the motion to grant financial assistance to Local 168.

Controller Salma Yousefi and Human Resources/Operations Counsel Rajita Andrews joined the meeting during the review of the finances of the International Union and discussion of the Tommy Douglas Conference Center.

Local 587 Member Charles Lare was in attendance for a portion of the discussion of his appeal to the General Executive Board.

FINANCIAL ASSISTANCE

LOCAL 168 (SCRANTON, PA)

By email received in the Office of the International President on January 27, 2022, Local 168 President/Business Agent David Kaczmarek requested financial assistance in the form of an extension of a six-month waiver of per capita tax which the General Executive Board had granted the local union. The GEB, at its Fall 2021 meeting on October 26, 2021, granted the six-month waiver in response to expenses associated with negotiations, grievance arbitration and tax issues.

The financial statement of Local 168, for the period ending June 30, 2021 (the latest available audit report), listed a beginning balance of \$5,162.74. Receipts for the period amounted to \$32,403.76, and disbursements were \$31,633.98, leaving a balance at the end of the period of \$5,932.52.

Currently, Local 168 has 78 active members.

After careful review and consideration of the facts, the General Executive Board voted to extend Local 168 a six-month waiver of its per capita tax to the International Union.

LOCAL 981 (ALEXANDRIA, LA)

By letter dated October 8, 2021, Local 981 President/Business Agent Sharren Wells requested financial assistance to help offset legal expenses associated with the reinstatement of the local union's vice president.

The financial statement of Local 981, for the period ending June 30, 2021 (the latest available audit report), listed a beginning balance of \$14,169.64. Receipts for the period amounted to \$2,012.00, and disbursements were \$3,070.05, leaving a balance at the end of the period of \$13,111.59.

Currently, Local 981 has 20 active members.

After careful review and consideration of the facts, a majority of the General Executive Board voted to extend Local 981 a six-month waiver of its per capita tax to the International Union.

MINUTES OF THE 2021 FALL MEETING AND THE FEBRUARY 10, 2022 SPECIAL MEETING 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 2021 Fall GEB Meeting and the minutes of the February 10, 2022 GEB Special Meeting.

TOMMY DOUGLAS CONFERENCE CENTER FINANCIAL REVIEW

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

FUTURE OF TDCC

International President Costa and Human Resources/Operations Counsel Rajita Andrews provided an overview of the outlook of the Tommy Douglas Conference Center. General Executive Board members and the International Executive Officers engaged in a discussion of the report and other matters related to the TDCC.

Upon a motion duly made and seconded, the General Executive Board authorized and directed the International President to retain a broker to determine the amount for which the TDCC, or portions thereof, can be sold and to determine whether replacement real estate can be secured for the purpose of a headquarters building, and to retain appropriate professionals to determine the cost to renovate Building 9 to house all headquarters staff.

APPEALS TO THE GENERAL EXECUTIVE BOARD

APPEAL NO. 1

Charles Lare

LOCAL UNION 587 (SEATTLE, WA)

There came before the General Executive Board, an appeal by Local 587 member Charles Lare, appealing to the ATU General Executive Board, the September 17, 2021 decision of International President John Costa. International President Costa's decision denied Brother Lare's appeal of the decision of the Local 587 Executive Board to deny his election challenges to the most recent election of local union officers. Brother Lare joined the meeting in order to explain the basis of his challenge and appeal, and to answer the numerous questions of the members of the General Executive Board.

Upon a thorough deliberation of all the facts and evidence in this case, the Board, upon a motion duly made and seconded, voted to sustain the decision of International President Costa.

UPDATE ON CANADIAN RETIREE TAX LIABILITY

It was reported that the Trustees of the ATU Officers and Employees Pension Plan were able to reach a resolution of potential tax liability for certain Canadian retirees such that neither the Plan nor the retirees would be responsible for any liability.

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 at 2:50 p.m., to reconvene at 2:14 p.m. on Wednesday March 23, 2022.

AMALGAMATED TRANSIT UNION

General Executive Board Meeting

New Orleans, LA
March 23, 2022

THIRD SESSION

The meeting was convened at 9:00 a.m. Central time on Wednesday March 23, 2022. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland, Raymond Greaves, Stephan MacDougall, and Kenneth Wilson. International President John A. Costa presided. Also in attendance were International Secretary-Treasurer Kenneth Ray Kirk, International Executive Vice President Javier M. Perez Jr., Chief of Staff Jessica Chu and General Counsel Dan Smith.

Labor economist Tom Roth from the Labor Bureau joined the meeting during the discussion of industry trends affecting transit agency pension plans.

STRIKE SANCTIONS

International President Costa announced that there were no pending requests for strike sanction. He observed that after the GEB granted Local 1575 (San Rafael, CA) strike sanction on February 10, 2022, the local union began to ramp up action at the property to create a credible strike threat; and that as a result it gained additional leverage and reached a satisfactory contract settlement. GEB member Murphy reported that Local 618 (Providence, RI), after the local union received strike sanction from the GEB on October 27, 2021, was able to reach an agreement with First Student.

AUDIT COMMITTEE REPORT

The Audit Committee reported that it was still reviewing the audit of the International Union's books for the six-month period ending June 30, 2021, and still had work to do before providing a final report. Based on the ongoing nature of the review, upon a motion duly made and seconded, the members of the General Executive Board tabled the consideration of the report of the Audit Committee until such time as it could finish its work.

INTERNATIONAL SECRETARY-TREASURER REPORT APPROVED

Upon a motion duly made and seconded, a General Executive Board approved the report of the International Secretary-Treasurer for the period of July 1, 2021 through December 31, 2021.

REPORT OF THE GENERAL COUNSEL

ATU General Counsel Dan Smith reported on the work of the Legal Department. He opened by noting that the Legal Department has continued to be exceedingly busy as a result of the pandemic and its impacts on the union and the transit industry, and as a result of the broadening of the scope of the Department's work.

With regard to the 13(c) enforcement program, it was stated at the outset that the last reporting period involved a large increase in the number of federal transit grants processed in the U.S. In the first half of the year, there were 856 grants processed, whereas in the second half of a normal year, there would normally be between 500 and 700 grants processed. This increase in grant activity was attributed to the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA) and the American Rescue Plan Act (ARP Act) which together provided \$49 billion in federal transit grants -- or between three and four times the amount of federal funding in a typical year. It was reported that, as a result, the Department's attorneys spent more time working with International officers and staff, and local union leaders, to explain the grant money going to transit agencies and the implications for matters such as hazard pay, service cuts and collective bargaining.

Brother Smith discussed 13(c) litigation over the California Public Employees Pension Reform Act, including the recent filing, briefing and oral arguments on cross motions for summary judgment, and hope for a favorable decision in the next month or two.

The Department's legislative work was discussed as well, including working to stop or undermine dues check off at directly operated transit systems in Florida, Kansas, Kentucky, Louisiana and West Virginia; responding to the Alberta's "right to work" law; tracking legislation regarding traditional labor law issues, zero-emission buses and autonomous vehicles; and keeping local unions informed of state law changes.

A litigation update on ongoing cases in Ontario and before U.S. Courts was provided. The report was concluded with an update on the recent nomination of a U.S. Supreme Court Justice and changes at the National Labor Relations Board.

DISCUSSION ON PENSION PLAN TRENDS IN TRANSIT INDUSTRY

International President Costa opened a discussion on pension plans. Labor economist Tom Roth from the Labor Bureau discussed industry trends affecting transit agency pension plans.

AUDIT COMMITTEE REPORT APPROVED

After discussion, 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, 2021.

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 at 12:27 p.m. to reconvene at 11:00 a.m. on Thursday, March 24, 2022.

AMALGAMATED TRANSIT UNION

General Executive Board Meeting

New Orleans, LA
March 24, 2022

FOURTH SESSION

The meeting was convened at 9:22 a.m. Central time on Thursday March 24, 2022. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland, Raymond Greaves, Stephan MacDougall, and Kenneth Wilson. International President John A. Costa presided. Also, in attendance were International Secretary-Treasurer Kenneth Ray Kirk, International Executive Vice President Javier M. Perez Jr., Chief of Staff Jessica Chu, General Counsel Dan Smith and Executive Assistant to the IP Mary Goldsworthy.

International Representatives Dennis Antonellis, Marilyn Williams, Mike Harms, Michael Cornelius and Amanda Sawyer-Malone; ATU Canada President John Di Nino; Education and Training Administrator Russell Bateman; Director of Apprenticeships and Workforce Development Jamaine Gibson; Director of Field Mobilization Todd Brogan; Interim Director of New Organizing Justin Panos; Director of Collective Bargaining and Joint Industry Coordinator John Lyons; Director of Strategic Research Andrew Gena; State and Local Political Coordinator Emma Cleveland; Director of Communications David Roscow; Deputy Director of New Media and Production Paul Fitzgerald; Communication Specialist/Writer Sarah Saez; Senior Organizers Jose Aragon, Mike Haggard, David Heller, Richard Jackson and Stanley Smalls; and Organizers Sarah Maceda-Maciel, Brenda Moore, Ismael Rivera, James Rosenstein Hopkins and Dara Teitel were also in attendance.

REPORT ON ATU CANADA

ATU Canada President John Di Nino reported on ATU Canada. He started by providing an overview of federal and provincial government trends. He noted that governments have failed to provide adequate operating assistance to the transit systems throughout Canada, but for political gain have been marshalling large capital investments to private contractors under P3 schemes. But he announced more positive political news including movement on anti-scab federal legislation and an expansion of social health care, as well as a potential candidacy by an ATU local union officer in a mayoral race. He reported on a regrettable increase in operator assaults in Canada, and ATU Canada's efforts to get a national taskforce to look into the ongoing issues. Brother Di Nino explained that under International President Costa's leadership, ATU Canada has had the staff and resources necessary to raise ATU's profile among labour unions in Canada and organize a number of new properties throughout the nation.

REPORT ON TRAINING AND EDUCATION

Education and Training Administrator Russell Bateman reported on the subjects of the various trainings which had been offered during the second half of 2021 by the International Union to the GEB and local union officers. He noted that trainings have generally been by video conference, including on topics such as local union officer responsibilities, race and labor, and zero-emission buses. He reviewed the Department's plans, including to roll out the International Union's trainings on gender equity, front-line zero emission bus technicians, and health and safety.

REPORT ON WORKFORCE DEVELOPMENT

Workforce Development Coordinator Jamaine Gibson reported on ATU's increasingly successful workforce development program. He opened by stating that the ATU is the most important force in North America supporting apprenticeship programs. Brother Gibson discussed the various training, apprenticeship and mentorship projects under way with numerous local unions throughout the U.S. and Canada. He observed that there has been an increase in transit agency interest in working with the ATU to develop training, apprenticeship and mentorship programs. He explained that ATU is participating in APTA's committee on zero emission buses, DOL's Advisory Committee on Apprenticeships, ASE's high-voltage certification committee, the TCRP, ITLC and the Department of Commerce's Good Jobs Challenge grant program.

REPORT ON CAMPAIGNS

Interim Director of New Organizing Justin Panos reported that the ATU has continued to organize new properties in 2021. He noted that there have been a number of wins across a number of states and provinces and in a number of different classifications of transit workers. He observed that victories were concentrated in certain regions. He discussed various programs that the department is implementing in order to position the union for further organizing campaigns.

Director of Field Mobilization Todd Brogan reported on the ongoing efforts of the Campaigns Department during the pandemic. He opened by discussing various challenges that the ATU faces, including the pandemic, the end of relief funding, inflation, anti-union political campaigns and the rise in divisions and decertifications. He highlighted the importance of developing rank-and-file action committees, member-to-member conversations, workplace charting and member engagement. Lastly he explained the process by which the Campaigns Department determined where it would launch proactive bargaining campaigns, and those places where the department provided assistance in response to local union requests.

International Representative Mike Harms, Marilyn Williams; Senior Organizers Jose Aragon, Mike Haggard, David Heller, RiChard Jackson and Stanley Smalls; and Organizers Sarah Maceda-Maciel, Brenda Moore, Ismael Rivera, James Rosenstein Hopkins and Dara Teitel reported on the progress they have made in creating worker-focused committees and campaigns to organize workers, bargain strong contracts, and build our local union's capacity to forward our members' interests.

REPORT ON JOINT INDUSTRY COUNCILS AND COLLECTIVE BARGAINING

Collective Bargaining Director and Joint Industry Council Coordinator John Lyons reported on the progress of the JICs. He reported on the troubling unlawful conduct of Keolis in Loudon County, Virginia and in Greensboro, North Carolina. He explained also that MV Transportation had contemplated a troubling health insurance program at a number of properties. He discussed also state law, and procurement issues which affect our members at contracted out transit agencies.

REPORT OF THE STRATEGIC RESEARCH DEPARTMENT

Director of Strategic Research Andrew Gena reviewed the state of the pandemic and its effects on the transit industry in the U.S. and Canada. He discussed developments in the EQT acquisition of First Transit and First Student, and provided an overview of inflation trends and the implications on bargaining and pension plans.

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 at 5:54 p.m., to reconvene at 9:00 a.m. on Friday, March 25, 2022.

AMALGAMATED TRANSIT UNION

General Executive Board Meeting

New Orleans, LA
March 25, 2022

FIFTH SESSION

The meeting was convened at 9:00 a.m. Central time on Friday March 25, 2022. General Executive Board members present were Richard Murphy, Janis Borchardt, Paul Bowen, Marcellus Barnes, Yvette Trujillo, Gary Johnson Sr., Charles Watson, Bruce Hamilton, Michelle Sommers, James Lindsay, Emanuele Sforza, John Callahan, Curtis Howard, Natalie Cruz, Anthony Garland, Raymond Greaves, Stephan MacDougall, and Kenneth Wilson. International President John A. Costa presided. Also, in attendance were International Secretary-Treasurer Kenneth Ray Kirk; International Executive Vice President Javier M. Perez Jr.; International Representatives Dennis Antonellis, Marilyn Williams, Mike Harms and Michael Cornelius; ATU Canada President John Di Nino; Chief of Staff Jessica Chu; and General Counsel Dan Smith.

International Representatives Dennis Antonellis, Marilyn Williams, Mike Harms, Michael Cornelius and Amanda Sawyer-Malone; ATU Canada President John Di Nino; Director of Government Affairs & Political Programs Jeff Rosenberg; National Political Director Clem Balanoff; State and Local Political Coordinator Emma Cleveland; Director of Communications David Roscow; Deputy Director of New Media and Production Paul Fitzgerald; Communication Specialist/Writer Sarah Saez; and I.T. Systems Engineer James Anaman were also in attendance. Retired GEB member Robin West joined the meeting during the Report of the Government Affairs Department.

Senior Advisor to the President and the Director of the White House Office of Public Engagement Cedric Richmond joined the meeting during the discussion of national priorities in the United States. Abdelnasser Rashid of Democracy Partners was present during the data modernization report. Mike Stephowski and Joe Grandioso of BBS Benefit Solution attended the meeting during their presentation. Senior Vice President Richard Tschernia and Branch Manager Juan Pablo Munoz of CrossCounty Mortgage Affinity Lending attended the meeting during their presentation. FHE Health Director of Public and Community Affairs Janet Gerhard attended the meeting during her presentation.

DISCUSSION OF NATIONAL PRIORITIES IN THE UNITED STATES

International President Costa opened a discussion about national priorities in the United States, and introduced Senior Advisor to the President and the Director of the White House Office of Public Engagement, and former Congressman for Louisiana's 2nd Congressional District, Cedric Richmond to the GEB. Mr. Richmond discussed the extraordinary progress that is being made in everything from full employment to investing in our communities and infrastructure to deficit reduction.

MOTION TO CONTRIBUTE TO UNITE THE COUNTRY PAC APPROVED

International President John Costa discussed the crucial role of federal assistance in saving the transit industry in the United States. He explained the important role that the ATU played in ensuring the victory of transit and labor-friendly candidates for the executive and legislative branches of the U.S. federal government. The discussion moved to the importance of keeping transit and labor-friendly majorities in the U.S. House of Representatives and Senate in the upcoming elections. He also discussed the Unite the Country PAC, a committee to which the ATU contributed during the presidential election, and the role it will play in electing transit and labor-friendly candidates. Upon a motion duly made and seconded, the General Executive Board approved a \$250,000 contribution to the Unite the Country PAC from the General Fund.

REPORT OF THE GOVERNMENT AFFAIRS DEPARTMENT

Director of Government Affairs Jeff Rosenberg and State and Local Political Coordinator Emma Cleveland reported on the substantial victories of the ATU in the most recent infrastructure bills in the U.S. Brother Rosenberg opened by describing the important features of the Infrastructure Investment and Jobs Act. He explained ongoing rulemaking regarding operator assaults and new requirements for joint safety committees at transit systems in large and medium-sized cities, and developments in workforce development funding and federal autonomous vehicle legislation. Sister Cleveland explained the newly invigorated state legislative program. She explained the efforts to track and respond to respond to state legislation which restrict bargaining rights or involve transit funding, the transition to zero emission buses, and autonomous vehicles. She discussed also the efforts to continue to build ATU's legislative conference boards and COPE program.

POLITICAL AFFAIRS REPORT

National Political Director Clem Balanoff reported on the ATU electoral efforts. He reviewed the different state and municipal elections in the U.S. and municipal elections in Canada in which the ATU was involved in recently, including in primary races in the U.S. federal elections. He reported that the ATU had supported strong, pro-transit candidates, and was able to substantially assist their campaigns even where the candidates were not ultimately successful. Finally, he offered some analysis regarding the upcoming provincial races in Ontario and federal races in the U.S.

REPORT OF THE COMMUNICATIONS DEPARTMENT

Director of Communications David Roscow reported on the International Union's aggressive communications program. He explained that the International Union's public facing electronic and social media continue to reach new levels of member and public engagement, and that International President Costa and the ATU have had increasing national press attention. He also reported that the Department has assisted local unions with social media, press releases, petitions and peer-to-peer text messaging systems.

RECOGNITION OF RETIRED BOARD MEMBER ROBIN WEST

International President Costa recognized and thanked retired Board member West for his years of dedicated service to the ATU. Brother West expressed his gratitude at being able to serve the members as an officer of Local 508 and the International Union, and as Director of the Canadian Council.

ATU DATA MODERNIZATION REPORT

I.T. Systems Engineer James Anaman and Abdelnasser Rashid of Democracy Partners gave a report on the progress of the ATU's data modernization project. They gave an explanation of the International Union's development of a new database system which will deal with International Union-local union data integration issues, reduce manual and paper-based processes, enhance data security and privacy, and increase functionality.

BBS BENEFIT SOLUTIONS PRESENTATION

Mike Stephowski and Joe Grandioso of BBS Benefit Solution made a presentation on the short-term and long-term disability insurance that BBS Benefit Solutions offers.

CROSSCOUNTRY MORTGAGE PRESENTATION

Rich Tschernia and JP Munoz of CrossCounty 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.

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.

MOTION APPROVED TO ENDORSE CROSSCOUNTRY MORTGAGE

By a motion duly made and seconded, the GEB voted to endorse the CrossCounty Mortgage Affinity Lending program and to authorize the International President to publicize the program among the membership.

MOTION TO INCREASE OFFICE EQUIPMENT AND SUPPLIES ALLOWANCE

Upon a motion duly made and seconded, the General Executive Board approved an increase in the annual maximum allowance for the reimbursement of expenses of members of the General Executive Board and International Representatives for office equipment and supplies first approved on October 21, 2011, from \$500 to \$1,000 starting in calendar year 2022.

GENERAL DISCUSSION

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

The meeting adjourned at 4:29 p.m. sine die.

INTERIM ACTIONS AND RULINGS BY THE
GENERAL EXECUTIVE BOARD
FOR THE PERIOD JANUARY 1, 2022, THROUGH JUNE 30, 2022

1. AUTHORIZATION TO WAIVE DUES AND PER CAPITA TAX OBLIGATIONS
FOR THE MONTHS OF JANUARY, FEBRUARY, AND MARCH 2022

Upon a polling of its membership, conducted pursuant to Section 35 of the ATU Constitution and General Laws, on January 5, 2022, a majority of the General Executive Board authorized International President Costa to waive the dues and per capita tax obligations of members and who met a certain criteria, for the months of January, February, and March 2022.

2. AUTHORIZATION FOR LOCAL 1028 (DES PLAINES, IL)
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 January 19, 2022, Local 1028 (Des Plaines, IL), was authorized to enter into Interest Arbitration with the Pace Fox Valley Division.

3. AUTHORIZATION TO ADOPT THE REPORT OF THE HEARING OFFICER IN THE
MATTER OF 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 January 26, 2022, a majority of the General Executive Board voted to approve the recommendation of International President Costa, to adopt the Findings and Determination of the Hearing Officer, as the Decision and Order of the General Executive Board, in the matter of Trusteeship of Local 1593 (Tampa, FL).

4. CHARGES AGAINST LOCAL 1573 (BRAMPTON, ON)
FORMER FINANCIAL SECRETARY RAVINDER BAINS

Upon a polling of its membership conducted pursuant to Section 12.4 of the ATU Constitution and General Laws, on February 18, 2022, the General Executive Board voted in favor to adopt the recommendation of International President Costa to suspend Local 1573 Financial Secretary Ravinder Bains, for a period of four (4) weeks in light of an apparent serious breach in financial controls involving the local union.

5. AUTHORIZATION TO ADOPT THE BYLAWS OF LOCAL 1546 (BATON ROUGE, LA)

Upon a polling of its membership, conducted pursuant to Section 13.2 of the ATU Constitution and General Laws, on March 11, 2022, the General Executive Board voted to approve

the recommendation of International President Costa, to approve the Bylaws of Local 1546 (Baton Rouge, LA), as the Decision and Order of the General Executive Board.

6. STRIKE SANCTION GRANTED TO LOCAL 689 (WASHINGTON, DC)

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 April 27, 2022, Strike Sanction was granted to the members of Local 689 (Washington, DC) employed by the RATP – Dev Circulator.

7. AUTHORIZATION FOR LOCAL 1290 (MONCTON, NB)
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 May 3, 2022, Local 1290 (Moncton, NB), was granted permission to retain a Lower Dues Structure.

8. 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 Section 18.3 of the ATU Constitution and General Laws, on May 10, 2022, Local 1742 (Charleston, WV), was granted permission to retain a Lower Dues Structure.

9. AUTHORIZATION FOR LOCAL 1753 (VENETIA, 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 May 13, 2022, Local 1753 (Venetia, PA), was granted permission to retain a Lower Dues Structure.

10. AUTHORIZATION FOR LOCAL 694 (SAN ANTONIO, TX)
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 May 19, 2022, Local 694 (San Antonio, TX), was granted permission to retain a Lower Dues Structure.

11. STRIKE SANCTION GRANTED TO LOCAL 448 (SPRINGFIELD, MA)

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 May 13, 2022, Strike Sanction was granted to the members of Local 448 (Springfield, MA) employed by the Lecrenski Brothers Inc. – Mini Bus.

12. AUTHORIZATION TO WAIVE DUES AND PER CAPITA TAX OBLIGATIONS FOR THE MONTHS OF APRIL, MAY, AND JUNE 2022

Upon a polling of its membership, conducted pursuant to Section 35 of the ATU Constitution and General Laws, on March 21, 2022, a majority of the General Executive Board authorized International President Costa to waive the dues and per capita tax obligations of members and who met a certain criteria, for the months of April, May, and June 2022.

13. AUTHORIZATION FOR LOCAL 1765 (OLYMPIA, WA) 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 June 3, 2022, Local 1765 (Olympia, WA), was authorized to enter into Interest Arbitration with the Grays Harbor Operator Maintenance and Customer Service Representatives.

14. AUTHORIZATION FOR LOCAL 1474 (RICHMOND, IN) 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 June 3, 2022, Local 1474 (Richmond, IN), was granted permission to retain a Lower Dues Structure.

15. AUTHORIZATION TO WAIVE DUES AND PER CAPITA TAX OBLIGATIONS FOR THE MONTHS OF JULY, AUGUST, AND SEPTEMBER 2022

Upon a polling of its membership, conducted pursuant to Section 35 of the ATU Constitution and General Laws, on June 6, 2022, a majority of the General Executive Board authorized International President Costa to waive the dues and per capita tax obligations of members and who met a certain criteria, for the months of July, August, and September 2022.