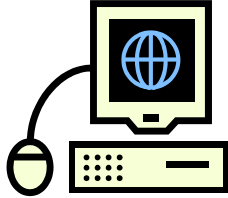


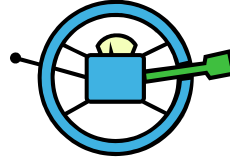
Our Web Site gets evaluated

Page 4



Steering force test results

Page 6



Lack of empathy

Page 8



Standing together with one voice

As members of Local 4304, we must stand firm on our demands.

- Wage parity with a similar transit property such as Brampton. A good starting point would be annual wage increases in line with inflation and with the rising cost of living. This is in addition to a higher percentage increase in the first year of the new contract that would put GRT on the same wage level as Brampton.
- Raise our benefits to the same levels as those enjoyed by other sectors within the Region, such as the police force. Since we work for the same employer, it is only fair to expect the same level of benefits as the other sectors enjoy.
- The demerit system is totally unfair and highly discriminatory. We must demand that this practice be abandoned.
- Expand the definition of “travel time” to include time required to travel to the

U of W ring road when taking over Route 13, and to ensure “travel time” includes similar situations in the future.

These are just a few of the more obvious concerns that our negotiating committee must address when they face management.

CAW must realize that it is our right to demand the very best for our membership in our next contract. CAW must fully support this Local if its’ members feel that it is necessary to go back to the table with management. CAW must fully, and without reservation, support this Local if strike action is required. CAW cannot dictate what it deems is in our best interests. That decision rests with the membership of this Local. We would expect the negotiating committee and the CAW to honour the decisions of the membership.

Most importantly of all, as a sign of good faith, we would expect the Region to acknowledge our needs. Acknowledgement that the

requirements, as outlined above is the first step in addressing the inequities that presently exist between GRT and similar sized properties and the different sectors within the Region.

The members of this Local must stand together and speak with one voice to ensure that our goals be implemented.

Let’s make it happen.

Klaus Biemann



We are not good enough

Effective November 16, all three South Acting Assistant Supervisors resigned in protest. In their letter of resignation, they stated that their simultaneous resignations were in protest of the Region’s “unfair and disrespectful hiring practices to your present employees.” Specifically, the recent hiring of a new

(Continued on page 3)

Milestones

30 Years

Thomas Williams
December 16, 1974

25 Years

Fred Heidel
January 21, 1980
James Vernon
January 21, 1980

15 Years

Garry McDonald
December 4, 1989

10 Years

Gerald Lefler
December 9, 1994
Jim Landry
January 9, 1995

5 Years

Lori Miller
December 4, 1999
Joanne VanDincten
December 6, 1999



*Next Issue
Deadline:
January 21, 2005*

Condolences

The members of Local 4304 wish to extend our deepest sympathy to the following members who have suffered the loss of loved ones.

Jose Fonte
Perry Breen
Harold Ziegler
Harold Klooster
Jim Charters
Peter Biedinger
Gord Roth
Russ Davis

Fruit Baskets

Ed Smythe
Kathy Lichty
Martin Kelly
Peter Lynagh

Some members have chosen to donate to a charity in lieu of a fruit basket.

Contributors

Local 4304 members helping out with this issue were:

Zeke Baker
Wayne Bell
Klaus Biemann
Laszlo Bori
John Brown
Jim Charters
David Driver
Jacky Eng
Ricki Germann
Maurice Levesque
Rick Lonergan
John MacKay
John A. McDonald
Phil Whitehead
Wil Wirtz

Policy Statement

The Informer is a publication of CAW Local 4304 and is intended to educate and inform the members. The views expressed are those of the writer and not necessarily those of the CAW or Local 4304. The newsletter committee reserves the right to edit for clarity and fact. Material of a sexist, racist or defamatory nature will not be printed.

—
This issue's editor:
Wayne Bell

**Attend your
union meetings:**

**December 15
January 19**

**Labour Hall
141 King St. E.
Kitchener**

(Continued from page 1)

supervisor from outside of the GRT workforce tells everyone currently employed here that none of us are good enough to ever be hired on as a full-time supervisor.

When Zeke Baker, Brian Oxford, and Geoff Walford turned in their keys, they were told by management that the

“By removing the prospect of future advancement, our employer removes one of the main incentives for improving ourselves.”

Region can hire whomever they please. But by posting an external ad for yet another supervisor’s position barely one week after the internal posting closed sends a fairly strong message that they intend to hire from the outside. Apparently, no one presently in the Acting Assistant Supervisor pool is qualified. This is no way to treat employees who are already doing an excellent job in this position without having received a prior complaint. All three part-time supervisors in the South felt they deserved more respect than that, and could therefore no longer be part of this process.

Why would our Human Resources Department break with a 10-year tradition of hiring from within? By removing the prospect of future advancement, our employer removes one of the main incentives for improving ourselves. To quote again from the letter of resignation, “Promotion is

something that employees from all levels look for when working for a company. Had it not been for promotions, where would some of our current management be today?”

Union president Rick Lonergan, in an open letter dated Nov. 18th, complimented the stand these three made against “the unjust and unethical practices of our employer.” This new policy of hiring from outside demonstrates a “lack of empathy towards their employees.” Rick has suggested that this incident demonstrates an ability to come together as a group in protest and “should act as a model for us all. I urge you to admire the stand that they took and follow their lead.”

John A. McDonald



Christmas sign-up clarifications

1) This year there is no regular Saturday schedule since Christmas Day and New Year’s Day both fall on Saturday. Therefore, if you are working a rotation that has a weekday and a Sunday off, that particular Saturday becomes a “scheduled work day”. This simply means that since it is a stat holiday, the work will be given to operators as voluntary overtime on a first-come basis at time and a half wages. However, if all of the work still is not covered through voluntary overtime, operators

scheduled to work this rotation will be required to work this stat holiday on the basis of reverse seniority until all groups are filled. These operators will also be paid at time and a half wages.

2) The pay time in the bottom right corner for each rotation within each group is the simple addition of the total hours worked for each **scheduled** work day of your week. As an example, if you work Group **1A** on the first week of the holidays, you will be paid 42:20 hrs plus 8 hrs on Saturday for Christmas Day and 8 hrs on Sunday for Boxing Day, if you choose not to work those stat holidays. Working **1B**, Monday and Sunday are your scheduled days off, you will be paid 33:48 hrs for the scheduled work days plus 8 hrs on Saturday for New Years Day, if you choose not to work this stat holiday.

We trust that these explanations will answer your questions about this sign-up.

Klaus Biemann

Next Sign-up:

November 29 — December 2

This scheduling period starts December 20 (2 weeks) and January 3, 2005 (13 weeks)

Evaluation: www.caw4304.ca

As in previous years, our newsletter and web site have been entered in the Canadian Association of Labour Media (CALM) Awards. One of the features of entering is an evaluation of this media by a professional in the field.

Presented below are remarks on our web site.

“Web site is very clean and uncluttered looking...”

This website had some good unique features including the mini-poll and calendar. The use of photos and graphics was extensive and added a great deal to the site. The whole website was very clean and uncluttered looking and had a nice sense of design.

I think one of the most important things that this site needs to do is to rethink its homepage. The page is quite long and takes three clicks to get all the way to the bottom. It would be better if the page was shorter and some of the current elements moved to separate pages.



Despite the fact that the whole site had good pictures and graphics, none of them were on the home page. Even featuring one of the photos from *The Informer* would add a great deal to the home page.

And finally, the opening screen of the home page needs a little better layout. There is lots of empty blue space in the top right that could be used better. The search engine occupies the prime spot on the opening page. It would be better to place a picture or compelling headline in that spot and move the search engine to the side.

Jay Mowat
Electronic judge
CALM Awards 2003

Jay Mowat has been a broadcast journalist for CBC radio and television for almost 30 years. Most recently he has held positions as Senior Producer for CBC TV's Sunday Report, Executive Producer for Newsworld newscasts, Executive Producer and Chief Programmer for the digital channel CBC Country Canada and Senior Producer for the CBC's Documentary Program Project. Jay has won two Gemini Awards, and gold and bronze medals at The New York Film and Television Festival. Jay is also a member of CBC's specials team supervising the federal and provincial election Decision Desks.

Our web site is maintained by John A. McDonald, Clive O'Neil and Wayne Bell.

Operation Christmas Child*

* A Christian Ministry that provides shoe box gifts to poor children in Third World countries.

If you would like to volunteer with other GRT staff on Thursday, Dec. 2, from 6:45 pm to 9:30 pm at 124 Bleams Rd., Kitchener, please phone:

PAUL ECKMIER
742-2482

or
PAUL WAGLER
578-8072



"Okay your father managed to get a mouse. Now how do we use it?"

Timing is everything

The time is right, every thing is in place, and the iron is hot! On Sept 18th, I forwarded the following report to your union President, executive and the negotiating team.

As you read it, we are at the bottom of the wage scale. Brampton is our closest comparison. Waterloo region compares right down the line except we carried eleven million passengers last year, and Brampton carried eight million.

At our last union meeting, our president assured us that 'national' will not interfere with our negotiations and will support us when the time comes. We as employees have to be compensated for our work.

Wages are just one issue, but it is the most important one.

The Region of Waterloo has been given the amount of

eighteen million dollars over the next three years, as part of the provincial gas tax. One of the stipulations is to improve service; a happier work force will result with a good contract.

**Stick together,
a house
divided, falls.**

We as employees have been asked to carry more people, stay on time, work with schedules that cannot be safely driven, and keep on smiling. When our scheduling committee met with management they were told to go back to the contract - well, we'd better not forget that comment. If times to make routes safe and passenger safety

have to be negotiated then that is what our team will have to do.

Support, that's right, talk it up. Most of the customers we carry already know what the story is, now to get them on our side; it's a war of words. Now let's get the word out. Stick together, a house divided, falls.

We have over one hundred new drivers added to our union in the last three years, if everyone pulls together and holds the line this will be the best contract ever written. I believe we have a great negotiating team. Let's unite behind them. Solidarity!

John MacKay

Stats are from transit property Human Resources Department.

Wage comparisons — Fall 2004

	Brampton	Hamilton	London	Oshawa	Waterloo	Windsor
Population	325428	409268	336539	139051	450000	208402
Union	ATU 1573	ATU 107	ATU 741	CAW 222	CAW 4304	ATU 616
No. of employees	252	600	360	70	262	145
Contract dates	July 1, 2004— July 1, 2006	March 31, 2000—present	July 1, 2002— Oct. 1, 2005	March 2004— March 2006	Jan. 1, 2002— Jan. 1, 2005	Oct. 2002— April 2005
Wages increase	3% year	Re. Bill 136	3% year	1% year	9%/2%/2% year	3% year
Hourly wage	\$22.66—\$24.66	\$17.19—\$20.46	End of contract \$21.12	End of contract \$22.96	End of contract \$20.44	End of contract \$21.18
Notes	8,000,000 passengers	Contract talks are ongoing		Went on strike for two weeks	11,000,000 passengers	
Rank	#1	#5	#4	#2	#6	#3

Steering force test results

Steering forces testing on various GRT buses was completed on Monday, August 23 and Tuesday, August 24, using the *Steering Force Protocol* developed by Corporate Health and Safety. A copy of this protocol is attached to the end of this report. Testing took place at the Waterloo Region Emergency Training and Research Complex (WRESTRC) on a dry asphalt track.

Concerns were raised in regards to the force required to steer 9600 and 2300 model buses. Nine buses in total were tested over two days. The buses tested that had been flagged as a concern were: 2324, 2315, 9612, 9613, and 2328, and also 9201. The following control buses were also tested 9207, 9400, and 2204.

Three trials were conducted in each direction for the three test conditions (*Dry Steering*, *Turning at 15 km/h* and *Lane Changes at 50 km/h*). All forces were measured in inch/pounds and converted to kg. The values measured were compared to the acceptable capabilities and limitations indicated on the Push and Pull Snook tables. As mentioned in the *Steering Forces Protocol*, these tables are widely accepted by the Ministry of Labour and act as guidelines for the evaluation and design of manual handling tasks. Snook tables take into account the following 6 variables: sustained versus initial forces, gender, distance of push/pull, frequency of the push/pull, vertical distance from floor to hands (cm) of the push/pull, and percentage of the population that the acceptable weight may

be applied to. The following values were used for each variable on the Snook tables in order to best represent Bus Operator body position during steering and the physical requirements of the task:

- Sustained forces were used as they are considered more difficult.

- The Distance of Push/Pull will be 2.1m (smallest distance that may be used on the Snook tables) All of the frequencies may be used; however it is likely that *Dry Steering* will have a lower frequency than *Turning* and *Lane Changes*.
- The Vertical distance from floor to hands (cm) used was 89 for the Push table and 95 for the pull table.

The 90th percentile female will be used for percentage of industrial population for which the push and pull weights will be accepted, in order to use the most conservative value possible.

The following changes have been made to the Steering Forces Protocol in order to reflect how testing was completed:

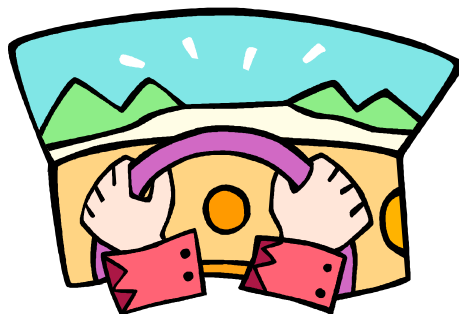
- A torque wrench on the main steering nut was used for all trials.
- Cornering was tested at 15 km/h for all trials.

- Three trials were completed for each measure, in both directions.
- The peak force of each measure was used in the final results for each bus, rather than the average of the three trials.

Discussion:

The buses outlined prior to testing as being the most difficult to steer did in fact display the highest steering force values. However, the values measured for all buses were significantly below the maximum acceptable forces for both push and pull as outline in the Snook tables. Even the most forceful value measured, 5 Kg during *Dry steering* in the right direction for Bus # 9613, would be acceptable at the highest frequency of a push or pull, which is one every 6 seconds,

As expected, the *Dry Steering Test Condition* produced the most forceful steering force values, followed by *Turning* and *Lane Changes*. Steering forces data must be compared to the Snook Tables using frequencies that reflect how often each measure (*Dry Steering*, *Turning*, and *Lane Changes*) occurs on average over a certain route. It is important to note that as the frequency on the Snook table decrease, the acceptable force increases. As mentioned in the background, it is likely that *Dry Steering* will have a lower frequency than *Turning* and *Lane Changes*.



Conclusions:

While there is a moderate degree of variability between the forces required to steer buses

of different model years, the values measured in this investigation indicate that all buses were below the acceptable range for the 90th percentile female, indicating that there is no risk of injury for the buses measured.

Steering Force Final Test Results

(Most to least forceful)

	Peek (kg)				
Bus #9613	R	L			
Dry Steering	5.0	4.1			
Turning 15 (km)	3.0	2.7			
Lane Changes (50 km)	2.7	2.6			
Bus #9612	R	L	Bus #2328	R	L
Dry Steering	4.6	4.1	Dry Steering	3.3	3.1
Turning 15 (km)	2.9	3.0	Turning 15 (km)	2.3	2.0
Lane Changes (50 km)	2.8	2.8	Lane Changes (50 km)	1.5	1.6
Bus #2324	R	L	Bus #2204	R	L
Dry Steering	3.5	4.5	Dry Steering	2.8	3.3
Turning 15 (km)	2.7	2.8	Turning 15 (km)	2.3	2.5
Lane Changes (50 km)	1.4	1.4	Lane Changes (50 km)	1.8	2.3
Bus #9201	R	L	Bus #9400	R	L
Dry Steering	3.4	4.1	Dry Steering	2.4	3.1
Turning 15 (km)	2.7	3.3	Turning 15 (km)	1.5	1.6
Lane Changes (50 km)	2.0	2.7	Lane Changes (50 km)	1.3	1.6
Bus #2315	R	L	Bus #9207	R	L
Dry Steering	3.2	3.3	Dry Steering	2.3	1.9
Turning 15 (km)	2.6	3.2	Turning 15 (km)	2.6	3.2
Lane Changes (50 km)	1.6	1.8	Lane Changes (50 km)	1.6	1.8

The following people took part in this study:

Fraser Hewitt, Health and Safety Advisor, Andrew Scheifele, Health and Safety Advisor, Bruce Boshart, Transit Fleet Safety Advisor, Maurice Levesque, Bus Operator and GRT N JHSC Co-chair

Post script

After participating in the testing and viewing the final report, I made two suggestions to management members of the JHSC. One was that we set a fleet standard that no more than 85 inch pounds of steering effort be required on any GRT bus. The other suggestion was that if this was not practical, then an average steering effort be computed for each model year and if an individual bus was found to be way over the average that it be modified to meet that average. Both of these suggestions were deemed impractical by management because of component variability in the steering system.

I believe that this testing used the fairest and most valid testing method available. However, I do not believe this will end drivers requesting change offs and drivers obtaining medical notes to be exempted from driving certain buses. After participating in the testing for two days, I believe that buses that require more than 85 inch pounds of steering effort are uncomfortable to drive.

I will recommend to CAW executive members that steering effort criteria be negotiated as part of a bus footprint for upcoming collective bargaining agreement talks.

Maurice Levesque
JHSC
Labour Co-chair



Lack of empathy

I would like to compliment the members who recently resigned their positions as Acting Assistant Supervisors in the South. Their ability to come together as a group and protest the unjust and unethical practices of the employer should act as a model for us all.

Everyday we see evidence of the employer's lack of empathy towards their employees. I urge you to admire the stand that they took and follow their lead.

With the upcoming negotiations this example of cohesion among members will go a long way to get us to where we should be. You'd be surprised what you can achieve when you are willing to fight for it.

Rick Lonergan



Transit Social Club

Mike and I would like to wish each member a Merry Christmas and a very Happy New Year. By now most, if not all of you, have received your gift certificates worth \$ 75. Many people decided to leave the Social club because of past performance and the poor advice of some very negative individuals.

I would like to assure everyone that since only Mike and I have keys to the coin boxes, the money remains in the club. Seeing the good results, I hope that those who left will decide to rejoin.

Mike and I tried to organize social events such as, picnics, casino trips and trips to Blue Jay games. The response from the membership was poor and we had to cancel all activities.

Running the club is not an easy task. I hope that you can appreciate the hard work that Mike puts in. He buys the merchandise, loads it into his vehicle, delivers the goods to the Garage and the Terminal and stocks the machines. I, of

course, look after the important part — the money. We both come in on our days off and holidays to make sure that the machines are full. We try to give you refunds, but we don't have the time to look for everyone. If the machines owe you money please try to find us.

There is another area of running the club that many of you are not familiar with — the book keeping and the paying of taxes. If you go to a store and buy a chocolate bar, you pay the price and 15% tax on top. We do not charge you the tax directly. Since the Government wants it's share, I have to pay the 15% TAX out of the sale of goods. In other words, that 90 cent chocolate bar is only costing you 77 cents. So, as you can see, we try to give you a good deal on everything we sell.

If you have any questions or some positive input, please contact us and we will be more than happy to look after you. Once again, this is the time to rejoin the club to all of you that left. For those that are new and wish to join, please contact Mike or Laz

**Mike Hiuser
Laszlo Bori**



"What I really want for Christmas is the elimination of all paid holidays."

Funny signs

Outside a muffler shop: No appointment necessary, we hear you coming.

Outside a hotel: Help! We need inn-experienced people.

In a veterinarian's waiting room: Back in five minutes, Sit! Stay!

In front of a funeral home: Drive carefully, we'll wait.

Internet/CALM

Criminal code now includes whistleblower protection

Although the primary focus of Bill C-13 is aimed at Enron-type capital markets fraud, the new Criminal Code "whistleblower protection" also includes protection for those reporting unlawful conduct by employers related to Ontario's Occupational Health and Safety Act and regulations, the Workplace Safety and Insurance Act along with infractions of environmental laws.

Whistleblower protection is not new under occupational health and safety law (see Section 50, Occupational Health and Safety Act below). The provisions in Bill C-13 however, establish an added dimension by "creating a general criminal offence in relation to employer reprisals against employees who provide information with respect to the violation of any federal or provincial law".

Bill C-13 came into force on September 15, 2004

Section 425.1 Criminal Code of Canada

(1) No employer or person acting on behalf of an employer or in a position of authority in respect of an employee of the employer shall take a disciplinary measure against, demote, terminate or otherwise adversely affect the employment of such an employee, or threaten to do so,

(a) with the intent to compel the employee to abstain from providing information to a

person whose duties include the enforcement of federal or provincial law, respecting an offence that the employee believes has been or is being committed contrary to this or any other federal or provincial Act or regulation by the employer or an officer or employee of the employer or, if the employer is a corporation, by one or more of its directors; or

(b) with the intent to retaliate against the employee because the employee has provided information referred to in paragraph (a) to a person whose duties include the enforcement of federal or provincial law.

Part VI, Occupational Health and Safety Act Section 50 (1)

No discipline, dismissal, etc., by employer.—No employer or person acting on behalf of an employer shall, (a) dismiss or threaten to dismiss a worker; (b) discipline or suspend or threaten to discipline or suspend a worker; (c) impose any penalty upon a worker; or (d) intimidate



or coerce a worker, because the worker has acted in compliance with this Act or the regulations or an order made thereunder, has sought the enforcement of this Act or the regulations, or has given evidence in a proceeding in respect of the enforcement of this Act or the regulations or in an inquest under the Coroners Act.

Submitted by Jim Charters

Solidarity

Builds a Strong Union

Unions make the difference

The Canadian Labour Congress celebrated Labour Day this year by launching an ad campaign across Canada. Road-side billboard signs in Vancouver, Edmonton, Toronto and Halifax point out the difference in hourly wages between union and non-union workers.

The signs also list a web site (www.canadianlabour.ca) where the benefits of union membership—better wages, pensions and longer vacations—are explained.

CLC/CALM

Come with us to Blue Mountain Country



The date for our annual **Skiing For Dreams Ski-a-thon** is fast approaching once again. This annual fundraiser for the **Children's Wish Foundation** will be held on Tuesday, February 8, in Collingwood. This year, in addition to the downhill skiing at Blue Mountain, we are including cross-country skiing and snowshoeing just 5 minutes up the road from Blue Mountain.

Starting from the Scenic Caves Nordic Centre, you begin your cross-country skiing on 16 km of groomed ski trails that range from beginner to intermediate to more difficult. The trails take you through 200 year old forests along the Niagara Escarpment where you can capture the panoramic view of Georgian Bay and Collingwood below you. Caves abound nearby.

There are 7 km of groomed snowshoe trails that wind their way through the forest and around ravines. One interesting attraction is a snowshoe trail that goes on Ontario's longest

suspension bridge as it spans one of a number of ravines.

At the end of the day all participants in our ski-a-thon will meet at the Nordic Lodge high atop Blue Mountain where hot food and beverages will be served, and prizes handed out, while sitting around warm wood-stoves.

As with the downhill skiing events, participants in our cross-country and snowshoeing events are expected to raise a minimum

of \$50 in pledges, and for every \$100 dollars raised you are issued one ticket towards a "grand prize" that will be drawn at the Nordic Lodge. For example, if you raise \$500 you will get 5 tickets. Last year we raised over \$4700 for the **Children's Wish Foundation**. This year with the addition of cross-country skiers and snowshoers, **Let's Aim For \$5000!**

So, for those of you who may not feel comfortable skiing down-hill, and if you still enjoy the pristine beauty of the natural outdoors, perhaps becoming a cross-country or snowshoe participant in our ski-a-thon is just what you are looking for.

If you do not have your own equipment, the Nordic Lodge have rental skis and snowshoes, plus anything else that you may require.

So folks, here is an opportunity to get away for the day from the bustle of city life and enjoy the great outdoors – Blue Mountain style.

For more information on



cross-country skiing and snowshoeing, contact:

Klaus Biemann—894-8867.

For more information on downhill skiing, contact:

Paul Eckmier—742-2482.

Klaus Biemann

Ripping up collective agreements means labour war

“Health Minister George Smitherman just shot the first volley in what looks like a major labour war,” said Ontario Federation Labour President Wayne Samuelson.

Samuelson made the comment after the health minister made clear he wants to contract out hospital services like cleaning, maintenance and food services, effectively ripping up collective agreements for thousands of workers in the health care system.

“The Health Minister served up a 24 per cent wage increase to Ontario’s doctors, but thinks he can balance hospital budgets off the backs of the lowest paid workers in the health system,” Samuelson said. “The work he wants to contract out is currently provided by a workforce that is 85 per cent women. Many are new Canadians and these jobs are their entire livelihood.”

Samuelson has a pre-election letter from Ontario Premier Dalton McGuinty that states, “We believe in policy based on evidence, not ideology.

We’ve seen no evidence that private care is any cheaper, but plenty that it’s more expensive and of lesser quality.”

In the same letter McGuinty said, “A Dalton McGuinty government will lead by example by being an employer that respects its employees. We will respect the collective bargains made by unions with their employers. We will bargain in good faith.”

“If the Premier doesn’t

come clean and honour his commitments,” Samuelson said. “The Ontario Federation of Labour will immediately convene an emergency meeting of the heads of unions in Ontario and there will be a swift response. If this government intends to break the collective agreements of these workers it will be a betrayal of all the working people of this province.”

OFL/CALM

Operations—North

This month’s operations committee meeting was held on October 12th. We have several issues outstanding on the 2400 series Nova Buses. We have been assured that both front and side roller blind sun visors will be solid, not mesh. Brake pedal plungers have been modified on the South Nova buses and will also be implemented in the North. This has been a significant improvement in the braking ability of these buses. The curbside mirror will be lowered 3 inches and the driver’s side raised 3 inches to see if this offers an improvement on one trial bus. People are still having trouble figuring out how to work the back doors on the 2400’s so we are going to try to develop an improved sticker to instruct people how to use them. Dark blue tubes will be placed over the front 2 interior lamps to reduce glare for night time driving on the 2400’s. Also, we have requested a driver operated temperature control unit for the heating and air conditioning. The current setup offers no

driver input whatsoever.

On the 2300’s we are trying to get the first lamp behind the front door turned off altogether as it produces too much glare. A request was also made that the fare box lamp on the 2300’s be replaced with the same type as the 2200’s which would provide a lot more light.

Bus 8901 has been restricted to city street usage only. This bus is not permitted on the expressway due to a defective transmission. No luck yet on having this corrected.

The curbside mirrors will all be raised to match the mirror height of the 94’s, 9207 is complete, the rest remain on the “to do” list.

Wil Wirtz



Second Opinion:

Astrophysics revisited

If a candidate for the nomination of a conservative party riding association wrote an article that was to be read by unionized employees of a public sector organization, he could choose to discuss any number of ideas advocated by various conservatives, such as the elimination of funding to municipalities to purchase transit buses, the contracting out of government jobs to finance tax cuts or the decertification of unions to advance the rights of workers. However, when David J. Driver wrote in *The Informer* of October, 2004, he saw fit to discuss astrophysics and intellectual history in the course of criticizing the climatology of liberals and social democrats.

The article argued that the concentration of carbon-dioxide in the atmosphere is minimal, in comparison to the concentration of water vapour, and therefore, is insufficient to explain global warming. Instead, the "beautifully simple" explanation is that increases to the rate of solar activity during recent decades resulted in corresponding increases to the amount of cloud cover, which, in turn, increased global temperatures. Cyclical changes to the rate of solar wind means that climate change is inevitable, and therefore, mandatory reductions of CO2 emissions are not necessary. The article concluded that the refusal by the Liberals and NDP to accept that the sun is the cause of global warming, is a modern day recurrence of the mindset that caused many people to reject the discovery by Nicolas

Copernicus that the sun is the center of the solar system.

Experts Quoted

The article appeared to contain convincing support when it quoted Mr. Bill Burrows, a climatologist, who said: "Perhaps we are devoting too many resources to correcting human effects on the climate without being sure that we are the major contributor."

This quote could be regarded as a prize catch of independent thinking because numerous climatologists have sounded the alarm about global warming. However, the quote is less convincing when it is accompanied by another quote by Mr. Burrows, both of which appeared in "The Telegraph" of London on July 19, 2004: "While the established view remains that the sun cannot be responsible for all the climate changes we have seen in the past 50 years or so, this study is certainly significant."

Another expert quoted favourably by Mr. Driver was Dr. Sami Solanki, and, like the previous set of quotes, is best

read together with another statement in "The Telegraph": "Dr. Solanki said that the brighter Sun and higher levels of 'greenhouse gases', such as carbon dioxide, both contributed to the change in the Earth's temperature but it was impossible to say which had the greater impact."

Neither of the two experts dismissed the relevance of CO2.

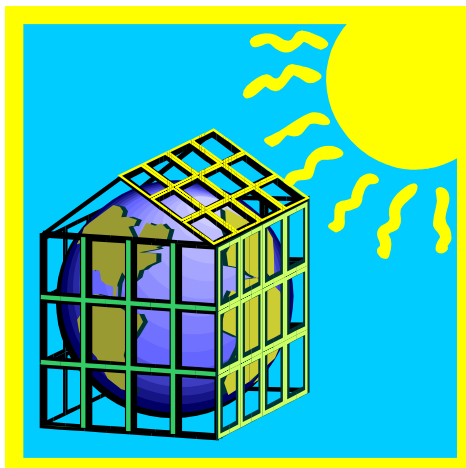
"The Telegraph" also quoted David Viner, who agreed that the sun was a cause of global warming, but added that the number of sunspots (associated with the production of solar wind) has remained approximately constant while temperatures have continued to rise. He suggested that the burning of fossil fuels and the deforestation of land were the additional causes.

Copernicus

Mr. Driver criticized the policies of the Liberals and New Democrats by citing the opposition faced by Nicolas Copernicus.

When Copernicus developed the theory that the solar system is heliocentric (which means that the planets orbit the sun, much the way that GRT buses endlessly drive in circles around the Kitchener and Galt terminals), he delayed the publication of his theory "under intimidation by political correctness of the era."

Copernicus circulated a preliminary theory in 1514 and received encouragement from a cardinal of the Catholic church to continue his research. He



completed a revised theory in 1530, but publication was delayed until 1543. "Political correctness" — the compulsion to adhere publicly to the latest fad in thinking — does not explain the delay. One reason, was that his publisher, Andreas Osiander, could not decide what to do with the manuscript because Copernicus had not proven his case mathematically. (Proof of the theory would have to wait until the development of calculus, by Isaac Newton, 140 years later.) Another reason was that Copernicus was employed by the Catholic church as an administrator, during the time of the Reformation, when the church was facing challenge from Protestantism. His publisher was concerned that publicly questioning a belief of one's employer, especially as it was enduring a crisis, was not a good career move.

Global Warming Theory

A parallel can be found between the experiences of Copernicus and the contemporary response by conservatives to global warming. In the same manner that critics of Copernicus identified the shortcomings of his theory as an excuse to discard the entire theory, so too conservatives have seized upon the need for revision to the global warming theory as an opportunity to cancel it outright. The global warming theory was developed approximately thirty years ago, based upon available evidence. Given the potential consequences, its proponents were correct to issue warnings. Like all theories, it required revision over time as additional information became available.

Now that the contribution by CO2 to environmental damage is acknowledged by at least one of the experts quoted to dismiss the need for CO2 reduction, the urgent need is to define ways to stop further damage.

Modern Copernicans

Conservatives may be the modern Copernicans after all, but not in a manner they envision. As Copernicus was reluctant to challenge a belief of his employer, conservatives appear unwilling to challenge the petroleum industry, which has provided heavy financial support to the Conservative Party and its predecessor parties.

Similarly, it is doubtful that the Conservative Party, once in federal office, would attempt to reserve deforestation, if the records of conservative governments at the provincial level are an indication: Mike Harris turned over vast areas of slow-growing hardwood forests in northern Ontario to forestry companies, under the guise of "Lands for Life", that once "harvested" may never rejuvenate. Also, when the ideologically conservative Gordon Campbell needed a friendly audience before which to make his first public appearance after being arrested for drunk driving, he chose an association of B.C. forest products companies, which lauded his government's reduction of the regulations which govern the industry.

Liberals and the NDP

The article stated that the Liberals and NDP are dismayed and cannot accept that humans "are not the center of the Universe." However, the

opposite is true. The NDP believes that humans are only one of the many species that occupy the planet, and that policies of sustainable development are needed because the forms of economic activity that result in the exhaustion of resources or the extinction of species is incompatible with our non-exclusive status. The Liberals dabble in similar thinking.

Kyoto

The article contains the Conservative Party's denunciation of the Kyoto Protocol for being based on faulty science, costing billions of dollars to the public treasury and eliminating Canadian jobs by a count of one hundred thousands. Although the debate about Kyoto could rage at length, only a few points will be mentioned here:

In the same manner that Stephen Harper, in his responsibility as leader of the opposition, reminds the prime minister that the opposition parties hold the majority of the seats in the House of Commons, Mr. Harper can be reminded that a majority of electors in the last federal election (69.1%) voted for a party that supports Kyoto. The Conservative Party is the only party in the House that does not support it.

In the recent federal election, the three parties that most strongly supported Kyoto each received a good response from voters on election day. The Bloc Quebecois solidified its status as a strong regional voice, the NDP received 15.7% of the vote, up from 8.5% in 2000, and the Green Party, received 4.3% of the vote, up from .8%.

Conclusion

A "beautifully simple" explanation to a complex public policy question is always preferred. However, there is no beauty to be seen in salmon suffocating in unusually warm water in B.C., the coral reefs of Australia dieing in the increased temperatures of the Pacific Ocean nor the Sahara desert expanding as a result of withering vegetation. All are due to global warming and to its contribution from the burning of hydrocarbons.

Phil Whitehead

Hickory Street has become a nightmare

The scheduling committee met in early November and listed below are some of the upcoming changes.

- a. Route 8-02 11:00 p.m. departure inbound Courtland from Fairview mall will be readjusted to depart at 10:57 to allow improved running time to KTC.
- b. Run 9-33, 6:40 am Kumpf Industrial trip, requested earlier departure to allow but to make it back on time to Conestoga Mall, schedulers to monitor this bus, will stay the same for now.
- c. Route 26 inbound departure time on afternoon trips from Groff Place. Schedule will be modified by 1 minute commencing with Christmas signup to allow customers to make it out to the bus stop in time.
- d. Route 12 schedule adherence/running times will continue to be monitored. Not much can be done at this time, this will be revisited with the revamping of all Waterloo service next year. HHM signal timing and traffic signal progression along Fairway Rd. will be monitored to see if this can offer some improvement in keeping us moving.
- e. HHM "buses only" left turn signal. WRP will periodically monitor this signal to ensure compliance that motorists do not turn left onto Fischer-Hallman.
- f. Traffic buildup on King Street. on market days. Will check with C of K traffic department to see if a no left turn can be implemented on market days to alleviate traffic congestion on King St.
- g. Route 7 Columbia inbound, request has been made to revert to Regina to University to King for inbound routing. Hickory has turned into a nightmare.
- h. Route 5 Erb West running time: Insufficient time to make Route 12 Conestoga connections at Thorndale and F-H. Suggestion has been made to advance the entire route by 5 minutes to help ensure connections. Request will be considered.
- i. Route 8 University running times. It has been difficult to keep the top half of route 8 on time. Will be monitored once all construction/detours are over (Margaret Ave.)
- j. Request has been made to once again interline some of the evening runs, currently routes 3, 11, 25 go in circles all night. Will be considered for next signup.
- k. Group 66. 3 way split. Unfortunately could not be corrected for existing signup. Operator gets paid for 2nd split. So essentially sitting for ½ hour of paid time. Not sure if there is a solution due to run cutting issues.
- l. We have requested that an effort be made to reduce/eliminate split shifts on a Saturday. Schedulers will try their best.

Wil Wirtz

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Full colour edition of *The Informer* is available on-line in PDF format.

www.caw4304.ca/informer.htm

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Operations—South

As most know, we have lost Bill Lupkoski who was in charge of all maintenance items. Some items will still be completed but some may take a little longer. The biggest disappointment from the meeting turned out to be Sandy Roberts, who said at the last meeting that we would have some input on the new school passes. The story has changed.

Still Ongoing:

- Bells in the 2300's are to be reprogrammed; apparently a lie, now Randy Steckley will have J. Adams from Orion look into this issue.
- Main/Wellington stop is going to be move up to Harris Street and a No Parking sign installed in the near future.
- Curb cut at Hilltop and Franklin. Still waiting for fill at this point.
- Cambridge Sign Facelift Program still underway.
- Problem with Ainslie onto Main left turn – 51 Southbound Problem. Patricia Heft is looking into this problem for us. Still waiting for response.
- Shelters will be in place by winter. Cheryl still assuring us.
- Wheel chair access in the Power Centre — still working on issue.
- Priority Signal for Power Center : Looks like MTO isn't going to change it's mind, but will remain on agenda as this is not rectified.
- Bus Stop Replacement and other problems; thanks for all the input, Cheryl has quite the list to work on.
- Schedule Racks for the garage., Jean looking into.
- School Special Bus Stops still on agenda
- Bus Passes (Student): Thanks to all who gave me their input. I'm not finished here. Remember your VOICE.
- Pre-season check on heating system. I gave Al another list of buses to check. Also 2 mechanics have been trained on the A/C units. **BOTTOM LINE — WRITE THEM UP AND/OR TRADE THEM OFF.**
- No Parking on Eagle Street (64)-Cheryl/Shannon — still working on it.
- Advance Green on Ainslie at Concession: Supposed to look into it now that Dundas is open.
- 67 Stop on Pinebush at Franklin — Still being addressed.
- 56 Bus Stop on Laurel Street and Eagle/Industrial — Work order sent in.

2400 Update:

- Brakes-Plunger and Valves to be checked and repaired. (Done in the South)
- Bike Racks — apparently can't be adjusted. They will be done like 2400.
- A/C — looking into driver control pad.
- Remote mirror driver's side — on order. To be replaced.
- Timing of doors will be checked again when doing service to these buses.
- Interior lights — blue tubes to be added.

New Items

1. Bench at SDM to be moved

back (Ainslie).

2. 64 Bus Stop At PHS to be moved.

Our next Meeting is scheduled for December 7, 2004 so the **deadline** for agenda items will be November 29, 2004.

Working Hard To Be Heard
Email: southops@caw4304.ca

If an item you have submitted is not on this report that means it has either been rectified or exhausted. See me and I will tell you the verdict. If I don't know the answer right away I have the paper trail that will give us the answer.

Zeke Baker



Hope

Believe in tomorrow for it will come,
 Learn from yesterday for it is gone,
 Live for today for it is here,
 Believe in your dreams,
 No matter how hard they seem,
 Learn from your mistakes,
 But don't dwell on regret,
 Learn to forgive yourself
 But never forget,
 Find peace in your tears,
 And conquer your fears,
 Take joy from a smile,
 And in a little while,
 You'll find what you seek.

Laz

Second Opinion

Do nothing isn't the answer

Thank you for the lesson on the climate of the planet (*Climate change revealed, The Informer, October*). David Driver's article was very informative. However, the conclusion was less so. If we don't do anything because we can't, as he suggests, then we must accept the consequences.

The burning of fossil fuels is known to produce carbon dioxide which contributes to the warming of the earth.

More and more people are affected by greenhouse gases. Difficulty breathing is just one of the problems. Grand River Transit even has a policy for 'smog alert' days.

David has taken the stance that the Conservatives are treating the warming of the

climate as just part of the process and advocating that we do nothing. To me, that isn't an answer. We must work towards changing our attitudes towards our planet and working together to make the necessary changes in order that we preserve and protect the earth for now and in the future. The Kyoto Accord is a first step and now that Russia has signed on, it becomes a reality and not just a dream.

To learn more about the Kyoto Protocol, take a look at this official Canadian site:

<http://www.climatechange.gc.ca/>

Wayne Bell

Season's Greetings

90 per cent of large fish gone

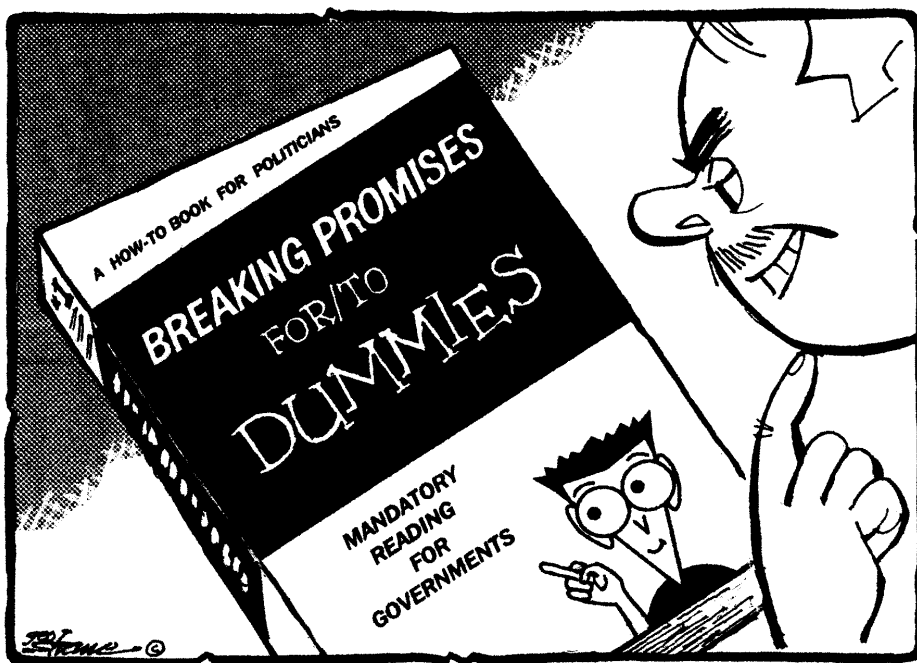
Industrial fisheries have become so efficient that within 10 to 15 years of encountering a new fish stock, they destroy 90 per cent of its population, according to an issue of the scientific journal *Nature*. "Industrial fishing has scoured the global oceans. There is no blue frontier left," says biologist Ransom Myers.

Just 10 per cent of the world's largest fish—cod, tuna, halibut and swordfish—are left, the decades-long study found. It looked intensively at international fish populations from 1950 to the present.

The study's authors urge that fish harvesting be immediately cut in half, subsidies to the fishing industry be sharply reduced and a high priority be given to creating marine reserves.

"We are in massive denial and continue to bicker over the last shrinking numbers of the ocean's surviving fish, even using satellites and sensors to find and catch the last fish left," says Myers.

CCPA/CALM



Second Opinion

The politics of global warming



Global warming is real, it is here and is accelerating. The fact remains that mankind has been adding greenhouse gases into our atmosphere since the beginning of the industrial revolution in the early to mid 1800's. With the industrialization of our Western societies, man began pumping carbon dioxide, sulfur dioxide, ozone-depleting chlorine, and methane into our atmosphere in ever increasing amounts.

In the past ten to twenty years emerging economies in the third world, namely China and India, have added immense amounts of greenhouse gases to our atmosphere. With China rapidly becoming more urbanized, motorized vehicles are fast replacing traditional forms of transportation – the bicycle. This will result in a geometric increase in carbon dioxide emissions into our atmosphere.

For a graphic insight into the seriousness of global warming and how it is already impacting our planet, one should refer to the September 2004 edition of National Geographic. Almost the entire edition is devoted to global warming and mankind's hand in it. It details chilling examples of global warming:

Glaciers rapidly melting, polar ice caps shrinking with resultant rise in the world's sea levels putting seacoasts along with their populations at risk, melting of the perma-frost which threatens oil and gas production, wildfires increasing in ferocity as a result of longer droughts, with warmer oceans more

frequent and intense ocean-born storms such as hurricanes, with warmer temperatures more intense tornadoes and thunderstorms, the increased incidence of tropical disease as it spreads into our northern hemisphere, the increased threat of wildlife extinction as stress levels increase with warmer global temperatures, and so on.

In a report released recently, a coalition of eight nations that have Arctic territories, including the United States, have concluded that Earth's upper latitudes are experiencing unprecedented increases in temperature, glacial melting and weather pattern changes, with most of those changes attributable to the human generation of greenhouse gases.

The four-year study confirms earlier evidence that the Arctic is warming far more quickly than the earth overall with average temperatures rising about ten degrees Fahrenheit over the past 100 years. Globally the increase has been about one degree. That one degree rise alone is enough to significantly alter our world's climate.

The Kyoto Accords have been formulated to put a cap on greenhouse emissions, and to date, most nations including Canada, and even Russia, have supported the Accords. Significantly, it is the United States that has so far failed to acknowledge the Accords.

The Bush

Administration's continued unconditional support of Big Business, and his unwavering allegiance to the oil industry, putting corporate profits ahead of a comprehensive plan to heal our environment, is indeed the hallmark of right-wing, conservative thinking.

One may note also that in the province of Alberta, Ralph Klein's right-wing, conservative administration touts a similar position: unconditional support for the oil patch, and the environment be damned.

The conclusion to be drawn from these two examples is simply this: The right-wing, conservative agenda is to serve the interests of Big Business and profit, relegating the needs of the environment to the rear. In fact, right-wing, conservative administrations, along with their apologists, often deflect away from dealing with this serious environmental issue by spouting the oft-heard phrase: the need for further "proof" of greenhouse warming, often citing causes for global warming as a "natural" trend.

While natural causes may in some small part be the reason for global warming, no amount of right-wing, conservative nay-saying will change the fact that global warming is a reality, it is here, and it is mostly man-made. Denying the facts and failing to deal with the problem now in the name of corporate profit is a right-wing, conservative cop-out, for which we may all pay dearly.

Klaus Biemann

*Commentary:***Democracy at work**

The U.S. election is now over and Sen. Kerry has given his concession speech both to Americans and to the world. The fact that President Bush won a second term may come as a surprise to many – especially Canadians – but the fact is that the last time a President won an election with a majority of the popular vote was back in 1988. Also it should be noted that President Bush received more votes than any presidential candidate in American history.

So how is it possible that a president who was widely expected to face defeat end up with such support? In reality George W. Bush is a man of principal and conviction. Essentially, the voters were faced with two choices — vote for a man of conviction or a man who changes his stance every 20 minutes. At this time in history, a leader is needed and George W. Bush is the right man for the job. His decisions are not always popular, but he is at least willing to make them. Sen. Kerry lost because he could not associate with the American electorate. He was far too liberal for most – wanting to raise taxes and provide even larger government – and the rest saw him as flip-flopping on all the important issues.

Had Canadians been at the polls Sen. Kerry would certainly have been the victor by almost a 3-to-1 margin. The funny thing is that Sen. Kerry and his running mate John Edwards would have been much more detrimental to Canada than George Bush. President Bush has certainly made some

mistakes with regards to softwood lumber, steel and beef, but it is important to note that the President is certainly the lesser of two evils when it comes to the economic benefit of Canadians. Where Canada is concerned Mr. Kerry spent a great deal of his time campaigning against “outsourcing” and preying on the fears of individuals who had lost their jobs to foreign competition. Canada would have certainly felt the pinch economically, under Sen. Kerry’s protectionist ideals.

Canadians must realize that the foreign policy of the two candidates would not have been much different, so the war in Iraq should not have been an issue. What remains important is that Americans are already engaged and it would be folly to cut and run as Iraq prepares for elections. Nations across the globe must rally behind the President – as they should have if Kerry won – and ensure that Iraq is as secure as possible for the elections.

Many people in this country have an unfortunate hatred for President Bush. They often claim that it is not the American people they dislike, but the President himself. The election results show that George Bush is more like most Americans than Canadians like to think. George W. Bush is certainly not the best president the U.S. has had, but he is certainly better than the ever wavering Sen. Kerry - who one minute is tossing his medals away and the next parading them around for show. He mocked George W.

Bush for not fighting in a war that he himself declared immoral. He should have praised him for not killing those he thought should not be killed, in a war that he felt should not have happened, but that was the circuitous logic of the Senator.

Those who passionately dislike the President can take solace that he can only serve one more term. I would like to see the rules requiring that the president must have been born in the U.S. be changed, which would open the door to another man of conviction but slightly less ideological. The Democrats will remain disheveled for years to come and are in real need of an internal house cleaning.

Yet if Canadians are to be tolerant we must accept that the presidential election of 2004 was the greatest show of democracy the world has ever seen. The voter turnout was unprecedented and the singers and dancers of Hollywood who spent a fortune trying to pretend their opinion mattered, realized they do not, only their talent to entertain us does. Reality overcame fiction and the world must accept that. The U.S. is currently the only superpower and it is easy to judge from afar, yet like Winston Churchill humorously said “Democracy is the worst form of government except for all those others that have been tried.”

David J. Driver



Manufacturer responds about retarder switch

Frustrated from trying to acquire written guidelines on the proper use of our present brake retarders I decided to contact the manufacturer directly.

I trust the attached e-mail will answer most of the drivers concerns on the recommended use of our present brake retarders.

I would urge all drivers who have concerns on the elimination of the retarder off dash switch to contact the appropriate union committee member before the winter driving season.

Jim Charters

with the ABS system.

Info regarding this matter would be greatly appreciated. If you could spare an operators manual we would keep it on file with our other manuals for future reference.

Dear Mr. Charters,

In Europe it is a law for all vehicles with retarder and ABS: The retarder is switched off automatically when ABS is in function.

Below you will find the proposal for drivers which we make for vehicles with manual or automatic transmissions and a

retarder.

For safety reasons we recommend to switch off the retarder when the vehicle is in slippery conditions. This is why all vehicles have a separate switch in the dash-board.

Mit freundlichen Grüßen / With best regards


Hartmut Kallenberg
MC-S

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Telefax/Fax +49 7541 77-903233
hartmut.kallenberg@zf.com

Customer service:


I wonder if you could settle a dispute we are having concerning the use of retarders in slippery weather conditions. I know the older models recommended shutting off the retarder on slippery roads , snow and ice etc. We now have 2003 Orion VI and 2004 Novas with ABS brakes and some now say that it is not necessary to manually shut off the retarder



6 Tips

Tip 6

Tips for slippery roads



- Steer, accelerate and brake even more **responsively** and **pre-emptively**.
Caution: No 'sudden' acceleration, steering or braking.
- Brake in good time when **driving downhill** and use push-button to retain correct gear.
- The Retarder can be switched off at the **Retarder master switch**, meaning ABS is available on all wheels via the service brakes. The Retarder only works on the rear axle; so the vehicle rear may brake out.

Accident Review

Statistics	October		
	North	South	M.P.
Total incidents/collisions	20	4	2
Incidents	1		1
Preventable Incidents	3		1
Preventable collisions	3		
Non-preventable collisions	13	4	
Laz Bori			





GRT CHRISTMAS DANCE SATURDAY DECEMBER 11, 2004



BAR OPENS AT 6:00 p.m. DINNER AT 7:00 p.m.

TICKETS ARE \$10.00 SINGLE OR \$15.00 PER COUPLE
MUSIC & DANCING TO FOLLOW

Prizes galore!! Including **DAY OFF WITH PAY**

SCHWABEN CLUB

1688 KING STREET EAST KITCHENER
(Enter off Weber Street opposite Eastwood Collegiate)

FOR TICKETS: In the South see Cliff VanDincten
In the North see Jacky Eng or John Brown