

# The Informer

October 2005

Region of Waterloo

Vol. 14 Issue 4



Biking for MS  
Page 5



Extended  
Health Care  
past 65  
Page 8



Out on a  
limb  
Wilf Clegg  
Page 14

## To speed or not to speed

First off, I would like to thank the 74 drivers who had the bravery to sign their names to a petition admitting that they regularly speed to try and maintain our itineraries. Last month the Ministry of Labour inspector came to GRT North in response to the complaint I filed based on the petition.

The inspector said that although the petition showed drivers think there is a problem it lacked specificity and as a result he would not be issuing any orders for GRT to follow. He also said that regardless of any schedule or itinerary we have a duty to obey **all** traffic regulations at **all times**.

He also said that if I had something more to show him like time sheets (lots and lots of time sheets!), for running over the allotted time on a specific route, he would be more inclined to challenge management as to why the running times were not adjusted.

Driver information postings and discussions with management have always indicated that drivers are **NOT** required to speed under any

circumstances in the performance of their duties. Based on the above information the CAW executive and myself call on all operators to quit speeding in the performance of their duties if they are doing so.

I will be putting a motion forward at the next union meeting that members of the Scheduling Committee start collecting copies of time sheets that drivers put in for running late. This is so we can begin to keep track of problems ourselves and credibly challenge management for changes. I will also move that all drivers be encouraged to put in time slip **every** time they run late, even if for only a few minutes.

**Yours in safety,  
Maurice Levesque**



## Changes to the operator bidlist

As you are probably aware by now, scheduling made a change to the bidlist in the fall sign-up regarding school specials.

School special assignments will now be included in future bidlist packages. On the back of the second page of each bidlist you will find a list of all school specials (AM and PM) in one column and the working groups that these specials are assigned to in the next column.

In the future then, if operators want to know if the group they wish to sign for has a special with it, all you need to do is check this page and compare these two columns. This replaces the footnotes done previously that were found at the bottom of each page with the actual operator bidlist.

I trust that this brief explanation will alleviate any questions you may have with regards to whether the group you are signing will have a school special with it.

**Klaus Biemann**

## Milestones

### 15 Years

**Wayne Yandt**  
November 14, 1990

### 10 Years

**Maureen Ancio**  
October 16, 1995  
**Kathy Klein**  
October 16, 1995  
**Gary Haas**  
November 2, 1995

### 5 Years

**Sheri McMichael**  
November 6, 2000  
**Randy Wagstaff**  
November 8, 2000

## Condolences

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

Dave McAleney  
Tim Parker  
Maureen Ancio  
Gord Morrison  
John Brown  
Deb Biemann  
Brad Quirke

## Fruit Baskets

Colleen Leslie  
Jim Sabourin  
Maureen Ancio  
Monica Menner  
Mike Davis  
Linda Lyon

*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  
Wilf Clegg  
Paul Eckmier  
Ricki Germann  
Tom Kurevija  
Maurice Levesque  
John MacKay  
John A. McDonald  
Wil Wirtz

*Next Issue  
Deadline:  
November 18, 2005*

**Attend your  
union meetings:**

**October 19  
November 16**

**Location to  
be announced**



## 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 month's editor:  
Wayne Bell*

# Newsletter gets critiqued

Our publication and web site have been entered in the 2004 CALM Awards. The Education and Newsletter Committee has entered these awards not just to win but also to get critiques from various professionals in their fields.

Below are analysis of the different categories that we entered.

**Wayne Bell**

## **Category: Best Overall Publication The Informer, April 2004 Wayne Bell, Editor**

For a small local with limited resources, this is an outstanding newsletter from almost any perspective. The writing, content, and layout all measure up to good editorial standards. The headings need work to make them more informative and punchy, and the balance between original and recycled material seems skewed a bit much to the latter, but, these minor quibbles aside, *The Informer* does a great job of serving and informing the members of Local 4304.

You may be pleased to know that *The Informer* was on my very short list for both the CALM best overall publication and excellence in writing awards in the "A-B" classification. That you were edged out in both categories by newsletters produced by OPSEU college faculty staff should not be a cause for discouragement. I'm sure that, as you strive to further improve

an already first-rate newsletter, *The Informer* will win its share of well-deserved CALM awards in future.

**Ed Finn  
Print Judge**

Ed Finn has been the editor of *The CCPA Monitor*, the monthly journal of the Canadian Centre for Policy Alternatives, for the past 11 years. Previously in his 60 years as a communicator, he worked for 10 years at CUPE National, for 13 years as PR director for a railway union, and for four years with the Canadian Labour Congress. He was also editor of the daily paper in Corner Brook, Nfld. for five years, a reporter with the *Montreal Gazette* for two years and a labour columnist for *The Toronto Star* for 14 years.

## **Category 5, Best Graphic Tom Kurevija**

- Excellent work
- Great facial expression
- Good shading and detail
- Very good artistic skill (both golfer and retired)

**Colette Morin  
Graphics Judge**

Colette Morin has been in the graphics design field for more than 25 years. She apprenticed at a small print shop in Northern Ontario, then worked for a mid-size printing company in Ottawa. For seven years, Colette has headed her own graphic design studio, More In Typo Ltd. "I love my job" is something Colette can honestly say.

## **Category 2, Layout and Design The Informer, October 2004 John A. McDonald, Editor**

Good, clean, easy reading layout.

A few tips:

- Watch for widows and orphans (pgs. 8, 10 15, etc.)
- Turn off Auto-hyphenation (leaves to many cut words)
- Do a search for double spaces after periods and change for single space
- Stay consistent with indentations, spacing, body font, etc.

Keep up the good work!

**Colette Morin  
Judge**

Inform  
Informal  
Informality  
Informally  
Informant  
Informatics  
Information  
Informational  
Informative  
Informatively  
Informativeness  
Informatory  
Informed

# The Informer

## Rodeo Winners

1st Place Tyler Whittier

2nd Place Lazslo Bori

3rd Place Bill Ruegg

4th Place William Wirtz

Congratulation to all participants.



**Photo: John A. McDonald**

*Operators were given the chance to see the events up close during a trial run. This event is the left rear dual clearance.*

# Bus Rodeo 2005

## Union web server has many features



**Photo: John A. McDonald**

*Rick Lonergan goes through the diminishing barrels.*

Since we have changed our web server to Webservice Canada, we now have many functions and features that are great communication devices for our membership.

In addition to the member's directory to contact individuals, there is a chat feature as well as a private newsgroup enrollment. A buy and sell bulletin board and The Great Debate pages are other sources of communication.

Our web pages have a new look and they are much simpler to use. Everything is accessible through the side bar menu.

Why not give these features a try at [caw4304.ca](http://caw4304.ca)?

**Wayne Bell**

## GRT “pedal-pushers” fight MS

Several members of Local 4304 and other GRT staff were involved in 2 Rona MS Bike Tours held during the summer to raise funds for the Multiple Sclerosis Society of Ontario. Rona, the hardware big-box chain, is the main sponsor of the Ontario tours. Each cyclist must raise a minimum of \$200.00 in donations to participate. All monies raised support research

to find a cure and also to provide services and equipment to MS sufferers. MS is a disease of the central nervous system that strikes young adults.

The 2-day Grand Bend to London Tour was held on July 23/24, a distance of 150 km round trip. A 54-member team of cyclists called the “Boymybuttisaur” included 6 GRT staff members: from Fleet-Carl Tickner, Dave Koebel, and

Tony Weir; from MobilityPlus-John Robinson; from Planning and Scheduling- Warren Barlow; and Terminal Assistant Manager, Sharen Robinson. Together, this team raised over \$18,700.00! The grand total raised by 901 cyclists on this tour was \$500,000.00!

The 1-day Niagara Falls to Fort Erie Tour was held on August 28, a distance of 75 km round trip. GRT bus operator, Paul Wagler (who competes and is steadily improving in mountain bike races throughout Ontario), organized and captained a team of 18 cyclists called the “Road Warriors”. His team included his entire family-wife Angie, son Jamie, daughters Samantha and Melissa; brother and sisters-in-law; nieces and nephews; and friends. Paul’s team raised \$4,175.00! The grand total raised by 650 cyclists on this tour was \$260,000.00!

Congratulations to these GRT cyclists who get fit and fight for a good cause!!

**Paul Eckmier**



*Paul Wagler on his road bike.*

**Photo: Paul Eckmier**

# Solidarity

**Builds  
a Strong  
Union**



Photo: Ian McDonald

A 1954 Brill Trolley that is used in the Pacific National Exhibition parade in Vancouver B.C.

## Union positions

There will be a by-election for Recording Secretary on October 19.

Candidates:

Laszlo Bori

Susan McIntyre

Position open: Sergeant-at-Arms.

## Words of wisdom

- I wonder how much deeper the ocean would be without sponges.
- Honk if you love peace and quiet.
- Despite the cost of living, have you noticed how living remains so popular?
- How can a cemetery raise its burial costs and blame it on the high cost of living?
- Just remember, if the world didn't suck, we'd all fall off.
- You can't have everything. Where would you put it?
- Survey shows that three out of four people make up 75 per cent of the world's population.
- If the shoe fits, get another one just like it.
- The things that come to those who wait could be the same things left behind by those who got there first.

**Internet/CALM**

Your Web Browsing Starts Here:

[caw4304.ca](http://caw4304.ca)

Our web pages have been updated.  
Take a look:

[caw4304.ca](http://caw4304.ca)

Wayne Bell  
[webmaster@caw4304.ca](mailto:webmaster@caw4304.ca)

John A. McDonald  
[caw4304@rogers.com](mailto:caw4304@rogers.com)

Clive O'Neil  
[coneil4242@rogers.com](mailto:coneil4242@rogers.com)

**Next Sign-up:**

**November 28—  
December 1**

**This scheduling period starts  
December 19 (2 weeks)  
and  
January 2 (13 weeks)**

## iXpress needs time to work out problems

iXpress is up and running although we need to work some stuff out (Check website for more details). Hopefully now more time can be directed at our normal service problems. With the Maintenance Department being behind however, Randy did show up with some new parts that are to be installed into the buses that require them.

Jean Bourdon, Marion Shaw and I have tried a new setup for bus schedules in the Supervisor's office at the garage. It has been a busy month as you see!

**Zeke Baker**

## Ongoing List

Main/Wellington Bus Stop	<i>Moving to Harris Street. Waiting on Dave Maidment!</i>
Curb cut @ Hilltop/Franklin	<i>Pave and move lines! Need City response. Still...</i>
Wheel chair access in the Power Centre	<i>On HOLD.</i>
Priority Signal for Power Center	<i>NO UPDATE YET Edge (traffic) to be asked...</i>
Schedule Racks	<i>Jean Bourdon and I will set up New Trial Location.</i>
No Parking on Eagle Street (64):	<i>Now at Council, Oct. Meeting date.</i>
Bench at SDM	<i>To be done, this decade!</i>
KFC King Street:	<i>Bus Stop repainted. Cheryl to show painters!</i>
Left Turn at Winston/Queen	<i>Checking with city.</i>
56 stop at Rose/Argyle. Cars Parking.	<i>Need feedback? How is it?</i>
55 stop at St Andrews/Southwood.	<i>Cheryl to do.</i>
Queen Street Parking (71)	<i>Temp stop set up until Cheryl looks into.</i>
Double Left Turn off Dunbar.	

## Young workers paid 25 per cent less than 30 years ago

“You're a young Canadian with your whole future in front of you...” meant a lot more a generation ago than it does today.

Today, being a Canadian under 25 means even though you're better educated, you'll be paid less and be less likely to find a job compared to your parents in the 1970s and 80s according to a new report released by the Canadian Labour Congress to mark the United Nations' International Youth Day (August 12).

“Better Educated, Badly Paid and Under-employed: A Statistical Picture of Young Workers in Canada” says young working men, aged 15 to 24, earn 25 per cent less than young men of the same age group did a generation ago (in real terms, adjusted for inflation). Young women seem to do a bit better, earning 20 per cent below what was paid to young women in the workforce 30 years ago. The study also points out how, compared to all other workers of the same age group, young workers of colour experience higher unemployment, longer unemployment, lower salaries and fewer promotions—even when they are Canadian born.

**CLC/CALM**

# Extended health care after 65

Wages and workplace benefits are very important to us. That's why we have contracts – obvious. What may not be as obvious to many of us is what happens after retirement?

The provision of adequate health care when we are most vulnerable, in our retirement years, is crucial to our well-being. Too often seniors run into financial difficulty because OHIP coverage is inadequate. With increased privatization of medicine along with the provision of health services on the horizon, OHIP's ability to adequately cover seniors needs will continue to erode.

It is becoming increasingly vital to have some mechanism in place that will provide all of us the full medical coverage that we will require in our later years so we won't have to go into debt.

Workplaces such as the banking industry have a plan in place whereby employees pay a nominal fee – about \$20 per month – while employed and after retirement, that gives them a whole range of coverage beyond what OHIP can offer. Other workplaces such as Uniroyal, have provided extended health care through their contract, at no added cost to their employees.

With the two examples briefly touched on, it is clear that extended health care is an important issue with our workforce in this province.

Retirement isn't too far down the road for many of us. Having an extended health care package in place that's negotiated into a contract is

becoming increasingly vital. For those employees who are still relatively young and with retirement still years away, it may also be beneficial to think about having a plan in place. By the time you retire, OHIP may be a thing of the past.

Private health care, like in the United States, is becoming a major "for profit" growth industry in Canada. Government is increasingly divesting itself from the provision of health care. A recent example would be eye examinations. Eye exams were covered under OHIP. Now it comes out your pocket.

I have no doubt that we'll

see more and more of this happening. As government pulls out of health care, the door widens for "for profit" organizations to fill the void. The recent Supreme Court decision in Quebec upholding the concept of two-tier health care in Canada could open a "Pandora's box". Two-tier health care will proliferate at the expense of socialized health care.

The bottom line – if you have the bucks, you have the service.

Is this what you want when you are retired and on a limited pension?

Although our next contract is still more than two years away, it's still a good time to think about extended health care, along with the other contract issues.

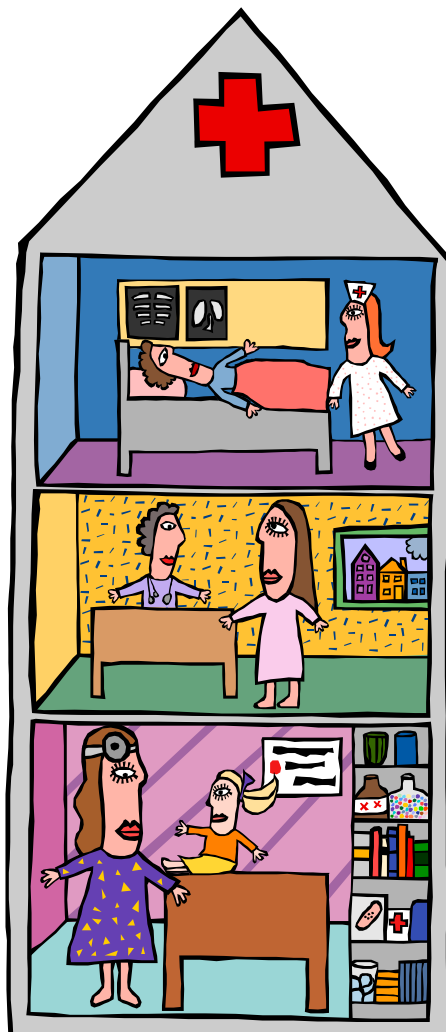
Our membership should tell our union executive that this is important enough to make it a major contract issue. Our union executive must impress upon the Region that a plan be put in place in our next contract so that the membership have some form of extended health care.

We can negotiate the big bucks and other benefits while we are still employed, but all this could become meaningless while in our retirement, we become saddled with the big bills that OHIP won't cover, leading to financial hardship.

We've all worked hard all our lives and we will have earned the right to a wholesome retirement. We shouldn't have to fear going into debt over health care.

Something to think about.

**Klaus Biemann**



## Nike just did it!

U.S. sportswear giant Nike has become the first major brand in the sector to voluntarily disclose the names and addresses of all factories in its global supply chain making Nike branded products.

In April 2005, Nike released its 2004 Corporate Responsibility Report. The report provides a relatively detailed and candid description of the most common problems in its more than 700 supply factories worldwide.

With few exceptions, the anti-sweatshop movement has welcomed Nike's factory disclosure announcement and the candour of its report, while urging the company to take serious steps to address the persistent labour rights abuses documented in the report.

Nike's decision to "Just Do It!" exposes the proprietary information argument for what it is—nothing more than an attempt by companies to avoid scrutiny of their working conditions.

**Maquila Network Update/MSN/  
CALM**

## Life after death

"Do you believe in life after death?" asked the boss.

"Yes, sir, I do," replied the worker.

"Well then, you'll be interested to know that after you left early to go to your grandmother's funeral, she stopped in to see you."

**Internet/CALM**

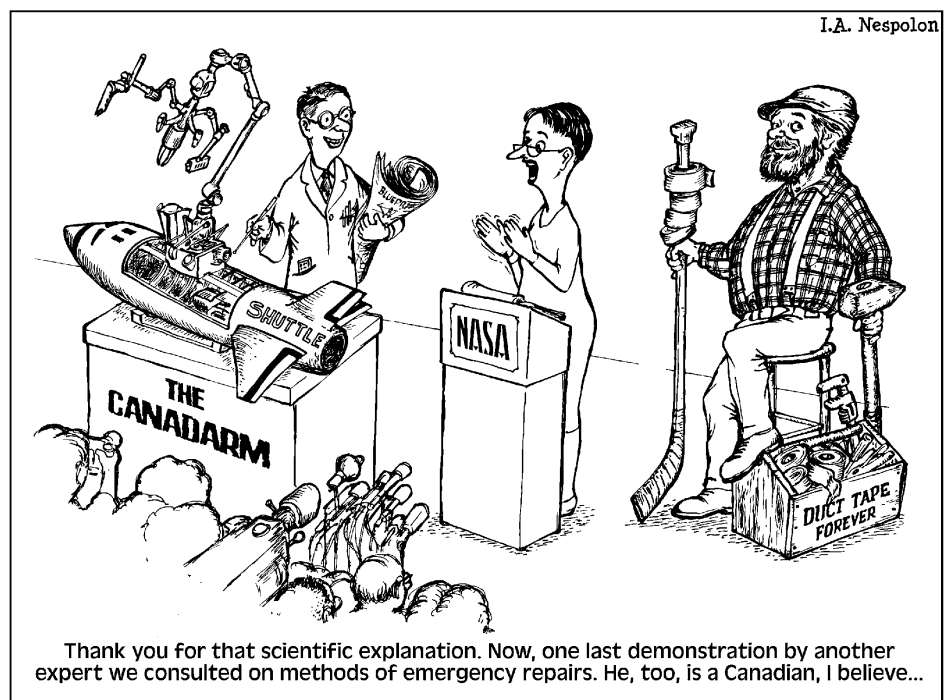
## Peace in wild places

Far from the city into Wilderness you flee,  
For such rugged beauty you crave to see.  
By paddle and portage, with strength and fortitude,  
The rewards are many in reaching solitude.  
In wild places, you feel right at home,  
Where the moose, bear, and wolf freely roam.

As starburst rays of sun filter thru tall trees,  
Out from swirling mists you glide, silently with ease.  
Your canoe reflected in water, so calm and clear;  
Even drips from your paddle you can hear!  
The croak of a raven; the splash of a beaver's tail;  
While scent of pine and balsam you love to inhale!

The hoot of an owl; the crackle of campfire;  
Glimpsing a "shooting star" before you retire.  
Then warm in your tent, you often lie awake  
To thrill to the chorus the loons will make!  
Yes!...Here in God's creation, awesome and free,  
His peace you embrace so naturally!

**Paul Eckmier**



# Take the bus

Free public transit sounds radical? You bet it does. But it's going to take more than tinkering around the edges to really fix that dirty brown horizon.

August 18, 2005

There have been 41 smog alerts declared so far this year in Ontario — the first one way back in February. Now meteorologists say the heat wave (and associated pollution crisis) could last until Thanksgiving. Air quality is becoming a big problem in other parts of Canada, too, imposing huge economic and health costs. For example, doctors estimate that smog causes 5800 premature deaths each year in Ontario alone. That's a stunning toll. Imagine the hysteria if terrorists were to kill even a tiny fraction as many Canadians.

Confronted with a dirty brown horizon and noticeable tightness in their chests, millions of Canadians no doubt shake their heads and wonder what the world is coming to. But then we go back to our daily routines. What will it take to fundamentally change our behaviour (not to mention that of midwestern Americans, the original source of much of our smog)? Lots of ideas are being thrown around. Unfortunately, most won't make nearly enough difference.

Take Toronto, where well-meaning officials urge commuters (via huge electronic signs over the city's freeways) to "Reduce Vehicle Use" on smoggy days. Problem is, by the time they see the sign, the drivers are already in their cars. Just turning off the signs would probably save more pollution (through reduced electricity use) than this feel-good message does. At any rate, if you find it hard to breathe on smoggy days, taking

the bus won't help: it'll take longer to get to work, and you'll spend longer outside, without air conditioning, until you get there. Even with Canada's best communicator — Rick Mercer — urging us to meet the one-tonne challenge, appealing to environmental voluntarism will never solve our problem. We must shift more fundamentally the cost-benefit calculation which leads most Canadians to conclude it's still better to drive to work, than take the bus.

Stephen Harper's Conservatives recently headed in this direction, proposing a 16 per cent federal tax credit on monthly transit passes. This proves the Tories really do believe in "recycling" — since this idea's been promoted for years by public transit advocates and even by the NDP (in its last federal election platform). The original proposal involved tax-exempt status for employer-paid transit passes; in the Tory incarnation, in contrast, transit riders buy the passes themselves. And the Tory subsidy would be worthless to the large proportion of transit riders who have low incomes and hence don't pay federal income tax. Nevertheless, the general notion of tax assistance for transit users is a good one. Tax-exempt transit passes would help, but not enough. If we really want to reward Canadians who take the time and trouble to ride the bus, let's go further. Let's make public transit free.

We already ask transit riders to "pay": infrequent service, crowds, longer commutes. Their actions benefit us all; they shouldn't have to pay again at the token booth. Instead, we should fund this public service outright. That would provide a more immediate and powerful

incentive to take the bus, compared to a far-off and iffy tax credit. The icing on the cake: a direct boost to the disposable incomes of existing transit users, most of whom (young people, immigrants, seniors) really need one.

This policy would be surprisingly easy to fund. Public transit systems currently take in about \$2.5 billion in passenger revenues each year. That's equivalent to about two-thirds of the excise taxes which Ottawa currently collects on gasoline sales. Transit operators could take resources currently dedicated to collecting and policing fares, and invest in improving the quality of service.

Better yet, let's double the existing 10-cent federal gasoline tax. Take all the new money and give it directly to public transit systems, on condition that their service is free. That would finance the expansion in transit capacity required to meet the (desired) increase in passenger demand. The tax increase could be phased in over time, once world oil prices start their inevitable retreat from current stratospheric heights. That way, gasoline consumers would hardly notice the extra dime (European governments did exactly this when oil prices fell in the 1980s).

Sounds radical? You bet it does. But it's going to take more than tinkering around the edges to really fix that dirty brown horizon.

**Jim Stanford**

*Jim Stanford is an economist with the Canadian Auto Workers — which represents several thousand public transit operators and equipment manufacturers. A version of this commentary originally appeared in *The Globe and Mail*.*

## In praise of less work time

Canadians talk a lot about reducing work time. An overall reduction in work time would decrease unemployment, lower record levels of stress on the job, and ease the increasing difficulty of workers who try to cope with the demands of work and family. Unfortunately, there has been little broad-based action to reduce work time in this country.

As we've looked to Europe, we've found that month-long summer shutdowns are the norm, as are many more public holidays, strong early retirement programs, and wildly popular 35-hour work-weeks.

So, it was with considerable disappointment that I read about the recent loosening of France's 35-hour week. Despite more than 70 per cent support in the polls for keeping things the way they are, the government has allowed some local negotiations on how the laws are implemented. This is not the end of the 35-hour week, but it is certainly a move in the wrong direction. There are also recent amendments to German laws allowing a return to the 40-hour week in some industries. The European business elites and right-wing commentators have been practically crowing in triumph. They have argued for years that reduced work time is a drag on the economy.

Just how is it that workers are better off if they get 20 per cent more pay, but work 20 per cent more hours? For example, it's reported that Americans, on average, have higher incomes than Europeans. However, according to a recent study by MIT economist Olivier Blanchard, Americans work 40

per cent more during their working lives than average Europeans. It's reasonable to expect that Canadian statistics are similar. Other studies confirm that European workers are at least as productive as Americans when output per hour is considered.

Compared to Europeans, Canadians work longer hours, have fewer vacations, fewer public holidays, put in more overtime, work more hours late at night and on weekends, have less time off to raise children and retire later. In fact, Canadians work some of the longest hours in the industrialized world. According to the Organization for Economic Co-operation and Development, Canadians work almost seven weeks more per year than French and German workers.

It isn't that Europeans necessarily work fewer hours per week. Rather, they enjoy typical vacation entitlements of five weeks, plus an average of 11 public holidays a year. Most European workers have about seven weeks of paid time off per year in total, double our minimum standards.

Europeans don't work the overtime we do. Every week in Canada, 20 per cent of workers put in nine hours of overtime. When we add this up, that's enough hours to create 566,000 full-time jobs. This could cut our unemployment rate of seven per cent in half.

There have been a few small steps forward in recent years, particularly around extending parental leave and granting limited family-emergency leave. And Quebec

has taken some steps toward reducing hours and providing parental leave for the self-employed. But these are fairly modest gains.

And, we've even taken a number of steps backwards—consider recent moves to scrap mandatory retirement at age 65 in a number of provinces. Currently, the federal labour code covering working time is under review. Federal government officials must look to Europe for inspiration.

In the labour movement, we bargain the best we can to reduce working time, but it will take governments and a broader movement to extend these gains. A look at the European experience shows there is no shortage of ideas.

In provinces where it doesn't already exist, a third week of vacation could be legislated, as could a fourth. Public holidays can be increased, particularly in provinces that lag behind.

We can tackle the challenge of excessive overtime. New forms of education, family and sabbatical leaves can be supported, such as two weeks' compulsory education training leave. And we should be thinking about how to get people to retire earlier, opening up new opportunities for youth.

Much of the world has already found ways to work less. We need to do much better in this area.

**Buzz Hargrove/CAW/CALM**

*Buzz Hargrove is national president of the Canadian Auto Workers Union*

# Sixty-four hour/7 day work cycle

I have had many drivers ask me as to how the 64 hour work cycle is calculated, so I went right to the source. Tom Murray sat me down and simplified it for me.

First, do not put pay time and 64 hours of work in any way together. When calculating 64 hours to see if you can work any more overtime, forget anything about pay time. Now that you have that out of your head, here goes;

On your operators bid list, as you read down, it goes as so,

- platform time
- report time
- lunchtime

Take this as your days total.

Now, if you add the next seven days of this total plus any voluntary assignments and overtime, this will give you a seven day total. This will also include your days off.

Remember, seven consecutive days. If this is over 64 hours, you must take some time off. Normally your shortest time.

What it boils down to, is a sliding scale that runs continuous 365 days a year.

I have a copy of my operators 64 hour tracker report included from September 5 to September 15. Now take September 5 and go down seven days to September 11. Read across to time available to work

it tells in this seven day period what could work overtime which is 7:07. Now, if I go to September 6 and move down seven days, repeat the process. I have 5 hours and 22 minutes to work overtime in that seven day period. and so on. This is how transit keeps track of overtime and with a little practice you can too.

I hope this helps those drivers who were interested in this information. Please ask Tom Murray or any supervisor at dispatch if you have any other questions.

**John MacKay**

MacKAY, John												GIVEAWAY HOURS REMAINING BALANCE		
OPERATOR 64 HOUR TRACKER												176:00		
2005	GROUP	Regular Schedule	TOTAL WORK DONE TODAY	SEVEN DAY TOTAL HOURS	TIME AVAILABLE FOR TOMORROW	GRT EXTRA WORK				WORK OFF SITE	OTHER LOST TIME	GIVE AWAY HOURS	FH/LIEU TRADES DAY	
		Work				AM - PM	FULL SHIFT	PART SHIFT						
		DAY OFF			VOLUNTARY ASSIGNMENTS									
						GRP	START	FINISH	TOTAL					
Mon Sep-5		8:00 0:00	8:00 0:00	40:38 0:00	23:22				0:00					
Tue Sep-6		8:00 0:00	9:40 0:00	41:48 0:00	22:12	3			0:00					
Wed Sep-7		8:00 0:00	9:40 0:00	43:28 0:00	20:32	3			0:00					
Thu Sep-8	48B	0:00 0:00	5:04 0:00	40:28 0:00	23:32				0:00	38C 14:55 19:59	5:04			
Fri Sep-9		0:00 0:00	8:29 0:00	40:53 0:00	23:07		50A	8:29	0:00					
Sat Sep-10		8:00 0:00	8:00 0:00	48:53 0:00	15:07				0:00					
Sun Sep-11		8:00 0:00	8:00 0:00	56:53 0:00	7:07				0:00					
Mon Sep-12		8:10 0:00	9:45 0:00	58:38 0:00	5:22	6			0:00					
Tue Sep-13		8:10 0:00	9:45 0:00	58:43 0:00	5:17	6			0:00					
Wed Sep-14		0:00 0:00	8:30 0:00	57:33 0:00	6:27		59B	8:30	0:00					
Thu Sep-15	48C	8:10 0:00	8:10 0:00	60:39 0:00	3:21				0:00					

# Accident Review Stats

## North

	May	June	July
Incidents	2	0	4
Prev-incidents	3	3	2
Non-preventable	13	10	7
Preventable	1	3	1

## North Fleet

Preventable	1	0	2
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## Mobility Plus North

Non-preventable	2	0	1
Preventable	1	1	0
Prev-Incident	0	1	0

## South

Incidents	0	0	1
Prev-incidents	0	0	1
Preventable	0	2	1

## Mobility Plus South

Incidents	0	1	0
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## With gratitude and appreciation

I have experienced a fair amount of pride in putting out our newsletter over the last 11 years. It gave me a feeling of accomplishment and allowed me to exercise my creative talents. However, it is now time to pass on the newsletter to others who also have the ambition and creativity to publish in this

media.

Over the years, I have been able to put the newsletter out using, for the most part, contributions from our members. Without this input, the newsletter would be impossible to achieve. I would like to thank some of our contributors:

*Zeke Baker  
Warren Bell  
Klaus Biemann  
Laszlo Bori  
Neil Bricker  
John Brown  
Jim Charters  
David Driver  
Paul Eckmier  
Jacky Eng  
Ricki Germann  
Fred Heidel  
Mike Hogue  
Tom Kurevija  
Maurice Levesque  
Rick Lonergan  
John MacKay  
Wayne Mastramatteo  
John A. McDonald  
Bill Miller  
Jeff Summerfield  
Perry Van Arsdale  
Phil Whitehead  
Tom Williams  
Wil Wirtz  
and many others.*

I hope, with other interested people, the tradition of a newsletter will continue for a long time. Also, that our members show the same enthusiasm towards contributing to our newsletter.

In this issue, our newsletter and web site have been recognized by judges who work in the print and the electronic publication field. I would like to point out that we have some excellent talent within our union local and through their contributions our publication has been honoured.

I am planning on helping on our union web site until the end of this term.

**Wayne Bell**



# Out on a Limb

Here we are in the autumn already, the thoughts of the warm muggy summer are already fading and it's time for another issue of *The Informer*.

I want to thank those who let me know that they enjoyed the initial articles in 'Out on a Limb.' I have been asked by some of my fellow union brothers and sisters, where the title 'Out on a Limb' came from. As many of you know, I was involved in the Scouts Canada program for many years. During the time I spent with the Wolf Cub aged youth. I received the nick name, Grey Owl, in later years when I was working with adult leaders. My friends noted that when various activities were taking place, I would often just observe from afar and if problems started to happen, I would come in and try to set things straight. Much like an Owl sitting in a tree looking for food and only swooping down when it spotted some. Hence the Owl being, 'Out on a Limb'. When I put articles in the local Scouting news letter I used the byline 'Out on a Limb.' When John McDonald asked if I would submit an article I thought that byline would still be appropriate.

## Air conditioning

With summer well behind us and the chills of winter to look forward to, perhaps a reflection on this past season is good. We in the South thank the North for providing us with cool comfort on those hot sweltering, when are own air conditioned buses, were not (air conditioned) and became instant saunas. There is a upside to this I can report a collective weight loss

by South Operators of something in the neighborhood of 40 lbs. Now that fall is here all things are cool.

## Strollers

This is something we can all relate to; 'Strollers.' They come in all sizes. Remember when they had to be folded? Try folding some of the behemoths we have now, double wide, triple long, tri wheeled, big wheeled, OH MY! what next? A NEWS FLASH; The stroller industry has just announced they are developing a new super sized stroller for the day care provider, dubbed the 'Six - Pack' by industry insiders, it's a double - wide triple - long stroller for the times when you want to take all the little darlings, out for a bus ride and shopping. Their advertising campaign is aimed at nursery schools, with the following slogan 'take more with less.' Yes, with the new 'Six pack' you need less chaperones. Is controlling three young'uns getting you down on outings? Get a 'Six - pack' and your worries fade away (whether it be from us or your local Beer Store). Comfy, cosy, able to withstand sustained winds of up



to 22 kph. Built tough and heavy. Just see if a bus driver can help you lift this one if they are so inclined.

This little ditty should be sung to the tune of 'Wasn't it a Party' released by the 'Rovers' ( 'Irish Rovers') (for those of you as old as I) a few years ago. I can here the music now.

'Wasn't it a bus ride'  
'Wasn't it a trip'  
It might have been the backpacks,  
It might have been the wheel chair,  
it might have been the three or four Six Packs  
I don't know I'm pulling out my hair  
my foot is on the floor now  
the stops are flying by  
I'm now behind a snow plow  
My how time can fly  
I gotta go slow now  
a cruisers going by  
will I make my time point  
I can only try  
'Wasn't it a bus ride'  
'Wasn't it a trip'

So just remember the next time you have a stroller on board that it could be a lot worse.

## Percentage

A few weeks ago our operations rep and I were discussing the fact that there are still some Kitchener Transit and Cambridge Transit bus stop signs out there on our routes. He assured me that at the operations meeting he was told that 100% of the stops had been changed. We then discussed when is 100% not 100% which brought us to the conclusion that 75% is 100%. Using my keen mental skills (oh, please stop laughing!), I embarked on the following flight of fantasy: If we use the 75 is 100 rule then

if 75% of the buses are running then we are at 100% efficiency. This is fun! If a supervisor is reprimanding you only have to listen to 75% of what is being said and you get to chose which 75% you listen to. You may say at this point well that's silly but we in the south were assured that all the A/C's were checked and look how many failed. If we take this in another direction would it not stand to reason that after you have completed 75% of your shift you could go home and still be counted as having worked 100% of you shift. This would be great for those operators who are chronically late for work you could chose to put your 75% on the back end of your shift. So, as long as you reported with 75% of your shift still to go, you wouldn't have to go to the office or get a late slip. (Where was this idea when I was still in school. Peter Pigeon or Dennis - Nathan would not have being impressed.)

There is a down side to this. We could be paid 75% of our wages and be told we received 100%, but lets not go there.

### **Furniture**

I've noticed that the new addition has opened at The Strasberg Transit Centre and I hear from a reliable informant that the drivers lounge area has received new furniture. Oh My! We poorer brothers and sisters in the South still have a drivers room which is becoming smaller every time a new operator is assigned. Our furniture was donated by Noah when he dismantled the Arc. I guess the noise barriers along the 401 make it hard to see and hear us down here.

Now that our fall sign-up is in full swing we have some new changes, but I think I will leave

the I - Express, My Express for a future article.

That's all for this time around. I appreciate hearing from you.

**Wilf Clegg**  
**'Grey Owl'**

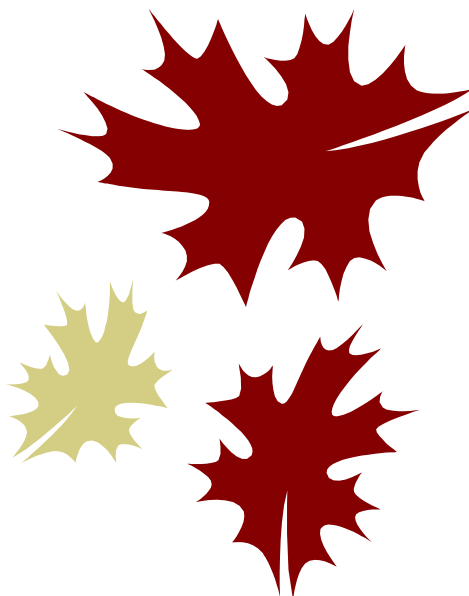
## **Canadians need more joie de vivre**

Workers in several European countries enjoy more time off than Canadian workers, according to the first global vacation deprivation survey commissioned by Expedia.

France leads the pack with a whopping average of 39 vacation days given per year, followed by Germany with 27, the Netherlands with 25 and Great Britain at 23.

North Americans are at the bottom of the list with an average of 21 vacation days per year in Canada, and a paltry 12 in the U.S.

**Leaflet/PPWC/CALM**



## **Free, useful health and safety info**

The International Labour Organization's encyclopedia of occupational health and safety is now available free on line.

The encyclopedia, which runs to four hefty volumes in print, covers the body and health care; prevention, management and policy; tools and approaches; hazards; chemicals; industries and occupations; and indexes and guides. [www.ilo.org/encyclopaedia/](http://www.ilo.org/encyclopaedia/)

**CAW Health, Safety and Environment/CALM**

## **Unions getting hit**

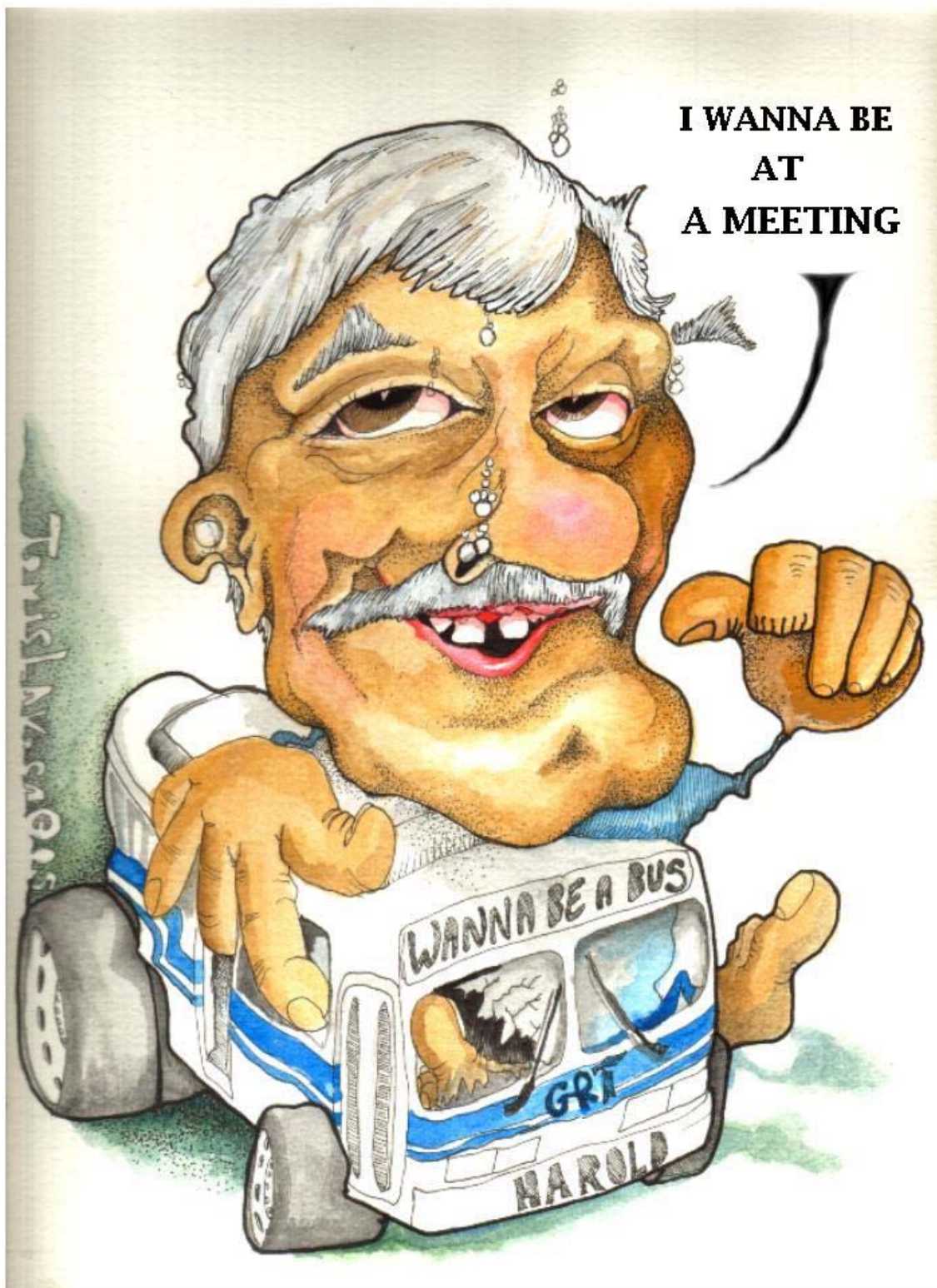
An extensive new study by two of Canada's largest unions, the National Union of Public and General Employees and UFCW Canada, concludes that the basic human right to freedom of association has been abused and eroded by Canadian governments at all levels over the past two decades.

The study, "Collective Bargaining in Canada: Human Right or Canadian Illusion?" cites 170 pieces of legislation since 1982 that deny or undermine freedom of association despite the protections of the Canadian Charter of Rights and Freedoms.

Statistics Canada reports that union membership dropped in all provinces between 1981 and 2004.

**The Guild Reporter/CWA**

# Tomography



Graphic: Tom Kurevija