



Will union meetings alternate between Cambridge and Kitchener?
Page 6



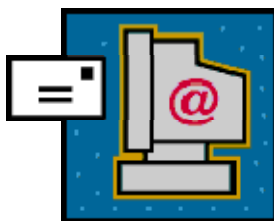
Protecting Our Own
Why the delay in banning aggressive passengers?
Page 7



CTC will begin Sept. 6. Are we ready?
Page 8

You Have Mail @ CAW4304.CA

Three and a half years ago, the Region forced our union to accept a



clause in our contract that separated Mobility Plus from conventional transit. Cambridge had always had a common driver pool until this happened. While we could discuss at length how we came to such an agreement, I would like to address the “**cultural divide**” that this has caused. In effect, we now have four separate driver pools between our North and South conventional divisions and Mobility Plus, North and South. Compounding this problem is the largest hiring of new operators GRT has ever seen in a one-year period. Bruce Boshart reports that we will require up to 48 new bus operators in 2005 to meet the service expansion and to replace re-

(Continued on page 3)

Scheduling Update and Southops Challenge!!

Fresh out of a South Scheduling meeting there is a lot going to happen in September. The biggest buzz is that the new Express Service will start along with extended late night service. The last pulse will be at 11:45 for regular bus service from the Ainslie Street Terminal. Most buses will run every hour except for the 51 and 52, which will run every half hour. We will update you when we receive more information. We are starting to get back to the service we had 19 years ago when the last bus entered the garage at 12:45 am. Progress....

Also I'd like to let everyone know that the Operations Committee (South Operations to be specific.) has a web site in conjunction with our Local

(Continued on page 4)

Out on a Limb

This is the first of what I hope will be a regular column in the Informer. I know we all have things that annoy us as members of C. A. W. 4304 and Grand River Transit. My aim is to perhaps get dialog going between drivers and members of Dept 2. If the articles seem popular, then if you have a comment and are to shy to voice your thoughts, this might be a forum for you. However I reserve the right to reject any submission that I or the Editors feel is inappropriate. The comments may not always



(Continued on page 5)

INSIDE THIS INFORMER

You Have Mailpg. 1
 Southops Challengepg. 1
 Out on a Limbpg. 1
 Sign-up Overviewpg. 4
 We've Laughterpg. 5
 Meeting in Cambridgepg. 6
 Collision Reviewpg. 6
 Protecting Our Ownpg. 7
 Central Transit Corridor ...pg. 8
 Thank-Youpg. 10
 Project '95pg. 11
 Trends in Unionizationpg. 12
 Union Premiumpg. 13
 South Ops: June. Report....pg. 14
 Website Newspg. 15
 Skiathon Totalspg. 16
 Mike Roy Marriespg. 16

**This edition published
 by John A. McDonald.**

Comments to
johnmcdonald@caw4304.ca

The **October** edition will be
 published by Wayne Bell.

Send contributions by
September 23rd to
waynebell@caw4304.ca

**Attend your
 union meetings:**

**Sept. 21
 8:00 pm**

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

Condolences

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

- Deb Elliott
- Audrey Mayhew
- Darlene Brown
- Fred Creed
- Phyllis Hoch
- Steve Remias
- Paul Kavanagh
- Don Gauvin
- Ray Arseneault
- Sheila Andrew
- Bob Marshall

Fruit Baskets

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

- Mike Eedy
- Alex Trninic
- Doug Allen
- Morris Andrews
- Peter Hewitt
- Miro Rakanovic



Full colour edition of
The Informer is available
 on-line.

www.caw4304.ca/informer.htm

Contributors

Local 4304 members helping out with this issue were:

- Zeke Baker*
- Klaus Biemann*
- Laszlo Bori*
- Bruce Boshart*
- Wilf Clegg*
- Paul Eckmier*
- Ricki Germann*
- Wayne Mastromatteo*
- John A. McDonald (editor)*
- Susan McIntyre*
- Ron Pearson*
- Joanne VanDincten*

The Informer

Publication Dates:

The Informer will be published 5 times per year; February, April, July, October and December. The submission deadline is two days after the union meeting.

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.

(Mail—Continued from page 1) tired operators. And then there is the long-standing separation between departments one and two.

This all results in us not really knowing our fellow brothers and sisters with whom we may one day have to hold a picket line. Solidarity is the lifeblood of the union. But how can we actively strengthen our union in the face of the growing pains are union is going through? We often don't even know the name of the other operator with whom we would like to make car arrangements. Let me describe one small way we can improve communication amongst our members.

Unlimited hosting contract

As of June 1, our union web site is being hosted by a new company called Webserv.ca. Besides being a cheaper option, our new hosting contract allows us unlimited union e-mail addresses and unlimited union e-mail forwarding addresses. This all means that if you know your brother or sister's name, you now know their e-mail address. Let me explain.

First name last name at the union server

E-mail forwarding is an option that comes with almost every e-mail account. When e-mail is sent to an address that is being forwarded, it bounces to a second e-mail address. All union members who have registered their e-mail address with the union now

have their own forwarding address on the union server. The format is the same for everyone: **firstnamelast-name@caw4304.ca**. Or, first name last name at the union server. For instance, my new e-mail address is johnmcdonald@caw4304.ca. Rick Lonergan's new email address is ricklonergan@caw4304.ca. E-mails sent to these addresses are automatically forwarded to the person's existing e-mail address. This all means that you no longer have to know a person's real e-mail address, only their first and last name, to be able to reach them by e-mail.

You may be asking, "What if a person has no e-mail address, and I try to e-mail them?" Should a person not have an e-mail address, you will receive an error e-mail indicating that the person you're trying to contact is not have an e-mail address. It may also be that the person you are trying to contact has not registered their address with the union. Please encourage them to register their e-mail by contacting myself at johnmcdonald@caw4304.ca. A forwarding address will then be set up for them.

Misspelled names

You may also be asking, "What if I don't know how to spell the persons named?" This is a problem that I am often faced with due to my rather unique name. People are always spelling my last name Mac, when it is actually Mc. To cover this possibility,

I have created several forwarding addresses for myself so that spelling should not be a problem. Some of these are:



johnmacdonald@caw4304.ca;
johna@caw4304.ca;
johnamcdonald@caw4304.ca;
johnamacdonald@caw4304.ca;
assistantwebmaster@caw4304.ca.

They all go to my existing email account. Remember that we can create an unlimited number of forwarding addresses. Also, should you try to email to someone who doesn't have an email address, you will get an error message back in a return email.

office@caw4304.ca

We also set up forwarding addresses that reflect the office that a person holds. For instance, you can also reach Rick Lonergan at president@caw4304.ca. In fact, this will be the preferred method of reaching Rick. At the end of his term, should there be a new president, this address would be redirected to someone else. Currently, all of the officers and Chief Stewards can be reached using this method.

Webmail

Now you may be saying, "What

(Continued on page 4)

(Mail—Continued from page 3) good does this do me? I don't have a computer." Not to worry, we can give you an e-mail address that can be accessed at a public library or any other computer with an Internet connection. In this situation, you could make use of a browser-based system called webmail. We would give you a real e-mail account, and not a forwarding account. This feature is available to any member of our Union at no charge, and all you have to do is ask.

Improved communications

To date, there have been 149 forwarding addresses created. To check if you are on the list, go to caw4304.ca/email (access code required). We also expect another 50 or so e-mail addresses to be registered within the next month or so. The end result is that, if you know a person has a computer, **you can now e-mail them without having to inquire about their e-mail address.** We hope that this will be a great catalyst to improving communication amongst our members.

*John A. McDonald,
Editor & Assistant Webmaster*

PS: You may also contact the other webmasters to set up an email address for you:
waynebell@caw4304.ca;
cliveoneill@caw4304.ca;
zekebaker@caw4304.ca

(Challenge—Continued from page 1)

Union. The web address is www.caw4304.ca/southops. Hopefully very shortly we will be getting a link from the CAW 4304 home page which will make it easier to find. Here you can find the monthly minutes (north and south), items we are working on (mostly south but some joint issues), My Take on Things reports (my view of what is happening, a condensed version of the minutes.) and Current News of things going on and around the GRT (south division).

I started working on this web page about 6-8 weeks ago when John A approached me and asked if I would like to author this site. He felt that by me controlling the site it would be better reflect what was happening on the Operations Committee and be more current. Well I hope that is what I did, please check it out and let me know. If there are things that you would like to see added to this site tell me, I could use your ideas to make the site more interesting to you. I encourage people with internet access to view these pages as they contain a lot of information, and will answer a lot of your questions as to What's up?

Eight weeks ago I didn't have a clue about Webmastering! Maybe I still don't, but I am attempting to keep my South

brothers and sisters up to date on their Operation issues. I invite other committees to do this so the information is at everyone's fingertips, let me rephrase the first part, I **CHALLENGE** other committees to try this and hopefully we can have a more educated



workforce, in the issues surrounding GRT and the Region of Waterloo!!!

In Solidarity,
Zeke,
South Scheduling and Operations Representative.
southops@caw4304.ca

Summer Sign-Up Overview

The Summer sign-up went reasonably well. As usual, there were a few "bumps" along the way. The most significant being confusion over how accurate the posted holiday spares are.

A misunderstanding among operators is this: that the sign-up committee is responsible for en-

(Continued on page 10)

(Limb—Continued from page 1)



apply to all members or to both divisions.
So here goes.

I get ticked when I here drivers talk about them and us. We all perform the same job whether your north or south there shouldn't be a division. Down here I get tired of hearing how much better it was at Cambridge Transit. What was better? You were earning less than your Brothers and sisters in Kitchener for doing the same job. The City of Cambridge didn't want you and couldn't wait to dump you on the Region. The only drivers that got any good work or Saturdays off were the top few. Every one else had to wait. If the drivers senior to you were younger than you might never have a Saturday off no matter how many years of seniority you had. There are no perfect jobs but this one is a lot better than many others out there.

I wonder why we can't share detour information between the two divisions especially when we share the route. Sorry our northern brothers and sisters, we didn't know, you didn't know about the detour, oh no (at least I didn't say "oh my!").

I don't know if you have this same problem in the north but why when we have a detour can't the stops in the detour be bagged so that the

customers know we won't be going passed their stop.

The contract has been settled for a few months now, but there are still those who want to go out on strike, I guess some people are never satisfied, but that's not the point. When I first met our union president I was not very impressed. However after the recent contract negotiations I've had to reassess that impression. It's easy to be swayed by the rhetoric of some individuals, and sometimes the squeaky wheel does get the grease, but still falls off. Rick, before greasing the wheel you thought about what might happen if the wheel fell off any way. That showed a lot of integrity on your part. We might have got parity (*I can dream can't I ?*), we might have been given everything we always wanted, maybe? But at what price? Thanks for considering the little guy. Every time we come to negotiations, the same comments are made by the Lunch Room Lawyers. If you have a mortgage you can defer it. Maybe so, but what about those that are renting? Your landlord doesn't care whether you are on strike or not, they just want their money. If your house is paid for and you have money in the bank maybe you can survive but most of the operators are not in that position. We Brothers and Sisters have to stop thinking what is in it for me. We have to care about one another and think about the we, not the me. The Union is strong and can be even stronger by working for the good of everyone.

That is everything for this issue
Wilf Clegg.
wilfclegg@caw4304.ca

We've shared laughter
And we've shared tears,
Now we share,
Some common fears...
For some of us are suffering
With sore backs and rears.

Sunny South's old seats are
pathetic!
They badly need to be retrofitted
ted
We say "No fair!"
Cause in the North,
They have already benefited.
And we would be
So very indebted!

These old seats feel like solid
steel,
Wrapped in barbed wire!
But now I tell you,
the situation is under fire!

Well a promise is a promise
And we need this to come true
But you ask me,
What ever can we do??
So I say, please return your
survey
And we will see what we can
prove.

There's more to come,
Please stay tuned.....



SueZ@

June 15 Union meeting held in Cambridge

The change of location to Cambridge for the June meeting was a huge success. We had 25 people attend, which is one the highest attendance, other than the ratification meetings.

Eleven of us met for supper at Kelsey's restaurant before the meeting. It was good to socialize outside of working hours. I think that adding a social aspect to the union meetings is a very healthy thing to do. Perhaps more of this can be done in the future.

The meeting itself was very informative with Harold Klooster giving news of two ongoing arbitration cases. A third case may also be launched regarding Temp

Seniority. One observation I would make is that the tone of our meetings is very good of late. Rick Lonergan seems to be able to achieve the balance between keeping the meeting on track and yet allowing input from the floor. Business gets done, yet we are all made to feel part of the team. From one that has attended a great number of union meetings over the years with all types of leadership, I know that this type of atmosphere is very difficult to achieve. But Rick seems to be a natural leader and it is a joy to see him in action.

The **September 21st** union meeting will be held in Kitchener at the usual spot of the Labour Hall at 141 King St. E. (3rd floor). At this point it remains to be decided whether or not to alternate locations between Cambridge and

Kitchener. Rick Lonergan has asked for your input in making



this decision. If we alternate, the October 19th meeting would be held again at the Region CAW offices at 887 Lings Dr in Cambridge. But this is up to the membership to decide. We did find the Cambridge location much more comfortable than the Kitchener location. There was ample seating in plush chairs with ample parking right outside. Being only about six blocks from our south garage was also a treat for us in the South.

Ya'll come back to the South now!

John A. McDonald,
Editor.

G.R.T. North.

COLLISION REVIEW.

January.

February.

March.

Non Preventable 14
Incidents 2
Preventable Inc. 2
Preventable Accident 3

24
1
1
4

10
2
1
2

G.R.T. South

Non Preventable 7
Incidents
Preventable Inc. 1
Preventable Accident 1

3
1
1

2

Mobility plus South

Incidents 2

1

Mobility plus North

Incident
Preventable Accident 1

1

1

Fleet

Non Preventable.
Preventable Accident.

1

1
1

Submitted by
Lazlo Bori

PROTECTING OUR OWN

An incident that happened recently in the South has made this writer pause and take stock of what is becoming a major problem faced by all of us working the “front lines”. Since starting to drive for G.R.T. in December of 2001, I’ve noticed a definite increase in situations where our operators are targeted by a small minority of the “paying public”. These riders, who for one reason or another, choose to vent their frustrations on us in various ways.

What is becoming increasingly clear is the fact that not only do we get verbally abused on almost a daily basis, but now we are facing even greater abhorrent behaviour than ever before. As with the verbal abuse incidents, which have become part of our job description, will these escalating cases of spitting, threatening, violent physical attacks, sexual touching and sexual assaults become the “norm”?

When one of our own female operators was “groped” by a passenger while boarding her bus, the operator wished to press sexual assault charges. The Waterloo Regional Police investigated the incident. While WRP’s investigation was underway, the perpetrator was still allowed to ride our buses. When our own management was questioned about this by our Union, we were told that the passenger in question wouldn’t be banned from

riding until Management was given the go-ahead by the Legal Department!

Situations like this, where Management sits on the legal fence awaiting word from the Legal Department, by allowing offending passengers to ride our buses, puts all of us at risk. The perpetrators will think nothing will be done to them and the potential for escalating the dangers we are increasingly exposed to is very real.

My feeling is this. Perhaps Management should look first at the severity of each incident and if the assailant is a repeat offender. An immediate temporary ban should be implemented until such time that the investigation is completed. The ban is either lifted or extended, based on the findings of the investigation. G.R.T. would be sending a strong message to the Public that their Bus Operators’ safety supersedes the rights of these “alleged” offenders to use public transit.

If Management continues the practice of procrastinating until the Legal decision is rendered, perhaps we should “protect our own” by not putting ourselves in dangerous situations. Pending the results of these investigations, the Union President would sanction our collective action of not allowing the more serious of the known offenders on our buses. The possibility

of exposing drivers to further inherent dangers from these assailants would be diminished. A very clear message would be sent to Management and the Public that we will “Protect Our Own”! This is my own personal opinion and is not necessarily a view shared by The Informer, nor the general membership of C.A.W. Local 4304.

Wayne Mastromatteo
Chief Steward - South Division
chiefstewardsouth@caw4340.ca



Central Transit Corridor (CTC)

After Waterloo regional council decided upon the routing for the new Central Transit Corridor (CTC) express bus - by selecting the proposal known as "Option D" - one detail about its routing needed to be clarified.

The residential neighbourhood in Uptown Waterloo bounded by University Ave., Bridgeport Rd., Albert St. and King St. N. lies between two of the planned CTC stations at Waterloo Town Square and Wilfred Laurier University. To travel as expeditiously as possible between these two stations, GRT proposed operating the buses on Central St. and Albert St. However, the residents were not amused when they learned that their neighbourhood would be used as an apparent shortcut, and then complained to council. After their objections were heard, the routing was changed and lengthened to travel via University Ave. and King St., in both the outbound and inbound directions.

Most Advantageous Routing Requested

GRT was intent on obtaining approval for the routing that offered the CTC every available efficiency because the ambitious objective of the express bus is to generate a "modal shift" away from the automobile and toward public transit use. Every reduction in travel time will be needed to attract "choice customers", that

is, those citizens who have a choice between use of their cars and transit. A written report submitted to council by GRT staff mentioned repeatedly that these potential customers will not use transit unless the travel times are short and the connections between other bus routes are reliable.

The most advantageous routing can be justified by the increasing ridership on the 101 Express. Between September and November 2003, the route carried 31,000 passengers, but during the same three months in 2004, it increased to 42,000 passengers. The growing public use of 101 suggests that the CTC express bus can remove cars from the roads, and thereby improve the quality of life for everyone, including, arguably, those citizens who would have "big, huge buses" (as one resident described the sleek Novas) operating unwanted on the streets of their residences.

The significance of the CTC bus route to the future development of GRT services cannot be overstated. The desired large number of passengers on the CTC bus is intended to bolster the case for the federal government to cough up the megabucks needed to build the LRT system.

Changes to the Recommendations

Residents raised their concerns about the use of Central St.



at the Planning and Works Committee meetings of February 15, 2005. They cited the issues of narrow street width, pedestrian activity at McGregor Senior Public School, traffic congestion around the school, possible installation of traffic calming measures on Albert St., and the need for additional snow removal and by-law enforcement.

In response to the objections, staff conducted time trials to compare the travel times on Bridgeport Rd. and Albert St., versus King St. and University Ave. The trials found that the King/University route required approximately one to two minutes more than did the Bridgeport/Albert routing, which took five to six minutes. These time differentials were 18% to 32% longer, enough to create difficulty for assuring connections with other routes.

One of the time trials involved this bus operator. I was directed to time the arrival of a bus onto Central St. four minutes after the "bell time" at McGregor School. This trial was an examination of the worst case scenario, and, as anticipated, Central St. was a jungle of parked cars, numerous pedestrians and waiting school buses. At times, there

(Continued on page 9)

(Continued from page 8) were only centimetres to spare on both the left and right sides of the bus. As a result, driving from Albert St. to King St. required three and a half minutes. Normally, it takes about twenty seconds. This potential schedule-demolishing delay, was noted duly in the report by staff to council. (Something else likely would have been demolished had the buses been routed to navigate this obstacle course: mirrors.)

A compromise routing was worked out in a committee meeting on March 23, and then taken to full council for ratification. This routing called for the CTC to remain on Bridgeport/Albert on the outbound trip, but to be removed Central/Albert on the inbound, and to use King St. and University Ave. instead.

Delegations

Of the ten delegations that appeared before council, only one spoke in favour of the Bridge-

port/Albert routing. Tim Molli-son, of the Waterloo Residents for Improved Transit, defended the proposed routing by saying that "every efficiency should be welcome" because the objective was to reduce the frequency of automobile use. He also complimented staff for being thorough in their planning.

The remaining nine delegations opposed the routing. Only one delegation could be described as being overtly "anti-transit", that being a resident who described the buses as "additional pollution" to the existing neighbourhood problems, such as persons urinating on lawns.

The location of the station at WLU was discussed at length because the CTC will have a guaranteed customer base of 10,000 WLU students as a result of a referendum that approved a mandatory transit pass being included in each student's tuition. A professor at WLU argued that the service would be enhanced by re-

moving the route from Albert St., and by creating a station at King and University. This routing would place the station closer to both the existing teaching areas at WLU and to the future "growth areas" of the campus, which are to the east and north of the current main campus.

The use of Albert St. as a bus route was challenged as to its designation by the region as a "major collector", a class of road eligible for bus operation. Councillor Ian McLean of Waterloo City Council stated that Waterloo considers Albert St. to be a "minor collector", and therefore, not suitable for buses. But aside from differences in official designations, he argued, Albert St. is essentially a residential street, and therefore, buses should not use it.

The case for using Albert St. deteriorated further when a citizen challenged the claim in the staff report that Albert St. is 9.0m wide, a width suitable for transit vehicles. He stated that he measured the curb-to-curb width of Albert St. as 8.3m.

Councillor Jim Wideman spoke optimistically about the influence of the CTC and strongly in favour of the compromise routing by saying that the CTC bus would not make traffic worse, but would reduce the number of cars on Albert St.

Councillor Tom Galloway defended transit by saying that buses are not inherently unsafe,

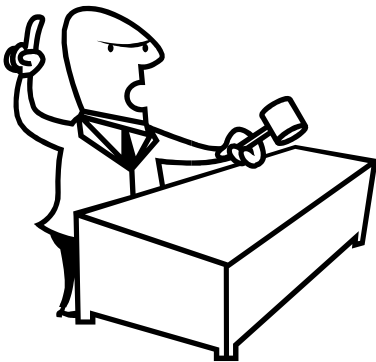
(Continued on page 10)



*"The union is demanding fair promotions.
Need I remind you that none of us would be here if we had that policy."*

(CTC—Continued from page 9) as some people seemed to believe, and that buses have been used to revitalize neighbourhoods.

The compromise routing was defeated. Councillor Galloway then moved an alternate motion that called for the CTC to use University Ave. and King St., in both the outbound and inbound directions. This motion acknowledged that an additional \$80,000 annual cost would be incurred because an extra bus would be required. It also directed staff to



"continue to evaluate the feasibility of transit signal priority along the entire CTC express bus corridor." This motion passed.

Two Questions

An observer at the council meeting might have asked two sets of questions after witnessing the decision-making process:

Did council recognize that it was expedient to capitulate to residents who had barraged councillors with e-mails, phone calls and speeches; that residents had successfully couched "NIMBY" in technically creditable arguments, some of which had been

derived from information prepared by staff for council; and that council had undermined its commitment to the CTC by opting for a route that will have higher costs and reduced effectiveness?

Or did council recognize that residents had provided councillors with facts of relevance; that the idealistic objectives of the CTC express route could not be achieved immediately because of the restrictions imposed by the road system; and that operating an express route through a neighbourhood was not in keeping with another civic objective of keeping large vehicles, regardless of the merit of their service, off of neighbourhood streets?

Either way, the fun begins September 6.

Phil Whitehead



The Rodeo is planned for Sunday September 18th at the Regional Operations Centre on Maplegrove starting at 8:30 am.

Dear Brothers and Sisters:

Please let me take this opportunity to thank all of you who bid on my painting, 'Otter Lake.' A special thank you to Jamie Patterson,



who was the top bidder. Thanks Jamie, your contribution will help a very good

cause; ***The Children's Wish foundation.*** Special note to Wayne and Warren Bell; perhaps we can do this again next year.

Sincerely,
Yours in Solidarity,

Terri Robertson



(Signup-Continued from page 4) suring that all posted holiday spares are accurate. While we who do the sign-ups strive to do our best to ensure 100% accuracy, mistakes do happen. What operators must understand is that it is ultimately your responsibility, not ours, to ensure that the groups you sign for, particularly holiday spares, are correct. There is nothing in our contract which states otherwise.

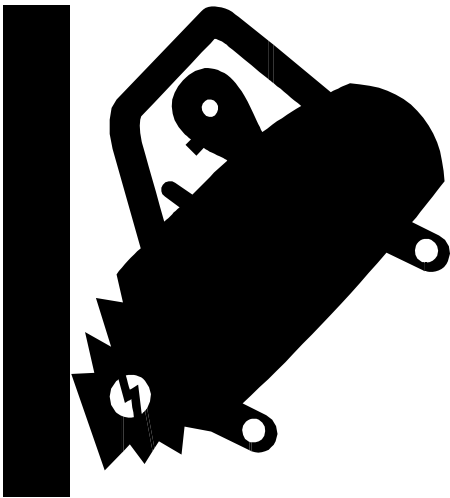
So, please remember that what you see is not necessarily what you get. It is your responsibility to check that what you sign for is correct.

Klaus Bieman

PROJECT '95

Back in 1995, operator Rosemarie Bergmann conducted a survey on the “usefulness” and the “inadequacies” of the Kitchener Charles Street Terminal – affectionately known as “the Downtown Terminal”.

Rosemarie was one of the first female operators hired by then Kitchener Transit. She re-



tired several years ago.

Her survey involved interviewing 175 operators on their thoughts back then about our terminal. The questions asked were:

Did you ever have an accident at the terminal?

Did you lose your T.S.A. safety award for an accident at the terminal?

Do you think it is fair or unfair to lose your award for an accident at the terminal – would you fight to get it back?

What changes would you like to see at the terminal to make it safer for

the public and drivers alike?

The following were some of the many responses from these operators...

“Why have all the walls, people jump over them anyway”.

- The design stinks.
- The approach sucks.
- Everything is too cramped.
- Cut the walls back 20 feet or a bus length from each end.
- T.S.A. awards should not be lost for trivialities.
- Remove the Joseph St. wall entirely (save the trees).
- The terminal was not designed properly right from the start, not logical.
- Screwed up.
- The canopies should be higher and longer, so as not to interfere with buses and not create snow slides or mushy humps.
- Platforms should be cut back in several places.
- Remove all planters.
- There is not enough room for buses to safely pass each other.
- Too many buses were jammed into too small an area.
- Passengers should be educated on how to behave around buses: “people wait for buses, buses don’t wait for people”.
- Speed limit should be strictly observed in the terminal.
- More lighting is necessary.
- The men’s washroom should have more than one toilet.
- No bus terminal should be built on slopes and hills; it should be level
- “I like the terminal; you hit it, you buy it”.
- “Our terminal is a work of art and cannot be changed”.
- “We have a \$10 million terminal...held up by two by fours”.
- Block Ontario St. off to other traffic.
- Enforce “No Parking” on Ontario St. and Gaukel St.

In conclusion, Rosemarie states that the terminal “has been a concern of mine for some time. As you can see from these ideas, I am not alone in my thoughts. Some progress has been made this year, but much more can and should be done.”

Since that time there have been further improvements to the terminal – the dividing walls have been heightened so we no longer have “wall jumpers”; the dividing walls or barriers have been cut back from the ends, and the flower pods have since been removed; platforms have been cut back in a few places, allowing freer movement of buses; speed limits have been posted; platform lighting has improved.

Our terminal is still too cramped, and this problem is becoming more acute as we attempt to service more and more routes through the terminal.

Consequently, buses still are having problems getting past one another.

Canopies are still not extended all the way to the ends, and they are still dumping their snow and slush on our customers, and on us.

The terminal is still on the side of a hill, so much so that unless one really puts their foot into the fuel peddle, you roll back a long way on many of our buses, before they engage.

Cars still interfere with our buses on Ontario, Joseph, and Gaukel Sts.

And, we still have only one toilet in the men’s washroom.

It is obvious from the flaws

(Continued on page 12)

(Project-Continued from page 11) inherent in our downtown terminal, that it certainly wasn't thought out clearly and very intelligently. No allowances were really given for ample bus space to allow for easier bus flow through the terminal. Additionally, why would anyone want build a terminal on a slope? It's like building an airport on the side of a mountain. Kind of dumb, eh?

A good example of how a terminal should be designed is the Ainslie St. terminal. It is relatively simple in concept but well thought out and intelligently implemented. The concept of a central hub without constraining walls gives buses there lots of room to manoeuvre. And, it's built on relatively level ground where the slope isn't as extreme as it is in Kitchener. Therefore, bus rollbacks are not a problem there.

A number of improvements have been implemented over the years, but the consensus remains that we have a lot more to do to improve our downtown terminal.

I'd like to thank Rosemarie for her valuable input, having spent so much of her time putting this survey together back in 1995. Her endeavours did indeed focus attention on the need to improve our terminal – a need to make it more passenger friendly, and a need to create an easier operating environment for our operators.



Klaus Biemann

Changing trends in unionization

On the Level/CUBC/CALM

From 1981 to 2004, trends in unionization rates have changed dramatically across different groups of workers.

According to a study from Statistics Canada, the unionization rate of men aged 25 to 34 fell by almost 20 percentage points, dropping from 43 per cent in 1981 to 24 per cent in 2004. In contrast, the number women aged 45 to 64 who are unionized rose by eight points (from 32 to 40 per cent) during the same period. Roughly one-third of the decline in young men's union coverage was due to their

growing concentration in industries that typically have low union coverage.

About 40 per cent of the increase in the union coverage of women aged 45 to 64 was associated with their growing tendency to be employed in high-coverage industries such as public services. The decline in union coverage of young males has affected their pay rates. It accounts for about one-fifth of the 10 per cent drop in hourly wages young men experienced between 1981 and 1998.

The study is based on data from three household surveys covering the same labour force population over the study period.

"Unionization rate" is defined as the percentage of employees belonging to a union and does not include those who are covered by a collective agreement but do not belong to a union.

In 2004, about 31 per cent of Canadian workers belonged to a union, down from 38 per cent in 1981. Most of the decline occurred between 1989 and 1998, after which the rate became quite



stable.

Unionization in Canada has become more polarized by age, the study found. Younger workers, particularly those under 35, experienced more pronounced declines in union membership than older workers.

Trends in union membership also varied from industry to industry. A sharp decline in the commercial sector was responsible for an overall decline in union membership between 1981 and 2004. Unionization has been historically low in some industries such as consumer services, business services, agriculture, and fishing and trapping. Yet goods-

(Continued on page 13)

(Trends-Continued from page 12) producing and distributing industries, where the union presence has traditionally been higher, also experienced large declines.

Forestry and mining saw the largest decline in unionization for both sexes, falling from 46.0 per cent in 1981 to 26.3 per cent in 1998. Construction and manufacturing came next with declines of nearly 13 per cent each.

Blue collar workers, especially those earning between \$15.00 and \$19.99 per hour, experienced the largest declines in union membership. This is consistent with falling numbers in the goods-producing and distribution sectors.

Declines were also larger among men who had not completed a university degree than among those who had.

Union membership dropped in all provinces between 1981 and 2004. Saskatchewan and Manitoba saw the smallest declines and were still above the national average in 2004.

Rates fell the most in New Brunswick and British Columbia, where particularly large declines occurred in the commercial sector. In New Brunswick, for example, unionization fell by almost half, from 29 to 16 per cent.

Editor, n.
CALM

Note: There are no union meetings during the summer

High premiums with union

*Local 1518 Update/UFCW 1518/
CALM*

Using data from Statistics Canada, York University researchers did a study that showed the impact of union membership on women.

Almost one-third (32.0 per cent) of all women's jobs and 21.8 per cent of all men's jobs are in sales and services, a broad occupational category with the lowest average wage of \$12.34 per hour. Women in private sector sales and services jobs are paid less than men (\$10.95 compared to \$14.29 per hour), and are less likely to be unionized, with union coverage for 13.5 per cent of women compared to 15.7 per cent of men.

Union coverage makes a significant difference for women in full-time sales and service jobs in the private sector. The premium for women is \$3.87 per hour or a substantial 38.1 per cent more than the wage of non-union women. In sales and service jobs in the private sector, the gender gap is reduced and the union wage premium is, in fact, higher for women than men—38.1 per cent versus 27.3 per cent for men. The union wage premium is significant but a bit lower for

women in part-time sales and services jobs. Union women in part-time, private sector sales and services jobs earn an average \$10.71 per hour, \$1.97 per hour or 22.5 per cent more than the \$8.74 per hour earned by non-union women in comparable jobs.

Unionized positions for women in sales and service jobs ranges from highs of 60.8 per cent in protective services (security guards), to 40.1 per cent in child care and home support (mainly in the broader public sector), to 28.6 per cent in travel and accommodation jobs, to 21.3 per cent of cashiers, 14.6 per cent of chefs and cooks, 9.9 per cent of retail clerks, and 6.0 per cent of food and beverage servers.

It is clear that unions have a positive impact upon the wages of women and can close gender gaps in earning levels. Union membership can raise the wages of lower paid women. Unfortunately, union membership among women in private services, especially lower paid women, is very low—and good unionized jobs for women in public and social services are increasingly at risk due to outsourcing and privatization.

The challenge for unions is to increase organizing efforts among women, especially low-paid women in private services and place even greater emphasis on equity issues in collective bargaining in order to shape the overall structure of employment through changes in public policies.



My Take On Things 4 June 05



Sunny South Operators,

Welcome to the Hot Humid Weather!! It has arrived and along with it our A/C wasn't working. That was until Eric was made aware of it then the cool air started flowing in most of our buses.. Thank you to our Mechanics who helped make this happen, let's remember that they are working in a non air conditioned facility also. Al is still not back and it seems it might be some time before he returns. Gerry will now be in charge so maybe some things might happen with regards to other issues.

Well here is the updated items, please check www.caw4304.ca/southops for more details:

Completed Items this Month

A/C Preseason check...too late!!!	Bike racks lowered on old Nova buses.
-----------------------------------	---------------------------------------

Ongoing List

Bells in the 2300's	<i>New bell by end of Summer hopefully!!</i>
High Beam Extension	<i>Might be complete!!!!</i>
Main/Wellington Bus Stop	<i>Moving to Harris Street. Need response from City</i>
Curb cut @ Hilltop/Franklin	<i>Pave and move lines!!! Need City response.</i>
Ainslie onto Main left turn	<i>Going to Council for approval. May 11, 2005 zzzz...</i>
Wheel chair access in the Power Centre	<i>On HOLD. Trying Temporary Terminal.</i>
Priority Signal for Power Center	<i>Still still Ongoing, would you expect different.</i>
Schedule Racks	<i>Jean will talk to facilities!!!.</i>
Directions for Operating Kneeling/Ramp:	<i>May be complete!!!</i>
No Parking on Eagle Street (64):	<i>Emailing city again...</i>
Bench at SDM	<i>To be done, waiting for the Ad Company.</i>
KFC King Street:	<i>Bus Stop repainted. Sometime in the Spring...Summer...</i>
Digital Signs	<i>Seems like this will happen. 6-8 months timeline according to Al. (5-6 months left)</i>
Left Turn at Winston/Queen	<i>Request to the City.</i>
56 stop at Rose/Argyle. Cars Parking.	<i>Will send out bylaw enforcement.</i>
55 stop at St Andrews/Southwood.	<i>Cement Pad to be requested.</i>
54 Bus Stop across from Doyle	<i>Work order sent out to be replaced.</i>
Kitchener Seats	<i>On hold, raised with Eric!!!</i>

(Continued on page 15)

2400 Update:

A/C-driver control pad. Mo doing this week.
 Remote Mirror Driver's Side. ½ done.
 Left side higher/right side lower. ½ done
 Timing of doors: Mo doing this week.
 Retarder Switches. To be done in the future before winter.

New Items as Submitted

2300 Armrests (2)	<i>3" raiser to be installed fleet wide.</i>
Queen Street Parking (71)	<i>Cheryl to look into.</i>

Our next Meeting is scheduled for July 12, 2005, so the DEADLINE for Agenda Items will be July 4, 2005.

Your Voice,
 Zeke
 Working Hard To Be Heard.
 Email: southops@caw4304.ca

There is a library of past minutes and past reports on the CAW4304 website so check it out for items you have submitted.

Website News

An anonymous FTP area has been set up on the site for people to upload files for each other. It is located here: <ftp://ftp.caw4304.ca/>. Username and Password are both **ftp@caw4304.ca**. All uploads must be into the "incoming" folder. The total size of the files are set to not exceed our 1 GB limit. Use as a virtual drop box for fellow members. Another great feature!

Our site now has a chat feature you can try out with your brothers and sisters. Go to <http://caw4304.ca/members/members.htm> (Access codes required) and look for the Union Chat Channel. To start, choose a nick name. The other member does the same thing at the same time. Enter the chat and type away.

Our Collective agreement will be coming out some time in July. When it has been duly signed, it will be available for download at caw4304.ca/contract. Stay tuned.

To contact one of our union officers by email, use the following standardized email forwarding addresses: *(more to follow)*

president@caw4304.ca – Forwarded to Rick Lonergan
vicepresident@caw4304.ca – Forwarded to Greg Jahn
financialsecretary@caw4304.ca – Forwarded to Jacky Eng
recordingsecretary@caw4304.ca – Forwarded to Lorne Smith
chiefstewardnorth@caw4304.ca – Forwarded to Bob Simpson (interim)
chiefstewardsouth@caw4304.ca – Forwarded to Wayne Mastromatteo
accidentreview@caw4304.ca – Forwarded to Laszlo Bori
wsib@caw4304.ca – Forwarded to Paul Lalonde

Ski-A-Thon Total:

Finally, now that all pledges are in, we raised

\$5,328.00

in our 6th annual charity ski-a-thon for the CHILDREN'S WISH FOUNDATION. We thank all sponsors and skiers for their participation. Following are the totals for every ski-a-thon:

2000.....	\$1,600.00
2001.....	\$2,110.00
2002.....	\$4,100.00
2003.....	\$3,900.00
2004.....	\$4,715.75
2005.....	\$5,328.00

There will be a Children's Wish plaque and an official letter from Anne Boehm, of Children's Wish, arriving soon.



Paul Eckmier



Congratulations to Mike Roy on his marriage to Lynda on April 16th. They connected on the #3 Ottawa South run. Another transit romance! Many happy returns.