

## Management's Failure to Be Accountable to Their Employees

*By Rick Lonergan*

We are in the public eye every day. Every move you make is observed by somebody. If a member of the public doesn't like the way you look or speak, or simply wants a day of publicity, all they have to do is make a phone call. If they call The Record, it results in a picture and story. The complainant then gets a wealth of sympathy and support from your employer.

On the other hand, if you are verbally assaulted during the course of your duties, it is not recognized as an assault. Your statement gets scrutinized and picked apart. The perpetrator is given the benefit of the doubt and as there is no consequence for them, they are free to ride another day. Likewise if you attempt to enforce the fare structure, the cheater gets a free ride through a supervisor or security and you become the villain.

Signed customer complaints are taken word for word as they are written, even if they are full of contradictions and fiction. Public perception is taken so seriously that in most cases our members are being unjustifiably and overly disciplined simply to appease the public. When this is mentioned to your employer they justify their unwillingness to support their employees as 'accountability to the public'. They may be accountable to the public, but they are neglecting their accountability to you - their employee.

Management will discipline members who have done no worse than any of you do on a daily basis -

*(See Accountable on page 3)*

## Management Will never Understand That Our Members Are The Region's Most Valuable Assets

*By Rick Lonergan*

I remember hearing from the Region back in 2000 that you were the "driving" force behind the Region and that you are amazing people doing an amazing job. What wasn't mentioned was that you accomplished this even though you endured impossible conditions and that they would try and get rid of you the rest of your career by demoralizing and not supporting you. Nine years later you are still amazing people doing an even more amazing job considering your conditions are even more impossible than they were 9 years ago.

Drivers targeted for public abuse and humiliation because of poor scheduling, lack of equipment and management support. Drivers being both physically and verbally assaulted.

Mobility Plus drivers dealing with impossible schedules.

Mobility Plus Dispatchers/Reservationists constantly pressured to provide rides and fix schedules without the equipment or personnel to accomplish this.

Mechanics and service attendants dealing with some harassing and poorly trained supervisors.

Every day the public takes their frustrations out on you because of poor management decisions. You are the ones they see, not the genius who

*(See Valuable Assets on page 3)*

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**Drive Your Own Bus**

**This edition published  
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**The Oct, edition will  
also be published by  
John Mac Kay:  
Submissions to:  
[informer@caw4304.ca](mailto:informer@caw4304.ca)**

**Next Submission  
Deadline is  
Sept. 18, 2009**

**Bereavements:**

Ralph Dunn

Lewis Randall

**Fruit Baskets:**

*(Some donations to charity in lieu)*



Tyler Whittier

Millicent Davis

Lydia Sigmund

**Attend your  
Union meetings:  
June 17, 2009  
11am & 8pm  
(3rd Wed., monthly)**

Full colour edition of  
*The Informer* is available  
online at  
[caw4304.ca/informer](http://caw4304.ca/informer)

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**The Informer** is a publica-  
tion 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  
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Newsletter Committee reserves  
the right to edit for clarity and  
fact. Material of a sexist, racist  
or defamatory nature will  
not be printed.

(**Accountable** from page 1)

for performing your expected job duties. Have you ever said something to a passenger and had it taken out of context, or been accused of being rude? You did not have a complaint submitted so nothing happened to you. If that person had nothing better to do they would submit a complaint and you would be disciplined even though you did nothing wrong. Have you ever been verbally assaulted on the job? You submit an incident report and yet you are still expected to carry the same person who assaulted you. Or you confront a passenger with no fare, invalid pass, etc. and are instructed to carry them anyway.

In the majority of these cases our members receive absolutely no support from our employer. Recently, loyal, dedicated, and commended employees have been disillusioned and disappointed in their employer's handling of such incidents. The Union has to take all these cases seriously and pursue them as far as they can to support the employee, who in these cases is the victim. Allowing the public to prevail at the expense of our members, in all cases, without opposition from us would make us just as bad as the employer. In their opinion, you are expendable and the public is not. Their inability to support their employees only gives the public complainers, fare cheaters and verbal abusers credibility and the fuel to pursue their activities.



(**Valuable Assets** from page 1)

implemented whatever policy or procedure that you are trying to enforce. It is so much easier to blame you for everything because management would be spending all their time justifying to the public why they have jobs. They are waging a war with their employees and coming act you like you haven't seen before. Those of you who haven't been in the thick of it be thankful, but eventually one of their henchmen will be waiting for you.

Don't forget safety and double standards. The Health and Safety minutes from a few years ago mention that 15 buses will be outfitted with cameras by June. A threat risk assessment was completed by a consultant and the results would be shared within 2 months. As of now we are still waiting for both. It appears that there are too many threats in the results so they want to hide them. They would rather put you at risk then spend some money. The MOL ruled that buses had to pull over to use the transit radio for safety reasons. It appears that that did not suit them so they never posted or enforced that one. They will enforce that you are wearing a backup safety communications device due to public perception. Wait till you hear how they mislead everyone on the bus stop announcement scheme.

Without you GRT would collapse. You are doing an amazing job. You really do something impossible every day. You make management look good. That's why you are their most valuable asset!

# May 1, 2009 Work Refusal

By *Monica Menner*

There is serious risk when we are forced to rely upon the Employers radio system in the event of an emergency. **FOR THIS PURPOSE** a work refusal was initiated on Friday May 1, 2009 regarding the following posting by the Employer:

Finally the practice of "wearing" a Bluetooth or any other communication device while driving will no longer be permitted effective May 1st. **Employees were temporarily**

**allowed to wear these devices in the event of an emergency to provide quick access to communication if the Radio's emergency feature was not working.**

The pre trip inspection now includes a test of the radio and emergency communication system and the buses radio system is to be relied upon for business and emergency communications.



The Ministry of Labour was called in and Darlene Wilson and I presented the case for the need of a separate back-up system from the Employer's radio in the event of an emergency.

We discussed the absence of violence prevention or de-escalation training. **(Contravention of 25-2(a) of the Health and Safety Act)**

Radio checks only test if the circuit is functional but it does not test transmission, LID Number, whether the radio switches to emergency channel, or supervisor and police response. **(Contravention of 25-1(b) of the Health and Safety Act)**

We discussed that only one of the six JHSC recommendations was ever completed. **(Contravention of 25-2(h) of the Health**

**and Safety Act)**

We discussed that when Nova buses were not running the radios were not functional, add to this the Smart Driver training which instructs us to reduce idling by turning our vehicles off.

We discussed the inconsistency in Supervisor response and provided documentation on a bus alarm that was activated on April 17, 2009. It took over 30 minutes to make contact with the driver. Contact was only made when the driver showed up at the dispatch window. Police were not called. We also provided documentation of an incident where an alarm was activated in a bus, and it took 40+ minutes for a supervisor to make any contact with the operator. Again, Police were never called.

We discussed the lackadaisical attitude of supervisors and police in responding to emergency call police on our signs, due to the numerous false alarms. We quoted one specific incidence where Police took one hour to contact a supervisor regarding a "Call Police" sign seen on a bus, and told the acting supervisor the reason for the delay was that we were "low priority".

We discussed how **police are called off** if supervisors cannot make radio contact within the first two minutes to confirm whether police are needed.

We discussed an operator assault which occurred at the end of March 2009 and how the driver was pushed up against the window and repeatedly punched, preventing him from radio access and pushing his button.

We provided documentation on bus 2605 which was written up for a faulty radio on April 29<sup>th</sup>, 30<sup>th</sup> and May 1<sup>st</sup>, 2009 consecutively and put back into service each day with the same defect!

We performed a destination sign test on 3 separate buses – ALL of them failed.

An operator provided testimony concerning an incident which occurred during the very time the MOL Inspector was investigating. The operator explained to

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the MOL Inspector that her call to supervisors were not taken seriously, and after approximately 15 minutes of carrying a passenger who was threatening that someone was going to get knifed, it was a passenger on the bus who called 911 from her cell phone and police immediately responded.

We discussed a Threat Risk Assessment and recommendations that the Employer is with-holding from the JHSC and workers. (*Contravention of 25-2(m) of the Health and Safety Act*)

We even discussed that the OHRC requires a back-up system for automatic bus stop announcements in the event the automated system fails.

Despite the overwhelming evidence we provided of the employer's negligence towards the health and safety of their employee's, the MOL inspector stated that he could not tell the employer how to run their business. He further went on to state that there is some violence prevention training provided by the Employer (*to which we did not agree*) and there will be new legislation in the future concerning training. Considering that a silent panic button was available and there was an opportunity to use the radio for communication (*apparently it only matters that it's there and not whether it's working*) and considering the employer does allow us to carry our cell phone, we can use it as a back-up to call 911 in the event of an emergency.

Therefore his ruling on the work refusal was that it was *'not likely to endanger'*.

The bottom line here is that we are working alone out there and we cannot rely on the Region's system to protect or rescue us from an assault. We will receive a much faster and more assured response calling 911 then we will from a supervisor. This is proven on a weekly basis.

Even the MOL Inspector said he would use his cell phone in our shoes, and did not understand why an employer would not allow a worker to have their own back-up system.

Should you be approached by a supervisor regarding alleged cell phone or blue tooth use, make sure you are offered union representation before any conversation takes place. If you decline representation you should be offered a waiver to sign. Any conversations regarding this issue WILL lead to discipline and you SHOULD be offered union representation, as per our contract.

### With regard to our transit radio's

Our current blue tooth and cell phone notice states that there is no requirement to verbally contact dispatch over the air when performing a radio check. It further states that the 'red' transmit light confirms the test is successful. This is FALSE. Please be aware that the red transmit light only checks that the circuit is functional, it does not guarantee that the radio will transmit.

Further, when testing the destination sign during your pre-trip inspection please be aware that the destination sign should ONLY display 'Call Police' on the front of the bus. If you have a bus that displays call police on both destination signs - please write it up as a defect.

If you absolutely must use the transit radio, please pull your bus over first. Our June 26, 2007 Health and Safety Minutes, item number 37 under Safe Radio Procedure shows: "MOL states that buses should be stopped when an operator is talking on the radio".

In Solidarity  
Monica Menner  
Refusing Worker  
Chief Steward (North)

**Drive Your Own Bus**



## NOT JUST WORDS...

*By James Devine*

A dog has so many friends, cause it wags it's tail instead of its tongue.  
 A closed fist shakes no hands .A wise person who angers...is no longer wise.  
 Every path has its puddles.  
 Age is something that doesn't matter, unless you're cheese.  
 You know your children are growing up when they stop asking where they came from and refuse to tell you where they're going.  
 No one has ever become poor by giving.  
 The weak can never forgive; forgiveness is the strength of the strong.  
 Trust yourself! You know more then you think you do!  
 It is impossible for a person to learn what they think they already know.



James Devine with Reefer on left and Coco on the right.  
 Pic. James Devine

## Respect Your Presidential Directive

*By Klaus Bieman*



Our President, Rick Lonergan, issued a directive a few weeks ago asking operators not to use bus radios while vehicles are in motion, and to refrain from unnecessary use of the bus radio, that is, radio chatter. I would like to thank those operators that have to date adhered to Rick's directive.

I'd like to remind all of our operators that by ignoring presidential directives, or any other union directives, it will only hurt our cause and that it demonstrates real division and weakness to Management. Remember - attempting connections or obtaining information through the use of a bus radio while the bus is in motion, particularly so with a passenger at your side that is asking you - is extremely distracting and could have serious consequences for you. In fact, the Ministry of Labour has ruled that you must stop your bus before using your radio. So, do it!

Management thrives on double standards. It forbids the use of Bluetooths as backups to a flawed radio system, but has no problem with an operator using the bus radio irregardless whether the bus is in motion or not. If it's convenient for Management, that's OK. Well, it shouldn't be OK for us.

Follow union directives. Such directives are meant to protect you, and adherence to them demonstrates firm resolve, strength and solidarity by the membership towards Management.

In recent weeks we have witnessed a series of events in the news media (The Record) that vividly shows just how much the public dislikes us. We can thank Management's lack of support through the negative statements they used against our operators while talking to The Record, and The Record's willingness to publish incendiary comments, many of them false and misleading, by some elements of the public about us, that

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**Drive Your Own Bus**

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have resulted in nothing less than a public witch hunt directed against our operators.

Throughout that whole episode of operator-bashing, there was not **one** voice of support from the public towards our operators. Yet, these are the very same people that we are expected to provide services to in a professional manner with smiles on our faces. How degrading! All the while our employer has literally done **nothing** to support us publicly. Our employer never once, in our defence, voiced to the public the demanding job that we do in a professional manner every day, and further, on the many community services that many of our operators and other union members are involved with, such as the fund raisers for The Children's Wish Foundation, and the volunteering of our time for such endeavours as the annual Christmas Lights Tours for seniors.

Our employers and Management have a dismal track record in relating to the public the good things about us, that in fact we are caring individuals who are involved within the community, and not just some "assholes behind the wheel". Sadly, they instead focus on the negatives - threatening operators with suspensions in their attempt to appease the public.

There are two ways of running a company - one is through harmony, and the other is through dissention. The recent behaviour of our employer has convinced me that the latter is true.



## Elvira's Corner

*By Pam Martin*

Hi everyone, Elvira's back, checking in to make sure everyone is having lots of fun playing in traffic, and to remind you on the few things.

It is getting warmer and closer to summer holidays. Guess what that means, NO MORE SCHOOL RUNS for the summer. YAAAA!!! But that also reminds me I have to pay more attention to children running after their run away balls. Kids thinking its ok to run out between two parked cars without looking. Just children in general, doing what children do best, give us all heart attacks. So just keep in mind while you're driving around playing in traffic to keep an extra eye on those children not paying attention. The last thing any of us need is a mishap.

So keep smiling and having wee fun. **Life's to short to be grumpy.** Enjoy your summer. Wave at you later.



# The Informer Just Turned Seventeen

By Wayne Bell

In April, 1992, The Informer was published as the voice of CAW local 4304. It had some humble beginnings with the newsletter put together with a combination of typewriter and computer. A lot of it was cut and pasted on a sheet of paper and then photocopied by a commercial printer.

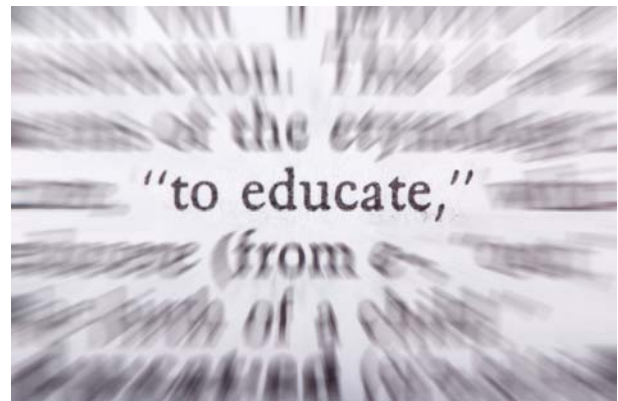


CAW 4304 librarian John Mac Kay and Wayne Bell look over the leather bound copies of the history of the Informer, Wayne has presented to CAW4304 library. Pic. Wayne Bell

I became the editor in February of 1996 and I used a computer almost exclusively to put it together. I changed the size to a tabloid format from a stapled 8 ½ X 11. It is this format that we currently use. Even though the computer was a big part of the process, it still had to be mocked up onto spread sheets for photocopying. The sheets had to be put in the correct order for the copier, i.e. page 1 went with page 16, 2 with 15 etc. in a 16 page publication.

By 1999 the process became what it is today in that it is totally done on the computer and then sent electronically to the printer. It became a much simpler and cleaner copy.

When I took over the publication there were a lot of loose papers in boxes of past publications. For posterity sake, I thought it would be a good idea, at my expense, to have copies bound into volumes and keep it for future reference. I would like to hand these bound copies over to the union local for use in its library for all time. The experience that I obtained while being the editor and publisher of The Informer is a craft that I always enjoyed and will always remember. I thank the union for giving me the opportunity to achieve this trade.



John and Wayne going over the only hard copies in leather of the Informer. There are complete electronic copies available on line at [caw4304.ca](http://caw4304.ca) You may view or look at any material on hand in the CAW library by request. Pic. Wayne Bell

## A Point of View

*By Gino Chirila*

My name is Gino Chirila. These days, I will be celebrating 8 years since I applied for a bus operator job. Where all this time went, I don't remember. All I know is that I really like what I am doing for living and I'm doing fine. Over these years, I learned that we are exposed to high levels of stress produced by weather and traffic conditions, time scheduling, customers' demands and complaints, poor technical standards of the vehicles, managerial directions, and sometimes... stress produced by ourselves. Today I would like to share with you my point of view on the importance of respecting the personal space of a bus operator and its role in stress management. For me it is very important how I do start a day of work because it helps me out to keep a low profile on things, later in the night. When I take over a bus from another driver I am always waiting out of the driver's doors and I am blocking with my body the doors giving time and space to my release driver to get off the seat, to take his belongings, and to decently leave the bus. If I have ever taken over your bus in last 2-3 years you would already know all these. Why I'm doing that?

The driver has finished his shift and is rushing home, is tired and he deserves a minute. It is my way to show my respect for the driver's work regardless who she /he is. I consider it is my duty to pick up the passengers who are waiting for the bus. I hope somebody else is going to do the same thing for me later in the night. I avoid any interpersonal misconduct with a driver who has maybe had a bad day. I really like when the driver who steps out is smiling saying: "Thank you Gino". And here you go! I didn't start to work yet, but I did something good for somebody. Therefore, I fell great. We are here at GRT more than 500 drivers and same 500 ways to carry out the job. A little more tolerance and respect will not hurt anyone.



Gino Chirila shown here relaxing with some feathered friends. Pic. By Unknown

## Drive Your Own Bus

## Thank You

*By Shawn Legary*

Thank-You to Everyone...

I would like to thank everyone who voted me in as the new scheduling committee member. Since that time, I have been to two meetings and have begun to see numbers in my sleep. This position is a great challenge and I look forward to making things run more smoothly for the drivers and the system.

If anyone has any concerns or complaints with the scheduling you can give me a call or email anytime and I will see if anything can be done about the matter. Sometimes we miss things that appear in the new groups or schedules, and we need you to inform US (Monica, Klaus and myself) about these.

# ARE YOU AT RISK?

By Jacky McKie  
Woman's Committee

A stroke seems like something that only happens to other people. People who are older, in poor health, or those who have heart disease. But in reality, stroke can affect many different kinds of people. Stroke is more common in men than women, but more than half of total stroke deaths occur in women...

A stroke happens when blood can't reach the brain. This can happen for two main reasons: a blood clot or other blockage in an artery that keeps blood from reaching the brain, causing a stroke; or a blood vessel bursts, causing a hemorrhagic stroke.

## ***What Risk Factors For Stroke Can't Be Changed?***

**Age** - The chance of having a stroke doubles for each decade of life after the age of 55.

**Heredity** – Your stroke risk is higher if a parent, grandparent or sibling has had a stroke.

**Prior stroke, or heart attack** – The risk of stroke for someone who has already had one is many times that of a person who has not.

**Being African- American** – Sickle cell disease is a genetic disorder. Blacks and Hispanics with this disease are less able to carry oxygen to the body's tissues and organs. These cells also tend to stick to blood vessel walls, which increase their risk for stroke.

## ***What Stroke Risk Factors Can Be Changed, or Controlled?***

**High blood pressure**– HBP is the most important controllable risk for stroke.

**Cigarette smoking** – The nicotine and carbon

monoxide in cigarettes damage the cardiovascular system in many ways.

**Heart Disease** – Atherosclerosis (clogging or hardening of the arteries), A carotid artery narrowed by fatty deposits may become blocked by a blood clot. Also diabetes, sleep apnea, and migraines put you at risk. Those with coronary heart disease or heart failure, heart valve disease and some types of congenital heart defect also raise the risk of stroke.

**Physical inactivity and Obesity** – Being inactive, overweight or both can increase your risk of HBP, High blood cholesterol, diabetes, heart disease and stroke. Try to get a total of at least 30 minutes of activity on most or all days.

**High Cholesterol** – People with high blood cholesterol have an increased chance for stroke. Diets high in saturated fat and trans fats can raise blood cholesterol levels.

People who have these risk factors should make lifestyle changes that can reduce the risks.



## ***TIA AND STROKE***

TIA - Transient ischemic attack, (mini stroke, pre-stroke), can't predict when a stroke will occur, however; it serves as a warning flag of your increased risk of a stroke. TIA is only temporary, usually causing symptoms for no more than five minutes. TIA, like an ischemic stroke, is caused by a blood clot blocking an artery and preventing blood flow to an area of the brain.

**KNOW THE SYMPTOMS:** The warning signs of a stroke may include:

- \*Speech problems, slurred speech, or difficulty speaking or comprehending.
- \*Visual problems like a sudden change in vision or sudden double vision
- \*Numbness of the face, weak arms or legs,

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weakness on one side of the body

\*Balance problems, such as trouble walking, dizziness, loss of balance or coordination

\*Painful headache that comes on suddenly and has no known cause.

If you have any of these warning signs – even if they go away in a few minutes – it’s likely a TIA. You should seek *immediate medical evaluation*, because you never know how far behind a stroke may be.



### Online Detours

We have just launched a new page in the public area of our website. You can now download any detour in the KW area from <http://caw4304.ca/detours>. This page is maintained by Monica Menner who gets the detours from Cheryl McGill.



### Mike Hogue Sister's World Trip Continues

Some Issues ago I published this web site and the journey continues.

( Goingeast.ca ) For the incredible journey of Mike's sister and brother in law .Check it out.

# GOLF GOLF GOLF

By Kelly Hearty



Yes the season is upon us. Avid golfers, occasional golfers, tournament golfers, or just you love a great day of fun and games golfers.... Its time for the 16<sup>th</sup> annual Dick Struthers Memorial Golf tournament... Taking place at Cambridge Golf Club, Sunday September 27<sup>th</sup>, 2009, all proceeds of this tournament go to sponsoring a children with the Children’s wish Foundation, Kitchener and Area Chapter. This is one of the major fundraisers our



membership works together on to make it a huge success. This day is a great way for all to share. Our day will start with a brunch at the golf course, followed by warm ups with a bucket of balls, then we will do a round of golf, afterwards, while enjoying a steak dinner, there will be awards, raffles and prizes. This tournament is a great opportunity for all our members of CAW 4304 to join together regardless of location or department and enjoy one another’s company as we raise money for this worthwhile cause. We work together in solidarity. When an opportunity like this comes about it takes a lot of teamwork to organize, Kelly Hearty and Doug Young have stepped up for the challenge this year. Anyone wishing to help by getting donations or in any other way



please see one sheets are be picked-up (K), Doug Dillion(C). the



Donation ready and can from Kelly (K) or Andy Keep watching information

bulletin board for more details and the signup sheets. Golfer or not lets join together to make this event successful.

See you on the fairway.....

# Northern Survey

By Agent Wannabe (a.k.a. John A.)

## INTERIM REPORT FROM THE LAND OF MILK AND HONEY IN THE NORTH:

So far my mission to spy out the Promised Land in advance of an invasion from the South has gone according to plan. Together with Agent Nandor, we've been able to infiltrate their ranks and learn their customs without being detected. I have also been able to contact our first spy, Agent Lonergan, but have once again failed to convince him to return to the South. It seems he has gone native.

Life in the North does seem to be a far cry from my former life in *Egypt*. Just as I arrived in April, there were many schedule changes labelled "adjusted for schedule adherence." This has moved the North one step closer to a **more "reality based" scheduling system than the South** has.

We owe a big debt of thanks to Mr. Lonergan, along with the rest of the Scheduling Committee, Monica Menner and Klaus Biemann, for their hard work. I'm looking forward to what some further tweaking will yield. Improvements to scheduling not only reduce one of the greatest stresses that drivers have, but it also greatly improves the reliability of our transit service.

Another different scheduling feature here in the north is staggered runs. Not all the buses leave the terminal at the same time. They have a mix of 30 minute and 45 minutes runs here in the North, whereas the South works on all 30 minute runs. This could be used as a way to fix tight run times in the South.

Yet another feature in the North is the amount of inter-lining that occurs during your shift. Usually,



one route inter-lines into a different route, which in turn inter-lines into a third route, and so on, until you have covered half of the city. It rather reminds me of my highway-coach days. It really does help break up the monotony to be able to tour around the city this way, although you do have to keep your itinerary close at hand.

Other small differences are the fact that all the drivers actually stock their buses with route maps here. The drivers also seem to use some three-digit code to address each other on the radio, which I'm still trying to decipher. My name seems perfectly suitable. Car arrangements between drivers are much harder to come by here, due to the sheer number of people that you deal with. And when the drivers have to take the bus back to the garage, they actually sit down like regular passengers, rather than congregate at the front, chatting with the driver.

And then there is the interesting morning ritual I like to call "The Newspaper Social". For whatever reason, the Read & Ride program only supplies about half of the buses with newspapers here. Why they completely miss delivering to 50% of our buses remains a mystery. But the result is that if your bus has papers, it gets mobbed by other drivers seeking their copy. I've had four or five drivers come and almost empty out my bus of newspapers. But this all creates a nice social interaction each morning.

Another social aspect is the ever present card games in the driver's room. No matter how early I arrive at the garage, Ned (aka The Rooster) is always there already playing cards. It is the same thing down town, where a card game is always on the go during lunch breaks.

One of the most encouraging things that I experienced was the **warm welcome** I received when I arrived. Dozens of operators went out of their way to help me in any way they could. On my first day in the North, the spare operator was able to



"HE WAS ON THE PHONE!"

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arrange for a better bus for me. They showed me where to get the plastic garbage bags for the buses (they don't stock them on the buses here). And when I was going the long way around a detour, two senior operators called me to let me know what the correct detour was.

I'll never forget Tony calling me on the radio and saying, "You're looking good, John A.". These are just small things, but they really meant a lot to me. My thanks to each one who helped make my transition to the North an enjoyable experience.

This leads me to another myth that I believed before coming here. For years I always said that I wouldn't want to work in the big city because generally people tend to be less friendly than they do in a small town. And the operators would have to be a tough bunch as well to be able to work in that environment. But this is simply not true. Particularly in Waterloo, I've meet some very friendly people. In general, I've found the people in the North to be every bit as friendly as they are in the South. It just goes to show that people treat you the way you treat them.

I hope that my brothers and sisters in the South don't mind that I didn't make this report in person. I realize that I was supposed to survey the land for 40 days and then return to the wilderness with my report. But now that I've experienced life in the *big city*, **I think I'll stay**. This move was just what the doctor ordered, and once again I really enjoy going to work each day. So if anyone asks, just tell them that I am still on my **northern holiday**.

## ENVIRONMENTAL ISSUES.

By Laszlo Bori

If you recall, Al Gore went around warning the World about "Global Warming". He has now changed his mind and decided that we are having a "Global Climate Change". Unfortunately the Obama people did not get the office memo.

On January 26, 2009 President Obama changed

the CAFÉ (corporate average fuel economy) standards, from the current 25 mpg to 35 mpg by 2011. Then he wants another increase to 37mpg by 2016. This, according to Obama will reduce America's dependency on oil and reduce CO2 emissions. In reality, this change will end the North American love affair with powerful, rear wheel drive, V-8 engine cars. If you think that our auto industry is in trouble now, you have not seen anything yet. The very cars that people want will not be sold by North American auto makers, but by European and Asian car manufacturers.

The system in place now allows car makers to build small cars with 35 mpg ratings to offset their poor fuel economy of cars that get only 15mpg. In order to maintain the 35mpg average, mandated by Obama, the small cars of the future would have to get 55 plus mpg, so that the auto industry could continue selling bigger more powerful cars. We will all have to drive micro mini cars in the future. These cars will be expensive, they are death traps, and because of the small fuel tanks, and limited cargo space, long trips are out of the question.

Unfortunately that is not what the public wants. According to Automotive news, G M sales were down 41%, their small car sales were down 50%. Leading the pack was the Chevy Cobalt its sales fell by 54%. The only models that sold above expectations were the Mustang, Viper, Challenger and the Corvette. New emission standards are on the horizon, requiring older cars to meet new stringent regulations. It will be the government's way of forcing people to junk their old cars and buy new ones.

The increased fuel economy of future cars creates another dilemma, with less gas used, less road tax will be collected, resulting in poorer roads, or a big increase in tax on gas. When gas was at \$1.50 a liter, Diesel was \$1.60. Now that oil prices have dropped gas should be at .70c a liter, but it stands at .95c a liter while the cost of Diesel is .77c a liter. The Government allows Oil Giants to manipulate gas prices at will. No matter how much the public is upset by the high cost of fuel, nothing is going to change. The Government wants its TAX and the oil giants want their profits.

# The Class of March 2009 New Drivers Committee



First row: Ron DiTmaso, Krista Crwikshank, Norma O, Neill, Tom Peichl.  
Second row : Warren Zieger, Don Hislop, Romuald Mikolajek, Theresa Laflamme, Freeman Puruis.  
Pic. Dan Pope.

## Thanks to Tony Brooks

*By Tony Brooks*

Hey John just letting you know the coffee sales are going well. The first 2 months \$130.00 was raised for the Children Wish. The next month \$65.00 went to driver Yvon Hache and wife Kim for ride for MS. Last Monday with my Plattsville hockey tournament and the GRT coffee fund \$755.00 was donated to the Poster Boy for Grand River Cancer Center. I would like to Thank everybody who makes the coffee and cleans up and lets me know when something is needed. If any operator North or South would like a months coffee money for one of there own Charity just let operator Tony Brooks know .

### Submission Guidelines

All submissions to The Informer must be in electronic form and submitted as an attachment by email to [informer@caw4304.ca](mailto:informer@caw4304.ca)

Submissions in **Microsoft Word** are preferred. Font is Times New Roman, size 12.5.

If you can, please attach a recent photo of the author, and other related photos. Do not compress your photos when emailing them.

# C.A.W 4304 Family Day

*At the Ball Park!*

Sunday June 14<sup>th</sup>, 2009



Toronto Blue Jays

vs.



Florida Marlins



*(First pitch at 1:17pm)*

Only 80 tickets available get your 200 Level Outfield seat plus a \$10.00 refreshment voucher at the Sky dome!

**Cost per person \$35.00**

To get your tickets please Contact:

**Jackie McKie (519) 589-9570 or John MacKay (519) 496-3954**

## Transportation arranged by CAW 4304.

**Bus#1: Zeller's Parking Lot (Strasburg Rd) 10:30AM  
Departure (Return After Game)**

**Bus#2: Chuckee Cheese (Hwy/24) 10:30AM  
Departure (Return After Game)**



# Union Works

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*By Monica Menner*

## Cell Phones and Bluetooth Policy

Should you be approached by a supervisor regarding alleged cell phone or blue tooth use, DO NOT speak to them without a union representative present. If they suspect you of using these devices they should only remind you of the policy and ask you to remove the device. Any conversations regarding this issue WILL lead to discipline and you SHOULD be offered union representation before any conversation takes place. If you decline representation you should be offered a waiver to sign, as per our contract.

## Transit Radio's

If you absolutely must use the transit radio please pull your bus over first. Our June 26, 2007 Health and Safety Minutes, item number 37 under Safe Radio Procedure shows: "MOL states that buses should be stopped when an operator is talking on the radio".

## OHRC/Bus Stop Announcements

By the time of this print management will have received a copy of the ergonomic assessment that was performed on May 7, 2009. The Region is planning on moving forward with this. The Union continues to push for an automated system and more information will follow once the assessment is complete.

## Camera's on Buses

Budget approval was obtained for cameras on 15 buses in 2007. The money is just sitting there awaiting results of a threat risk assessment which management has not released. The union is pursuing the installation of these cameras.

## Paystubs

There continues to be errors on our pay. Please check your paystub carefully and if you notice any discrepancies contact a union

representative who will go over it with you. Some items to check are: Current wage, in-service training for crew value, sick hours if applicable, overtime, travel time and crew value for stat holidays.

## Public Awareness Campaign

Local4304 would like to launch a Public Awareness Campaign to counteract the negative publicity our members have been subjected to through the media. We are looking for volunteers from ALL departments to assist and participate in this endeavour. Please express your interest in participating to [publicawareness4304@mail.com](mailto:publicawareness4304@mail.com)

## CAW Website

There is some new additions to our website. One is a Violence Prevention page where you can obtain information on what this group is up to and what resources are available to you. Also included on this page will be any upcoming court dates concerning driver assaults. The union is encouraging members to attend in uniform to show support. You can access this page at: [caw4304.ca/members/violenceprevention/](http://caw4304.ca/members/violenceprevention/)

We have also included a detours page which lists all current and future detours that you can access from home. This page can be accessed at: [caw4304.ca/detours/](http://caw4304.ca/detours/)

## April By-Elections

I would like to extend my warmest thanks to all those members who supported me in the Chief Steward and Violence Prevention positions that were available in our April By-Election. Thank You!

*An employee has a legal right to say, "If this discussion could in any way lead to my being disciplined or terminated or cause an effect on my personal working conditions, I request that my union representative be present at this meeting. Without representation present, I choose not to participate in this discussion."*

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