

An Open Letter to the Membership on proposed By Law changes propaganda

I'm not sure what drives it. Whether it's intended to hurt our Union for ideological reasons, whether the person is just mean spirited by nature and wants to hurt others or maybe its more complicated and this person's bad life experiences cause them to think everyone is bad and therefore do everything with ill intention. Or... maybe it's simply them projecting themselves on others?

The result seems to be that some people just want to hate, and they want to drag as many unsuspecting people along with them down that path.

Although these people are few and far between, they can be very damaging to those they target.

This type of person always needs a victim and although in this particular case the target is every Union Representative, in actuality, the victim is every Union Member who's working conditions and benefits are secured by the solidarity of a unified work force.

The following **highlighted** *italicized* text was recently posted in a chat group called "Big Bus Cash Work and Concerns", by a person named "Rakesh" and was endorsed by "Dilpreet Brar".

Every Member is entitled to their opinions but when their comments are shared as outright lies intended to cause harm, the only way to respond is bringing the discussion out in the light of day.

To that end, the following information is intended to accurately clarify the proposed By-Law changes and to dispel any lies put forward on "Big Bus Cash Work and Concerns".

Please feel free to post this there and anywhere else you feel is important.

The Union proposed Bylaw Changes:

- Increasing the Union Officer's pay from \$49.76 to \$56.45

WAGES

"The Full Time Officers shall be paid a base rate of ~~forty nine dollars and seventy six cents (\$49.76)~~ **fifty-six dollars and forty-five cents (\$56.45)** per hour (December ~~26 30, 2016~~ **2024**) based on 80 hours bi-weekly. Any additional percentage increase negotiated with the City of Calgary and ATU 583 Collective Agreement shall be attached to the base rate."

There is no proposed increase to the Officers wages. The proposed changes below are house keeping. Since 1995 when the wage was 25.50 per hour, the by laws have stated that any increases to that wage are the same as what every member receives through collective bargain. That is exactly what has happened. This is housekeeping and has not been updates since 2016. Over 9 years ago. This Executive Board is always transparent and the change simply keeps the Membership up to date on the current wage.

To suggest this is a proposed wage increase is a lie.

- Increasing per diems and honorarium per month (expense money)

ARTICLE 106

EXPENSES

“Full Time Officers shall receive a monthly amount of ~~twenty-six point zero cents (\$0.260)~~ **thirty-two point seven cents (0.327)** each per member of the total membership as shown on the Local’s books for the previous month to defray out of pocket expenses incurred in the work of the Local.”

As per the by laws these rates are adjusted each year bases on the Calgary Consumer Pricing Index. In the interest of transparency and accountability to the Membership, this Executive Board is updating the current information for accountability purposes. Again, this information is housekeeping.

“The Chief Stewards as outlined in Section C, shall receive ~~fourteen point two cents (\$0.142)~~ **seventeen point nine cents (0.179)** per member per month as shown on the membership list of their respective bargaining unit.”

Again, this information is housekeeping exactly the same as above.

“Executive Board members except for those previously mentioned shall receive ~~seven point one cents (\$0.071)~~ **twelve cents (0.12)** per member per month as shown on the membership list of their respective bargaining unit.”

Again, this was adjusted by the CPI to 8.9 cents with a small bump of 3.1 cents to make a one-time adjustment to cover expenses that didn’t exist 50 years ago when these compensations were designed. (cell phones and driving hundreds of miles more than 50 years ago.)

“Shop stewards shall receive ~~four point two cents (\$0.042)~~ **eight cents (0.08)** per member per month as shown on the membership list of their respective bargaining unit.”

Again, this was adjusted by the CPI to 5.2 cents with a small bump of 2.8 cents to make a one-time adjustment to cover expenses that didn’t exist 50 years ago when these were designed.

Honorariums are to defray out of pocket expenses incurred in the work of the Local.

All above expenses shall be adjusted by the City of Calgary C.P.I. in February of each year.

There are no proposed changes to anyone’s Honorariums either. This is housekeeping with the intent of being open and accountable to the Membership.

- Removing the Law Firm from holding ballots. Death of accountability.

Again, this is not true. There was never a law firm assigned to our elections. There is an accounting firm and that is in place for the next election. For this election which is taking place in three months, nothing has changed. It is mail out ballots with an accounting firm holding the ballots until election night.

For future elections of Union Representatives, so beginning in December 2028, there is no purpose for an accounting firm to hold any ballots as it would be done through a secure electronic voting process.

Just one and a half years ago this same group submitted by law proposals that were struck down by the International because of the unconstitutionality of the proposed processes. The International President wrote a long letter advising the members to think wisely about proposed changing that would prevent large segments from voting.

The International suggested we look at electronic voting as they approved it within the Canadian voting procedures.

These members tried to claim the current set up was tainted and wanted it changed. The Executive has proposed these changes based on those perceived concerns.

Delegates to the International Convention remain by mail out ballot due to ATU International rules and our proposed bylaws comply with that.

- Limiting members' ability to vote with show of hands. If someone is fired, union will decide if they take case forward. Not members.

The majority of votes will still be by hand. Matters of importance to the Membership as a whole would now be available for the entire membership to vote due to a safe and secure electronic voting process approved by the International being in place. This would include things like voting on memorandums and even arbitrations. This allows the participation of every single member on directing your Union activities.

- Requiring 1 hour attendance at meetings for election eligibility. Union will decide who can run in election.

The By Law in part reads "A member attending fifty percent (50%) of all meetings held within their respective bargaining unit, commencing with the January Union meeting each year, will be refunded a cheque in the amount of one hundred and fifty dollars (\$150.00) by year end. To receive credit for any meeting, the member must attend for a minimum of ~~30 minutes~~ **one hour (60 minutes)** or the entire meeting, whichever is less. There will be"

The purpose of the refund and meeting credit is to recognize Members participation. The minimum time to attend goes back many years. A few Members would sign in and leave so the 30-minute minimum was put in place. In recent years the meetings have gotten longer and often we are still on the Grievance Reports which is only the second item of the agenda. One hour per month is a small investment for a \$150. meeting credit. And to be eligible to represent your Union, you need between 8 and 12 meetings in a 36 month period. That would be between 8 and 12 hours rather than the current 4 to 6 hours. Not an unreasonable expectation to hold Office for a 4100 member Union.

- Requiring 50 attendees for legal meetings. If less than 50 attend, union will decide all motions and expenses to be paid out. Members have no say. Death of democracy!

Again, this would increase the participation of the entire membership and prevent small special interest groups from bullying members in attendance and controlling the membership of 4100 by a group of 25 people. The quorum for a meeting has been at 25 members for well over 40 years when we had one thousand members or so. We have quadrupled in size.

For the record, we checked the records going back many years and we have never had less than 50 members attend so would always have met quorum. As a note of interest, during Covid when we couldn't hold meetings, no major decisions were made without membership approval.

*These changes must be voted down with a *NO**

If the Membership chooses to vote these proposed changes down, there will be no impact on any elections in the foreseeable future, there will be no impact on wages or honorariums with the exception of the two small groups that would be more fairly compensated groups that would now have their cell phones and gas ect. more fairly compensated for.

*....*This is the good time to see our Reps too how they behave in meeting on the instance of Mike*.....*

These comments are particularly offensive. These representatives volunteer their own time and sacrifice personal things in their life to do it and this small group of antagonistic conspirators want to bully them in our own Membership meetings.

Their motives are questionable

ATU Officers