

## Executive Board Message to the Membership

December 25, 2015

Brothers and sisters, we wish you happy holidays and hope you're enjoying your time with your families. There are a lot of rumours and innuendo circulating in the drivers' rooms, bus platforms and garage locations these days about your union and how good a job the people you elected in July of 2014 are doing. Your executive board would like to take this opportunity to explain what has been happening and why there is this proliferation of anti-union gossip being spread by certain company stooges.

In July of 2014 the membership of ATU Local 1415 took a bold step away from the past where the former leadership of our Union had negotiated the two most disastrous contracts in our Local's history in 2010 and 2013. The concessions and giveaways in these two contract negotiations set our Union back decades in terms of compensation and working conditions.

A 4% annual meal allowance was given away in exchange for a one time only increase in the mileage rate of 4%. Our pension contributions doubled. We gave away the GCX allowance. Our local further agreed that new hires would be frozen out of the defined benefit plan and in addition, that they would start at a reduced mileage rate of \$0.6587/mile, and taking four years instead of two to get to the top mileage rate. The end result is that a driver who did a run that paid 2700 miles in a pay period in June of 2010 will be earning exactly \$700 more than those under the current contract, which expires in July of 2017. This is scandalous and outrageous and there is nothing here for us to be proud of.

So what about these rumours going around sisters and brothers, who are they coming from and why are they gathering steam? Your shop stewards and executive board members have been working hard since July 1 of 2014 to make sure grievances get filed and work their way through the grievance process and don't fall through the cracks. As a result, we have a back log of grievances heading to arbitration because Greyhound does not want to meet and discuss a resolution and believes that the Union should withdraw them. Your Union does not think this is right and refuses to withdraw them. Your committee reps on the OH&S committees are working hard to force Greyhound to do proper accident investigations and to file the proper paperwork with the Government on workplace accidents.

Now it might not seem like there are a lot of changes going on right now but in fact we have reached a critical point. The Union has to keep pushing, keep filing grievances and insisting on timely and speedy arbitrations if Greyhound refuses to discuss settlement. The Union is defending the collective agreement in the face of an unprecedented attack on the way run bids are set up and implemented with Greyhound trying to eliminate historic board points like Windsor, and combine and mix runs that were historically protected as Voyageur or PMCL.

When workers try to improve their working conditions and job security, employers can be expected to fight back strong and they do so in the form of Union-busting. This is any action by management to prevent employees from exercising their right to organize, and to persuade workers to be divided. That is what is happening sisters and brothers, that's what all the gossip and rumours are about, that there is going to be a new election for President and so on. That is what all the company stooges are talking and getting frenzied about.

Your Union has recently filed an unfair labour practice complaint at the labour board regarding Greyhound's attempt to discredit the union, violating the CBA and the labour code knowingly. The

company is trying to discredit the President of this local, to undermine him in his leadership and to discredit and undermine the Union itself.

If you see a company stooge spreading rumours and disinformation tell him that Union busting is disgusting. If you see a sister or brother who appears to be confused or frightened by what is happening tell them that solidarity is the only weapon.

Be Strong sisters and brothers, be ready for 2017.