

**AMALG AMATED
TRANSIT
UNION
LOCAL 569**

EDMONTON ALBERTA

**BY-LAWS APPROVED
BY MEMBERSHIP
October 23, 2001**

ARTICLE 1 – NAME

This organization shall be known as the Amalgamated Transit Union, Local 569. Its jurisdiction shall be all of the City of Edmonton, City operation area.

ARTICLE II – OBJECTIVES

The object of these By-laws is to lay down the rules by which the business of the local may be conducted in a strictly legal manner.

To secure and defend our rights and seniority, safeguard our interest as working men and women, create an authority whose seal shall constitute a certificate of character, intelligence and skill.

To secure employment and adequate pay for our work; to reduce hours of labour, and by all legal means to elevate our moral, intellectual and social condition.

To encourage the formation of sick, accident, old age and death benefits funds.

To encourage the principle and practice of conciliation and arbitration in settlement of all difficulties between labour and capital; to establish order, ensure peace and harmony, promote the general cause of humanity and brotherly ways, and to secure the blessings of friendship, equality and truth.

To abide and support all sections of the “Constitution and General Laws” of this Union and these By-laws.

ARTICLE III – MEMBERSHIP

Qualification for membership in this local shall be in compliance with the governing sections of the International Constitution and General Laws. The initiation fee for new members shall be \$15.00, payable on date of initiation, or payroll deduction.

ARTICLE IV – OFFICERS

The Regular Officers of the Local shall be:

President-Business Agent*
Assistant Business Agent-Financial Secretary Treasurer*
Assistant Business Agent-Vice-President Maintenance*
Vice-President Operations
Recording Secretary

(*) denotes full time Officer

The Executive Board of this Local shall consist of: President-Business Agent, Assistant Business Agent-Financial Secretary Treasurer, Assistant Business Agent-Vice-President Maintenance, Vice-President Operations, Recording Secretary, 3 Representatives from Operations, 3 representatives from Maintenance and 2 representatives from DATS.

The President, with the concurrence of the Executive Board shall appoint a minimum of 7 Shop Stewards to ensure that the work of the Local will be carried out with a maximum of dispatch. The Operations, Maintenance and DATS representatives on the board shall also act as Shop Stewards, but shall have no standing on the Council of Shop Stewards.

ARTICLE V – DUTIES OF OFFICERS

President-Business Agent:

The President-Business Agent shall be the chief Executive Officer of the Local Union, and shall have general supervision over all its affairs between the Executive Board and membership meetings. It shall be the duty of the President-Business Agent to preside at all meetings of the Local Union, and to preserve order and enforce the Constitution and the Local By-laws; to see that all Officers perform their respective duties and appoint all committees not otherwise provided for. He shall decide all questions of order, subject to an appeal to the Local Union. He shall have a right to vote in secret ballot votes at the same time along with the other members who cast their ballots. Otherwise, he shall have a right to vote only in the case of a tie when there is a standing or hand vote, when he shall give the deciding vote. He shall announce the result of all votes; he shall enforce all fines and penalties; he shall have the power to call special meetings when requested by one-third or more of the members in writing; he shall sign all orders on the treasury for such money as shall be ordered by the Constitution and the Local By-laws or by the vote of the Local Union be ordered paid; sign all cheques and drafts on bank and perform such other duties as the Constitution and the Local By-laws may require. He shall look after the welfare of the organizations in general as instructed by the Local and the Executive Board.

Assistant Business Agent-Financial Secretary Treasurer:

It shall be the duty of the Assistant Business Agent-Financial Secretary, in conjunction with the President Business-Agent to carry on all correspondence and perform such other duties as pertain to his office, and to deliver to the Local at the expiration of his term all property entrusted to his care. It shall also be his duty as Assistant Business Agent-Financial Secretary to carry out the instructions of the President-Business Agent and of the Executive Board and work in conjunction with them in supervising the affairs of the Local, he shall be (1 of 2) signing officers for such money as shall by the Constitution and By-laws or by vote of the Local be ordered paid and perform such other duties as the Constitution and By-laws of the Local may require.

It shall be the duty of the Assistant Business Agent-Financial Secretary Treasurer to keep a true and proper account between the Local and its members. He shall be responsible for all monies due the Local and deposit same in the bank designated by the Local. He shall make no disbursements without an order from the Local attested by the President-Business Agent, and shall deposit all monies in excess of the amount required for current expenditures in a savings account to the Local's credit. He shall, in his monthly report give a breakdown of expenditures of all monies received and paid out by him and prepare a statement monthly of receipts, deposits, expenditures and balances. He shall see that the Local is kept in good standing with the International Association, forwarding all reports to the General Office and receiving receipts for the same.

The Financial Secretary will send flowers or a fruit basket to a member of the Local who is off sick, in a hospital in the Edmonton area for ONE (1) day or more, provided that the Local Union office is notified.

The Financial Secretary is empowered to secure a floral offering or a \$50.00 donation to a choice of charity on the death of a member of the Local or of his or her immediate family.

Assistant Business Agent-Vice-President Maintenance

It shall be the duty of the Assistant Business Agent-Vice-President Maintenance in conjunction with the President-Business Agent to carry on all correspondence and perform such other duties as pertain to the office, and to deliver to the Local at the end of the term all property entrusted to his care. It shall also be his duty to carry out the instructions of the President-Business Agent and of the Executive Board and to work in conjunction with them in supervising the affairs of the Local. He shall be the third signing officer in the absence of 1 of the 2 main signing officers. It shall be his duty as well as the duty of the Vice-President Operations in the absence of the President-Business Agent to perform all duties of the office of President-Business Agent, and to render such assistance as may be required of them.

Vice-President Operations

It shall be the duty of the Vice-President Operations as well as Assistant Business Agent-Vice-President Maintenance in the absence of the President-Business Agent to perform all duties pertaining to the office of President-Business Agent and to render such assistance as may be required. In the case of a vacancy in the President-Business Agent's office, the Vice-President Operations shall preside in the office until the Local elects a President-Business Agent to fill the vacancy.

Recording Secretary:

It shall be the duty of the Recording Secretary to keep a correct account of proceedings of the Local, to call the roll of officers, and perform such other duties as pertain to this office, and deliver to the Local at the expiration of their term of office all property entrusted to their care.

Executive Board:

It shall be the duty of the Executive Board to supervise and direct the management of the Local. They shall constitute the "Grievance Committee", except for in house grievances, and shall investigate all disputes and controversies between the members of the Local and the Company and report their findings to the regular meeting of the Local. The Executive Board shall be empowered to call special meetings of the Local to consider any matter or matters which, in the judgement of the Board warrants the "Calling of a Special Meeting". They shall have the authority to submit the results of the negotiations on Agreements or other matters of importance to the entire membership for a referendum vote of the members to be conducted under conditions and at times and places determined by the Executive Board. They shall appoint their own times for meetings of the Board, which shall be at least once monthly. The President-Business Agent shall call special Meetings when it is deemed necessary. The majority of the Board shall constitute a quorum to do business.

Each of the elective and appointive Officers of this Local shall perform the duties of his/her office in compliance with these By-laws and the Constitution and General Laws of the Union. He shall not assume authority or responsibility or expense to the Local except as the By-laws and General Laws of the Union provide. Such Officers as are required to give bond shall be bonded in the bonding department of the Amalgamated Transit Union and upon retiring from office must deliver all books, papers, records and other property belonging to the Local to his successor in office. The Local will assume all bonding costs.

It shall be the duty of all Officers to attend all regular meetings of the Local, and any Officers missing three consecutive meetings without a valid excuse shall have his office declared vacant, and his successor appointed by the Executive Board. Any Officer desiring to resign shall first submit his resignation to the Executive Board of the Local. If the Board finds that his accounts are correct, they shall accept his resignation, but no resignation shall be accepted so long as all accounts of the Officers are not properly adjusted with the Local

Vacancies occurring in the offices of President-Business Agent, Assistant Business Agent-Financial Secretary Treasurer, Recording Secretary, or members of the Executive Board shall be filled by appointment of the Executive Board pending an election, the date of which shall be determined by a majority vote of the Executive Board; such appointee in all cases to hold office until the election, subject to the conditions as set forth in the governing sections of the Constitution and General Laws of the Union.

Conductor, Warden and Sentinel:

The office of Conductor, Warden and Sentinel shall be so conducted as to conform with the ritual of the Union. Any such person performing the duties of said position shall be paid \$50.00 per month.

Office Expense:

There will be an office expense account of one hundred and fifty (\$150.00) dollars, which will be used by the Assistant Business Agent-Financial Secretary Treasurer for miscellaneous expenses.

ARTICLE VI – COMMITTEES

All committees appointed by the Executive Board, or by the Local shall make their report in writing to the body that authorized them, and shall furnish copies to the Recording Secretary. Members of this Local shall not be allowed to constitute themselves as committees.

There shall be standing committees to be appointed by the President-Business Agent with the approval of the Executive Board, at the first regular meeting following his installation as follows:

“Committee of Laws” composed of the Executive Board shall study and report on all matters concerning recommendations to Provincial Federation and internal conventions, Local By-laws, benefits for death, sickness or old age, and Local and Provincial Legislation.

The “Negotiating Committee” shall be composed of the five Regular Officers of the Union plus one other Executive member chosen so as to provide balance between Operations and Maintenance and other members as the Committee may decide.

The DATS Negotiating Committee shall consist of the President-Business Agent, Assistant Business Agent-Financial Secretary Treasurer the Executive DATS Representatives and other members as the committee may decide.

The Executive Board shall select the Audit Committee.

The Budget Committee Shall be composed of the FST Assistant Business Agent, 1 Member from the previous tenure and two others, as appointed by the President Business Agent, with concurrence from the Executive Board.

Council of Shop Stewards

The appointed Shop Stewards shall select a Chief Shop Steward from among them. The Chief Shop Steward shall be responsible to convene meetings of the Shop Steward Council, chair such meetings and report to the Executive Board.

The Council of Shop Stewards shall nominate 4 Workplace Harassment Advisors, to be approved by the Executive Board. The Workplace Harassment Advisors can be any members in good standing except sitting Executive Board members. Once confirmed, the Advisors shall be responsible for implementing the Local's workplace harassment policy.

The Council of Shop Stewards shall have responsibility for hearing and resolving internal grievances between members or between a member and the Executive Board, as per Article IX.

The Council of Shop Stewards shall govern themselves with the objective of promoting a better working relationship between management and the membership. The Committee will deal with any Steward who discredits the Local Union or hinders the Committee's objectives.

ARTICLE VII – SALARIES

President-Business Agent to receive:

1st year – 5% above highest paid shift worker in Agreement,
2nd year – 10% above highest paid shift worker in Agreement,
3rd year – 15% above highest paid shift worker in Agreement.

Assistant Business Agent-Financial Secretary Treasurer to receive:

1st year – 3% above highest paid shift worker in Agreement,
2nd year – 7% above highest paid shift worker in Agreement,
3rd year – 10% above highest paid shift worker in Agreement.

Assistant Business Agent-Vice-President Maintenance to receive:

1st year – 2% above the highest paid maintenance shift worker in the Agreement
2nd year – 4% above the highest paid maintenance shift worker in the Agreement
3rd year – 6% above the highest paid maintenance shift worker in the Agreement

Officers relieving a full time Union position for periods in excess of 1 working day shall be paid the highest shift worker rate in the Agreement.

Remuneration of other Officers shall be determined at the first meeting preceding the nomination of Officers.

All other Officers, delegates to conventions and members doing work for the Local which requires their absence from duty shall be paid for the time lost (up to a maximum of 8.0 hours) per day plus authorized expenses. Working on "OFF DAY" on Union Business (other than social functions) will be considered as lost time.

Car Expense Allowance per Month shall be:

- President-Business Agent – 3 days pay at operators' rate.
- Assistant Business Agent-Financial Secretary Treasurer – 3 days pay at operators' rate.
- Assistant Business Agent-Vice-President Maintenance – 3 days pay at operator's rate
- Operator Vice-President – 1-1/2 days pay at operators' rate.
- Recording Secretary – 1-1/2 days pay at operators' rate.
- Executive Board Members – 1 days pay at operators' rate.
- Shop Stewards – 2 hours pay at operators' rate.

Shop Stewards shall be paid their car allowance twice per year: on the first payday in June and on the first payday in December.

ARTICLE VIII – MEETINGS

The regular meetings of the Local shall be held on the fourth Tuesday of each month, until the Executive Board deems it advisable to change time and/or place. Notice of each meeting shall be posted at least 3 days before meeting date on all bulletin boards.

Twenty-five, including the President-Business Agent, shall constitute a quorum at all regular meetings and special meetings.

SPECIAL MEETINGS: The President-Business Agent shall call a special meeting of the Local by a majority vote of the Local at a regular meeting , a majority vote of the Executive Board, or upon the written request of one third of the members in good standing. Notice of such special meetings shall be posted at least 3 days before meeting date on all bulletin boards. Such special meetings may be called in accordance with the International Constitution and General Laws.

The business to come before such special meetings must be specifically stated, and no other business shall come before such meetings.

ARTICLE IX – GRIEVANCES

Any members who consider themselves unjustly dealt with, desiring to lay a grievance before this Local may do so in writing within 5 days of the time that the member reasonably became

aware of the incident which gave rise to the grievance. Requests for grievances must be submitted in writing before they can be acted upon.

If a member brings forward a grievance against a supervisor, it must be presented to a Shop Steward or the President-Business Agent or an Assistant Business Agent. If a resolution satisfactory to the grievor cannot be reached, the grievor may present the case before the Executive Board.

If the grievance is between members of the Local, including Executive members, it shall be considered an **“in house grievance”**. In house grievances shall include cases where a member alleges that an Executive Officer has failed in the proper discharge of the duties of the office.

A member desiring to advance an in house grievance shall present the grievance to a Shop Steward, who will attempt to mediate an amicable solution to the grievance. In the event that no resolution satisfactory to the grievor can be reached, the grievor may present the case to the Council of Shop Stewards for further action. If the grievance is against a member of the Council of Shop Stewards, then it shall be presented to the Executive Board for further action.

Further action may include:

1. Investigation and further mediation by a Shop Steward committee.
2. Requesting assistance from the International Union.
3. Laying of charges pursuant to Article XXII of the Constitution and General Laws of the Amalgamated Transit Union.

ARTICLE X – DUES AND ASSESSMENTS

- (a) The dues of active members of this Local shall be adjusted in accordance with any negotiated salary increase, payable in by-weekly payroll deductions.
- (b) The dues of active members shall be adjusted to reflect any other increases of per capita taxes as per the International Constitution and General Laws and the organizations ATU Local 569 may be affiliated with, payable in by-weekly payroll deductions.
- (c) The dues of retired members of this Local shall be two dollars per month for members who retired prior to January first, 1993, and four dollars per month for all other retirees or as per the International Constitution and General Laws.
- (d) The Local Union will pay 50% of the retired members’ dues (except for members-at-large).
- (e) The dues of members who leave the service and who wish to retain their membership in the Union shall be as provided for in the Constitution and General Laws of the ATU plus fifty cents.

ARTICLE XI – DUTIES OF MEMBERS

It shall be the duty of all members to sustain the Officers in the proper discharge of their duties, by strictly adhering to their obligation and by obeying the Constitution and By-laws of the Organization in compliance with the governing section of the General Laws.

No member shall be allowed to injure the interest of a fellow member by undermining him in place, wages or in any other willful act by which the reputation or employment of any member may be injured.

INDIVIDUAL ACTION: Any member, except a committee man of the Local, on going to any employing company with any grievance of his own or of any other member, will be subject to suspension or expulsion from the Local. Any member as an individual who shall enter into any agreement or contract with any employing company or its agent shall be subject to suspension or expulsion from the Local.

MEMBERSHIP BUTTONS: All members of the Local shall be required to wear the regular membership button in plain view.

CHANGE OF ADDRESS: Members are responsible to notify the Local office immediately upon changing their address.

ARTICLE XII – TRIALS AND APPEALS

All trials and appeals shall be handled in accordance with the International Constitution and General Laws.

If, upon trial, any member is found to be a member of, or in sympathy with, a destructive opposing party or organization, he/she shall be expelled from membership in the Local.

ARTICLE XIII – RULES OF ORDER

The order of business for each meeting shall be as follows: Any member wishing to bring a question before the Local shall bring it up in the proper heading:

- (a) Opening of the meeting by the President-Business Agent
- (b) Roll Call
- (c) Minutes of the previous meeting
- (d) Application of candidates
- (e) Communications
- (f) Bills and Financial Statements
- (g) Executive Board Report
- (h) Report of officers
- (i) Report of Standing and Special Committees
- (j) Reports of Delegates to Central Labour Councils

- (k) Unfinished Business
- (l) New Business
- (m) Welfare of the Local
- (n) Nomination of Officers
- (o) Installation of Officers
- (p) Adjournment

Any member who wishes to speak will rise and address the chair. Comments will be confined to the question before the house, and personal comments will be avoided.

No motion will be debated until stated by the chair.

No motion to amend the minutes shall be in order unless some error of fact is contained therein.

When a question is before the Local, no motion shall be received except the following, which take precedence in the order named: To Adjourn; To Lay on Table; To reconsider; For Previous Question; To postpone; To Amend.

All questions of order arising after a motion is made are in order except: When a person is speaking; When a vote is being taken; When a Motion to Adjourn has been defeated.

No motion or proposition on a subject other than that under discussion will be admitted under the colour of an amendment.

When a motion has been made and seconded and put by the chair, it can only be withdrawn with the consent of maker of the seconder.

When a motion has been carried, any member voting with the majority may move for reconsideration thereof, but no discussion of the main question shall be allowed.

When a reading of any matter is called which any member objects to, it shall be decided by a majority vote of the members present.

No person shall speak more than once on the subject until all the members desiring the floor have been heard, and not more than twice without the consent of the assembly.

The President-Business Agent shall be privileged to debate on all subjects by calling a Vice-President to the chair, or any other member.

All written or electronic correspondence involving Union business must be presented to the membership unless:

- The writer requests otherwise and the Executive Board approves withholding it, or

- The correspondence contains confidential material, which it is in the best interests of the Union to withhold, as approved by the Executive Board.

If a member requests a written response to a written communication such request shall be honoured.

A majority vote shall decide all questions, except as otherwise provided for in the Constitution and By-laws.

No religious matters shall be discussed upon any pretext whatsoever.

The Roberts Rules of Order shall decide any matters and disputes not covered by the By-laws, and is the parliamentary guide for the Union.

No collections, subscriptions or soliciting shall be allowed inside the meeting hall, except by a majority vote of the members present.

All members in good standing shall be entitled to vote in General elections or any other ballot or vote. Where a ballot or vote is taken, the motion shall be decided by the vote of the majority of those voting. Abstentions and destroyed ballots shall not be counted.

Members retiring from Transit and Electrical Railway and bus service and desiring to retain their membership in this Union shall have the right to do so providing they do not enter employment that is detrimental to the interests of the Union. Such members will then be entitled to the following rights and benefits: They shall have no voice or vote on any matters affecting the Local Union, except that they may be permitted to vote at the election of Officers and Delegates to Conventions.

Define Officer: The Office of any Officer failing to attend 3 consecutive meetings shall be declared vacant and a successor shall be appointed according to Article V of these By-laws. The presiding Officer, with the approval of the meeting, shall appoint a sufficient number of tellers to see that the election is fairly conducted.

ARTICLE XIV – NOMINATIONS AND ELECTIONS

Nomination of Officers shall take place at the November membership meeting (1980) and the election shall be held in the first 2 weeks in December for terms of 3 years, which shall run concurrently.

Notice of nominations shall be posted to give at least 5 days notice for the respective offices to be elected. Elections shall be held by the plurality system and elections of all offices shall be by secret ballot. At least fifteen days notice of any election must be mailed to each Local member at his last known home address.

The nominations and election of Officers in Local 569 shall be for 3 year periods, which shall run concurrently.

Nominations

All members in good standing may be nominated for the Offices of President-Business Agent, Assistant Business Agent-Financial Secretary Treasurer and Recording Secretary.

Only members in good standing employed in the Maintenance section may be nominated for the offices of Assistant Business-Vice President Maintenance and the three Maintenance Representatives.

Only members in good standing employed in the DATS section may be nominated for the two DATS Representatives.

Only members in good standing employed in the TSO section may be nominated for the TSO Representative.

Members in good standing from all areas except Maintenance and DATS may be nominated for the positions of Vice President-Operations and the three Operator Representative positions

Elections

All members in good standing shall be entitled to elect the five Regular Officers of the Local.

Only members in good standing employed in the Maintenance Section may elect the three Maintenance Representatives.

Only members in good standing employed in the DATS division may elect the two DATS Representatives

Only Members in good standing employed in the TSO section may elect the TSO Representative.

Members in good standing in all areas except Maintenance and DATS may elect the three Operations Representatives.

In order to be eligible for any office, a candidate must comply with Section 14.2 of the Constitution and General Laws of our Union. The Constitution and General Laws cover elections by the Canadian voting system.

Executive Board members desiring to accept a nomination for another office before the expiration of their current term of office must first resign their current office. The resignation must be made at or before the opening session of the monthly meeting at which nominations for

the vacant office are received. The resignation must be made prior to the close of nominations for the office they are resigning.

Correspondence, Conductor Warden and Sentinel shall be appointed by the Officers of the Executive Board in accordance with Section I of Laws which govern Local Unions in our Constitution and General Laws.

No Officer of Local 569 shall hold office in any organization that is in conflict with the Constitution and By-laws of this Union.

Nominations shall be made from the floor at the membership meeting in November. In case a member cannot attend this meeting, his nomination will be accepted in writing.

Any member desiring to be present while ballots are being counted shall be privileged to do so.

No member shall accept nomination of more than 1 office, except in the case where 2 offices may be held at the same time.

ARTICLE XV – REFERENDUM VOTE

Matters of importance may, by majority vote of the Executive Board, be referred to a referendum vote of the entire Local.

ARTICLE XVI – AMENDMENTS TO THESE BY-LAWS

In order to amend, rescind or alter these By-laws, the proposed changes must be made in the month of September or upon the recommendation of the Executive Board. The proposed changes must be read at 2 meetings and posted on all meeting notices prior to such meetings. There shall be no discussion on the first reading of the proposed changes but full discussion shall take place at the second meeting and a two thirds vote of the meeting shall be required to amend, rescind or alter these By-laws.

ARTICLE XVII – LEAVING SERVICE

Any member who resigns their position with the company can come on any job again only as a new employee, in all respects, except in rates of pay and conditions.

ARTICLE XVIII – DELEGATES TO ALL CONVENTIONS

- (a) Delegates shall be chosen from the Executive Board.
- (b) Delegates going out of town shall be reimbursed for the cost of economy airline fare booked fourteen days in advance, including taxes and tariffs that are applicable to their trip. The delegate must book cancellation insurance and will be reimbursed for

the cost. The delegate shall use the airline of their choice. If the need arises due to an emergency and tickets cannot be purchased within the fourteen-day period, the applicable airfare shall be reimbursed.

- (c) Airport travel costs including tax plus tariffs shall be reimbursed upon submission of receipts.
- (d) Delegates shall receive seventy-five dollars per day for expenses, plus hotel room, taxes and, where applicable, foreign exchange.
- (e) Where the 1 way distance to be traveled is three hundred and thirty kilometers or less, or where there is no air transportation, car allowance shall be paid instead of airfare. Car allowance will be \$0.25 per kilometer.
Car allowance shall be calculated as the shortest highway route from Edmonton to the destination community, and return.

ARTICLE XIX – ANNUAL HOLIDAYS

Choice of vacation periods will be on a seniority basis. Maximum carry-over of earned vacation shall not exceed 6 weeks.

ARTICLE XX - DONATIONS

All donations must be approved by the membership.

Local 569 will donate \$1.00 per active member per year to the Canadian Council COPE fund for political education.

Requests for donations to members' recreational activities shall be treated as follows:

1. Requests must be in writing.
2. Membership in groups requesting donations must be at least seventy-five per cent ATU Local 569 members in good standing to qualify for a donation.
3. Contributions to qualifying groups may not exceed \$200.00.
4. Groups qualifying for a donation must have a group bank account to which the donation cheque may be written.
5. No group shall be entitled to receive more than 1 donation per calendar year.

ARTICLE XXI – HONOURING RETIRING MEMBERS/EXECUTIVES

Local 569 will host a retirement banquet each year on the last Saturday in September to honour the year's retirees and their spouses.

Retirees will be entitled to receive a gift at the time of their retirement from a selection as provided by the current Executive. The value of the gift shall not exceed one hundred and fifty dollars.

Local 569 will host a retirees' supper each year in October or November to honour the years' retirees.

Local 569 will host a supper at the beginning of each term honouring departing Executive members who have served at least 3 terms or 9 years. Hosts shall include all current Executive members.

BYLAWS COMMITTEE 1998 – 2001

GARY DAVIDSON
MARC PENINOU
EARL FRENCH
STEVE BRADSHAW