

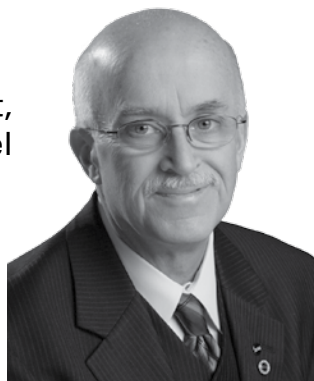
# ATU Local 587 News Review

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VOL. XXXIII, NO. 4

## The President's Report

by President,  
Paul J. Bachtel



### Negotiation Preparations — King County Metro

Executive Board Officers Andrew Jeromsky (Transit Operator) and Ray Campbell (Minority Affairs) recently finished compiling a compendium of feedback from King County Metro contract surveys. Consistent with past contract surveys, two issues continue to be a source of annoyance to the vast majority of our membership: retiree medical coverage and our healthy incentive plan.

#### Retiree Medical Coverage

Up until the late 1970's, many union contracts and retirement plans provided for some amount of retiree medical benefits. In recent years, medical costs have risen at a rate that far exceeded overall inflation and most union contracts and retiree medical plans no longer provide for retiree medical benefits. The recent attempts by the Obama administration and Congress to increase the number of Americans with health insurance have devolved into attempts to tax the benefits of those receiving what the elected of-

ficials in Washington D.C. describe as Cadillac benefit plans. As much as you and I might not see what we receive as a Cadillac benefit plan, we can rest assured we are the focus of the proposed tax hikes. So how can we avoid paying additional taxes on our benefits? The only plan being offered, which is utilized by other King County unions, is called VEBA, which stands for Voluntary Employees' Benefits Association.

VEBA plans allow participants to save pretax dollars in an account similar to a 457 or 401K deferred compensation account where the participants elect to invest their money in a stable value investment (savings account) and/or invest in stocks, bonds, or a combination thereof. The primary difference between a tax deferred compensation account such as 457 or 401K and a VEBA account is that in a tax deferred account, the participant pays taxes at the time of withdrawal. VEBA accounts allow participants to save pretax dollars and withdraw those dollars tax free if the dollars

are used for qualifying medical expenses such as purchasing orthodontia (braces) for a child or retiree medical benefits. A participant paying federal income taxes in the 28% bracket saves both the 28% federal income tax and the approximately 7% FICA tax. That's a 35% savings by simply avoiding paying taxes!

The Union has had opportunities to join King County's VEBA plan. We've chosen not to join primarily because: VEBA plans require all members to participate; the plan offered has a fairly high expense ratio (the fee each participant pays to the plan administrator); and the funding options of payroll deduction and retirement cash outs have not been seen as desirable. What we need is a more desirable funding option.

Our membership at Clallam Transit System (CTS) found a more desirable funding option through former Executive Board Officer Joe Mangiameli. Joe for many years made his living as both a CTS Transit Operator and tax accountant. Joe retired

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## The Month at a Glance

### Business of the Membership

At the March 2010 cycle of meetings, the following business was addressed:

The membership voted to pursue the grievances of Paul Kriskov, Don Hutton, Jamie Bonnar and Jon Salkeld.

The membership voted to approve the motion by Andrew Jeromsky that the budget cap of 8 pages for the *News Review* be increased to 12 pages.

The membership voted to approve the motion by Don Mac Adam to add an extra membership meeting each month for 3 months at 3:30 PB on the 1<sup>st</sup> Wednesday following the Charter Meeting.

The membership voted to approve the motion by Ali Radboy

to adopt a resolution supporting Iranian Bus Driver's Union leader Mansour Osamloo.

The membership voted to approve the motion by Osvaldo Fernandez that ATU Local 587 donate \$500 to the ATU Relief Fund for earthquake victims in Chile.

The membership did not vote to approve a motion by Alex LaBarba to send two members to the Latino Caucus in Florida.

The following members were pot draw winners this month: Lisa Carter at the Charter meeting, Tracy Davis at the Morning meeting, Pam Thompson at JTA, Barb Dixon at the Clallam County meeting and the Rolling Pot of \$350 was lost by Steve Mandvill.

### Membership Meetings: Tentative Agenda

**CHARTER MEETING**  
Thursday, April 1, 2010  
8:00 p.m.  
The Labor Temple, Hall #8  
2800 1st Ave., Seattle, WA

**MORNING MEETING**  
Friday, April 2, 2010  
10:30 a.m.  
The Labor Temple, Hall #6  
2800 1st Ave., Seattle, WA

**WEDNESDAY MEETING**  
Wednesday, April 7, 2010  
3:30 p.m.  
The Labor Temple, Hall #6  
2800 1st Ave., Seattle, WA

**JEFFERSON TRANSIT**  
Monday, April 5, 2010  
7:00 p.m.  
Port Townsend Rec Center  
Port Townsend, WA

**CLALLAM TRANSIT & PARATRANSIT**  
Tuesday, April 6, 2010  
7:00 p.m.  
Vern Burton Memorial Building  
Port Angeles, WA

**Among Topics to be Discussed:**

- Grievance and Arbitration Update
- Ramona Davis Arbitration Request
- Richard Graf Arbitration Request
- First Transit Steward Elections
- King County Metro Negotiations
- Dee Wakenight — charges of disloyalty and conduct unbecoming a member

**Unfinished Business:** None

### Executive Board Report

March 23, 2010

All officers were present with the exception of Neal Safrin who was on vacation.

The Following business was conducted:

Motion by Paul Neil to send up to three delegates to the Washington State Labor Council COPE convention on Saturday May 15, 2010, paying the \$50 per delegate registration fee only

Motion by Dee Wakenight to send the president and 4 members to the NW Conference in June, paying registration, travel, lodging and per diem

Motion by Kermit Gipson to recommend that the membership take Richard Graf's grievance to arbitration

### In Loving Memory...

*People do not die for us immediately, but remain bathed in a sort of aura of life which bears no relation to true immortality but through which they continue to occupy our thoughts in the same way as when they were alive. It is as though they were traveling abroad.*

—Marcel Proust

**Mike "Bucky" Buchanan**

1957-2010  
I thought I would take a look at Bucky's union file.



Sure enough, I found some things I did not know about. Bucky was originally hired as a Painter's Helper. Then, he moved to Equipment Service Worker, and then in 1989, to Mechanic. His seniority date was 2-14-86. He was repeatedly a shop steward and filed a couple of grievances.

On Sunday, March 21, I went to Bucky's Memorial Service as did about 500 other people. I cannot believe he's gone! If not for seriousness of the matter, I kept thinking he might pop in and say hey, "What's going on here?!"

It is hard to ever think of a

time when he was not laughing, playing jokes or receiving them. Eddie Rickenbacker, Word War I flying ace and race car driver once said, "I would rather have a million friends than a million dollars." And, I envy Bucky as he would say the same thing and may have come very close to having a million friends. He will be greatly missed, but the stories and photos will linger on.

*Sincerely, Don Mac Adam*

**Ed Cowart** was known to a huge number of our members as the smiling face greeting us as we pulled into Central Base. Ed joined us in 1979 and retired from his Equipment Dispatch position this year.



*Please notify the union office of any member's passing so that this information may be shared with the rest of our union family.*

## ATU Local 587 News Review

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2815 Second Avenue, Suite 230  
Seattle, Washington 98121  
Telephone: 206-448-8588.

Affiliations: Washington State Labor Council, King County Labor Council, Northwest Joint Conference Board, ATU Legislative Council, Olympic Labor Council.

### OFFICERS OF THE AMALGAMATED TRANSIT UNION, LOCAL 587:

**PAUL J. BACHTEL** Pres/Business Agent  
email – president.bachtel@atu587.com  
**J. RICK SEPOLEN** 1st Vice President/Assistant Business Agent / email – vjricksepolen@atu587.com  
**DON MacADAM** 2nd Vice President/Assistant Business Agent, Maintenance  
email – vpdonmacadam@atu587.com  
**PAUL B. NEIL** Financial Secretary  
email – pneilfinsec@atu587.com  
**BRIAN SHERLOCK** Recording Secretary/Editor 587 News Review  
email – Brian.Sherlock@atu587.com

Minority Affairs Office  
Vehicle Maintenance Position #1  
Vehicle Maintenance Position #2  
Vehicle Maintenance Position #3  
Facilities Maintenance Supervisors  
Special Classifications  
King County Units Outside KCM  
Transit Operator Position #1  
Transit Operator Position #2  
Transit Operator Position #3  
Transit Operator Position #4  
Transit Operator Position #5  
Transit Operator Position #6  
Transit Operator Position #7  
Transit Operator Position #8  
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LUDWIG BECKER

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### WEINGARTEN RIGHTS STATEMENT

*I request to have a union representative present on my behalf during this meeting because I believe it may lead to disciplinary action taken against me. If I am denied my right to have a union representative present, I will refuse to answer accusational questions and any I believe may lead to discipline.*

### Letters to the editor

Letters/contributions must include printed names, signatures, work ID numbers, addresses and phone numbers that can be verified during working hours. Letters that cannot be validated will not be published. All articles/letters are subject to editing and should be limited to 1000 words or less. Not all letters can be published due to space limitations. Cut off is the 15<sup>th</sup> of each month. Any submission from a member of Local 587 to the *News Review* deemed unprintable by the Recording Secretary shall be forwarded to the Executive Board for final decision to publish.

Send letters to:

**Brian Sherlock, Editor**  
c/o ATU Local 587  
*News Review*  
2815 Second Avenue, Suite 230  
Seattle, WA 98121

# April Labor History

by Bill Clifford

**8 April 1912—ATU 587 chartered.  
(98 years old and still going strong.)**

**1 April 1946**—A strike by 400,000 mine workers in the U.S. began. U.S. troops seized railroads and coalmines the following month.

**4 April 1968**—Dr Martin Luther King, Jr., assassinated in Memphis while supporting the Sanitation Workers' Strike.

**5 April 1956**—Columnist Victor Riesel, a crusader against labor racketeers, was blinded in New York City when a hired assailant threw sulfuric acid in his face.

**8 April 1912**—ATU 587 chartered. (98 years old and still going strong.)

**8 April 1952**—President Truman ordered the U.S. Army to seize the nation's steel mills to avert a strike. Supreme Court rules the act illegal on 2 June.

**9-11 April 2010**—HONK! Fest West, 300 activist musicians take

over the streets of Fremont, the Central Area, Georgetown and West Seattle Junction.

**12 April 1922**—Death of Thomas Burt, one of the first two Labor Party members elected to the British Parliament. Burt had served from 1874 until his retirement in 1918--38 years. The US is yet to elect its first labor representative to Congress.

**14 April 1930**—Over 100 farm workers were arrested for their unionizing activities in Imperial Valley, California. Eight were subsequently convicted of "criminal syndicalism."

**15 April 2010**—IRS taxes due.

**17 April 1905**—The Supreme Court held that a maximum hours law for New York bakery workers was unconstitutional under the due process clause of the 14th amendment.

**18 April 1912**—The National Guard was called out against striking West Virginia coal miners.

**20 April 2008**—Former Paraguayan bishop Fernando Lugo won election to presidency on a platform of addressing social inequality and recognizing indigenous rights. He was sworn in on August 15 in the first peaceful transition of power between parties in Paraguay's history.

**20 April 1914**—Colorado National Guard and mine guards burn tent camp of miners striking John D Rockefeller's coalmines near Trinidad Colorado. Two women, eleven children and three miners were killed. The women and children suffocated beneath their burning tent. Strike leader, Louis Tikas and two other miners were captured and found shot to death shortly later. Their bodies were left by the railroad tracks by the militia who refused to let them be removed for three days. The railroad workers local, whose members supported the miners, were finally able to bury the bodies.

The Colorado unions urged their members to arm themselves and the United Mine Workers issued weapons. Ten days of guerilla warfare resulted in the much destruction around the mines and another 36 deaths. The number of people killed during the whole affair, which lasted about one year, was somewhere between 69 and 199. The striking miners were eventually starved out, without gaining recognition or any other demands.

However, federal hearings and

investigations resulted in many mining reforms including the prohibition of child labor and institution of the 8-hour day. Rockefeller hired labor relations experts who convinced him to improve working conditions and mine safety. The UMW bought the site of the Ludlow tent camp in 1916 and maintains a memorial there.

**21 April 2010**—Earth Day

**22 April 1526**—first American slave revolt.

**24 April 1999**—ILWU halts West Coast shipping in solidarity with Mumia Abu-Jamal

**27 April 1825**—The first strike for the 10-hour workday occurred by carpenters in Boston.

**28 April 1971**—OSHA establishes Workers Memorial Day

**28 April 2010**—Full Moon. Be careful out there.

**29 April 1899**—When their demand that only union men be employed was refused, members of the Western Federation of Miners dynamited the \$250,000 mill of the Bunker Hill Company at Wardner, Idaho, destroying it completely. President McKinley responded by sending in black soldiers from Brownsville, Texas with orders to round up thousands of miners and confine them in specially built "bullpens." U.S. Army troops occupied the Coeur d'Alene mining region in Idaho until 1901.

## Arbitration Update

1. **Alan Freeman:** Grieved termination for alleged gross misconduct. Decision pending
2. **George Williams:** Grieved Metro's failure to abide by lay-off recall language in unilaterally imposing furlough days. Split decision on arbitration. ULP still pending
3. **Daniel Linville:** Grieved Metro's failure to implement the System Extra Board pursuant to the 2007 bargaining agreement. Arbitrator ruled in management's favor.
4. **Jeff Stambaugh:** Grieved outsourcing of work historically and traditionally preformed by bargaining unit members. Scheduled 6/10-11/2010
5. **Nick Malkow:** Grieved Metro's failure to assign overtime properly in Base operations. Withdrawn on advice of council
6. **Lise McShane:** Grieved a letter in her file. Schedule pending
7. **Lise McShane:** Grieved Metro failing to follow the overtime assignment sequence. Scheduled 6/17/2010
8. **Dean Borders:** Grieved termination for accident/alleged policy violation. Schedule pending
9. **James Jones:** Grieved a change in the VM vacation pick process. Schedule pending
10. **James Gayden:** Grieved improper non-disciplinary medical termination. Withdrawn after rehire and restoration of all benefits and seniority rights
11. **Mario Musni:** (Pigeongate) The Union claims forfeiture. Schedule pending
12. **Paul Kriskov:** Grieved suspension for PED use. Schedule pending
13. **Jamie Bonnar:** Grieved the lack of a clerk overtime assignment process. Schedule pending
14. **Jon Salkeld:** Grieved a letter of expectation received for having to go home and shower, due to Metro failing to provide necessary decontamination facilities, following driving a coach with a urine soaked driver's seat. Schedule pending
15. **Don Hutton:** Grieved a suspension for being off route, missing no stops and delaying no one. Schedule pending

**TRANSIT  
WORKERS  
ENDORSE  
LEGISLATORS  
WHO VOTE  
PRO TRANSIT**

# A Part-Timers' Guide to the Contract, Part II

By Bruce Tiebout, former Executive Board Officer, former Contract Negotiator, and current & former Contract Editor

This is the second in a series of articles explaining the meaning and/or ramifications of the language in Article 16 - Part-Time Transit Operators, of the Labor Agreement between ATU Local 587 - the UNION, and King County/Metro - Them. Some of the language is convoluted, but I've tried to keep the explanations, albeit sometimes hard to follow, from becoming War and Peace. Except for abbreviating "Part-Time Transit Operator" and "Part-Time Operator" to PTTO, I am using the language in the current contract which expires this year on Halloween.

#### Section 4 - Work Assignments.

A. "A new PTTO will be given a specific assignment by METRO until the next shake-up." The reality is the practice: "A new PTTO will select, by class seniority, from open assignments determined by METRO until the next shake-up."

B. "No PTTO will be allowed to work on Saturday or Sunday." "Each PTTO must be scheduled off work by 8:30 p.m. and will not be allowed to work an assignment that starts prior to 3:45 a.m." "PTTOs may work outside the hours and days specified in this Paragraph only for non-driving work assignments such as assigned training and route qualifications."

Being a Part-Time Transit Operator for King County/Metro means working Monday-Friday. All PTTOs are guaranteed weekends off. You can choose to accept a training assignment on a weekend day. You can choose to ride a route on a weekend or at night in order to qualify. In fact, if you have a long vacation relief assignment one week such that your combined regular work and that vacation relief assignment approach 40 hours for the week, you can spend the weekend prior to the vacation relief assignment, qualifying. You also can spend evenings, up to 11:59 p.m. on Friday, qualifying. You will be paid at the overtime rate for all hours that week which are beyond 40 straight-time hours. Of course, you must be in the computer as being available for ATL assignments for at least three days for both that week and the other week in a payroll period even though you can't be assigned any ATL work the week you are doing the vacation relief assignment.

"A PTTO will work on a holiday only when his/her picked tripper [assignment] is scheduled to be in service." This is obviously true for every holiday which isn't listed in Article 8 - Holidays, including such popular holidays as St. Patrick's Day, April Fools' Day (not to be confused with Boss's Day, October 16), Cinco de Mayo, Rosh Hashanah, Halloween, and Kwanzaa. For those holidays when service is reduced, individual PTTOs may not work or work less than their normal assign-

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*Two pages of language were reduced to one-half page as we dropped language such as being "off of pay status when schools or the employers are closed."*

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ment. On Sunday-schedule holidays there is no ATL for whatever reason. A literal interpretation of the language, "On Sunday-schedule holidays, a PTTO will be limited to working his/her picked tripper [assignment] only," would mean a PTTO couldn't work an assigned vacation relief on such a day.

C. "PTTOs shall not work runs, portions of runs, reports, specials, standbys, or extras except as identified in Paragraph F.5" which allows halves of combos, specials, and shake-up reliefs to be assigned to the ATL only after the Extra Board and F/T overtime assignment sequences have been followed. The fact that PTTOs can not work runs is the reason no Part-Time assignment is 7:11 or longer.

C.1 "To avoid a cancellation of service, a PTTO's assignment may be, with the PTTO's consent, traded with an assignment on the Dispatching Call Record which has been left vacant by a PTTO provided the sign-in time of such assignment is within 30 minutes of the sign-in time of the PTTO's scheduled assignment for that day. Such PTTO will be paid for time worked or his/her scheduled assignment, whichever is greater." The concept behind this language was to fill work when no Report Operator was available in time for the open work but there would be a Report Operator back in time for the trading PTTO's sign-in time. Obviously, this has happened so often that the Supervisors working the window are very familiar with this - NOT!

C.2 "On the day of service and with METRO's approval, two PTTOs may trade assignments. Such PTTOs will be paid for actual time worked, or minimum assignment guarantee. Each such PTTO will be limited to one trade per pay period." An example of how this could be used is that one PTTO, who picked a dual tripper, wants the afternoon off but it is too late to put his/her name in the Part-Time Layoff Book. His friend, who is looking to make more money, has an a.m. tripper with a similar sign-in time as his friend and didn't receive an ATL assignment for that day. That morning they jointly approach the Supervisor at the window and offer to trade. As with C.1, this obviously happens so often that . . .

Paragraph D creates and sets limits on Dual Tripper Assignments

(DTA). Prior to the 1995-1998 Labor Agreement, we had Custom Bus Service (CBS) and Limited Stop Tripper Service (LSTS) which were like DTAs in that PTTOs could pick an assignment that had both an a.m. and a p.m. portion. However, that service wasn't on regular service routes, but only to/from schools and places like Boeing-Everett. Two pages of language were reduced to one-half page as we dropped language such as being "off of pay status when schools or the employers are closed. Some examples are: vacations, counseling days and snow closures." Another thing that changed was the language regarding CBS drivers being "required to be available to work their assignments when schools or employers request modification to service hours" or LSTS drivers "when schools require early dismissals." That language, which I discussed last month, is in Section 3 - General Conditions, Paragraph C. That new language gives the PTTOs the option of working a modified assignment if it means there are two splits. We expanded the language that any such PTTO "will be paid straight through for the shortest split between the monthly school meeting and their regular assignment" to include any second split in any DTA.

Paragraph C, "METRO will create no fewer than 220 Part-Time Operator assignments which pay at least four hours" was created by me. I originated this concept in 1995 when Metro proposed creating DTAs. I looked at the number of assignments over four hours (~120) and the number of assignments under 2:20 (then the minimum, but increased in 2001 by Paul Bachtel and myself to 2:30). Thus, the minimum was 170. During the 2001 negotiations, Paul Bachtel and I were able to increase the guarantee to the current 220. Metro has wanted to change this number to a percentage, in case the number of PTTOs were to cut to previous levels of under 700, but we said that those remaining PTTOs would deserve to have a greater percentage of the work available to be over four hours rather than a flat percentage which would greatly decrease the quality of work that would be available. The majority of those remaining PTTOs would be long-time PTTOs who are counting on being able to pick work similar to what they've been driving, and paying bills with,

for the last ten years. In the current negotiations, our Union negotiators may be able to add a percentage if we are willing to lower the floor.

As a result of adding DTAs: there are fewer PTTOs, because many DTA Operators are doing the work that otherwise would require two PTTOs; fewer PTTOs means those who have gone to full-time have done so in less time because there were fewer people on the part-time to full-time list; those fewer PTTOs are making more money because the average hours for part-time assignments greatly increased and because many of those who chose DTAs would have been on the ATL and, with their seniority, taking most of the available work. DTAs have meant more PTTOs with full benefits.

The Additional Tripper List (ATL) is the focus of Paragraph F. Very little has changed in this language over the years.

Clarity has been added regarding when a PTTO may submit availability changes, request to be added to, or removed from, the ATL. Anything submitted "prior to 10:00 a.m. on Friday will be effective the following Monday." Thus, if you know you have a 10am appointment or brunch date on Tuesday of the following week, you can change your availability for morning ATL to be off by 9:30am on Tuesdays. If you plan to attend the Thursday night meeting of Local 587, you can change your availability for Thursday to nothing after 7:30pm. You can change this every week. If you find that you are consistently getting a no-break 106 with a 5:34am start, you can change your availability to nothing before 5:35 am.

The default spread time for ATL availability is 13 hours. At pick, if you don't indicate 16 hours, you will not be assigned anything which would create a spread of over 13 hours. You can customize your availability for individual days. Many afternoon PTTOs put in for no work on Mondays so they don't have to remember to call the base on Sunday afternoon. Conversely, many morning PTTOs put in for no work on Fridays so they have a longer weekend. I look at the pick sheets (available on the ATU 587 website) to see what I could potentially be assigned and base my availability upon that. Keep in mind that you can only be paid to qualify on those routes upon which you are available to be assigned for at least three days of each week in a two-week payroll period. You aren't paid to qualify on anything if you are only available one day a week from 4-4:15pm.

It used to be that the ATL was assigned on a "rotating seniority basis," but when Metro's computer program came out of the Bronze Age and entered the Iron Age of computing, it could no longer handle a floating start line. It was also inher-

*continued on page 6*

# The Part Timer's Lament

By Jeff Welch

Among the greater economic inequities in our state is the regressive sales tax: that is — a regressive tax that has the greatest negative impact on those who are least able to afford it. Washington State is currently experiencing a dramatic economic downturn and ongoing economic instability in local and state funded services, in part due to its reliance on the sales tax as a revenue source. As with any downturn in a regressive economic environment — again, the impact is greatest on those at the bottom, including thousands of working families. Such a condition has the effect of creating an even greater divide between the “haves” and the “have-nots.”

## Regressive and Divisive

ATU 587's contract requirements regarding work assignments are also regressive — and divisive. While inequities span the seniority spectrum with the most senior gaining the greatest benefit to remaining in their job and doing it well (which is as it should be), one of the least necessary — and most unfair — divisions in this regressive environment is the difference between how extra work is assigned based on whether one is a full- or part-time operator.

Part-time operators pay the same monthly dues, the same arbitration assessments, the same contract negotiation assessments as full-time operators. Whether an operator works the 2.5 hour minimum or 40 plus overtime on a regular basis — the amount of dues is the same. No discount for those earning less; no windfall fee for those earning more. In supporting the union financially — members, brothers and sisters all — stand equal. In practice, part time operators are officially designated second class citizens within our own profession, within our own union — by our own contract.

Not so with work assignments and job protections. The system for assigning extra work (the ATL, lack of a part time call list, holiday schedule restrictions) favors full time Operators, and other language in our contract makes it clear that full time Operators have priority in areas such as the layoff sequence.

## The ATL

Administration of the Additional Tripper List (ATL) is one of the most glaring daily examples of a regressive and divisive policy imposed not by the County — but by our own Union, our own contract. This unjust inequity creates artificial and involuntary limits on when part-time Operators can work — and how

much, even while still remaining overall well under full-time. Among these egregious restrictions are the 7:59 restriction and the no ATL on holiday scheduled days restriction. No part-time Operator's daily time may be more than 7:59 (ATU 587 Contract 16.4.F.3). No part-time Operator may work the ATL on a Sunday scheduled holiday even if they have regular work scheduled that day anyway (ATU 587 Contract 16.4.B)

In the first example, limiting part-time Operators to 7:59 on the ATL prohibits — by contract, not by choice — any part-time Operator from working any ATL piece greater than 5.5 hours. This means that such a short part-time piece (usually the regular work of a more senior part-time Operator) gets assigned to a full-time driver. On the other side of that — any part-time Operator whose regular work is 5.5 hours or more is contractually disqualified from working the ATL.

As a concrete example: The 7/25T is a piece of work assigned to a senior part-time Operator, and runs 5:58. Any time that Operator takes a layoff day, calls in sick, takes unscheduled time off — or say gets detailed to the ATU 587 office — that work automatically goes to a FT Operator, even if there are PT Operators available, qualified, and willing to do the work. On the flip side, if that same senior part-time Operator wants to do some extra work on the ATL — she can't. The 7:59 rule disqualifies her from any piece of work available — due to the 2.5 hour minimum guarantee. This sets up a situation where even a junior PT Operator can out-earn a more senior PT driver during a busy period. Again — this situation is not by choice, but BY OUR OWN CONTRACT. This lack of equal status in consideration for available work is not only a hardship for those part-timers who really need the income from extra work when available — it's a blatantly unjust inequity in our contract. As with full time work, part-time work should be given by priority to part-timers who are willing, available, qualified and able to drive that piece of work.

## Part Time Call List

Since there is no call list for part-time Operators, (we can't “scrounge” for overtime or even available straight time that comes up), any piece of work that comes in after the next day's ATL is posted gets assigned to a FT Operator. This is another glaring difference between the protections that FT Operators get from our contract, and those that part time Operators see.

If full-time work must be assigned by priority to a FT Operator (ATU 587 Contract 15.2.G) — doesn't the value follow that part time work should be offered first and foremost to part time Operators?

## Job Protections

Our contract states plainly that in the event of layoffs, all part timers must be laid off before a single full time Operator loses their work. This states plainly that our contract values full time Operators so much more, that even the most senior career PT Operator must lose their job before a single FT driver is let go. ATU 587 President Paul Bachtel has at times advocated a unified seniority list. Perhaps in the case of layoffs alone, a unified seniority list would make more sense in the unlikely (we hope) event of layoffs. Stating simply that all part-timers must lose their jobs before a single full time Operator does is more than an “inequity” — it's a slap in the face to the part-time workforce.

## Correcting Inequities

In our upcoming contract negotiations — if not before — I implore our union leadership to strongly consider eliminating these factors that make Metro's part time Operators codified second class citizens in the context of our own contract, our own profession. As a starting point, making sure that representative voices are at the bargaining table — or at least have sympathetic access to those who are. These inequities impact both junior part timers waiting in the wings for a full time opportunity like myself — as well as career part timers who have dedicated their lives to this community, to this organization, and to this union no less than those who work a regular 40+ hours per week.

To my brother who spoke up at the January Charter meeting, I agree wholeheartedly that we cannot permit the County to divide us going in to these upcoming negotiations. I further agree that any differences in

contract language from benefits to work assignments to other protections not be “made personal.”

However, I remind that brother and others that as with the state income tax, our contract creates a regressive system of inequities that has a vastly different effect on those at the top than at the bottom. Having fewer shifts with built-in overtime is not equivalent in impact to an individual or family to changes being made in the part-time work cuts. Not being able to pick a 4 hour piece (and possibly not receiving full benefits); a lack of straight-through work even for someone with over a decade of seniority; or being unable to do fill-in work that one is qualified and available for in favor of someone already earning a full time wage have profound impacts on the lives, lifestyles and families of those of us at the bottom.

To that brother and to everyone else, I say that while you have my respect, my admiration, my good wishes and warm greetings always — it is not the County that is dividing us on many of these issues but our own Union, our own contract. These issue are NOT personal, brother — they are financial, and I urge you, the union leadership, and full and part time Operators alike to come together to create a new contract that encourages Metro to maintain and expand wages and benefits for ALL of its employees, and to create and foster more full time positions.

This union with its rich local history, colorful characters, and vital role in our profession and our community has a responsibility in its leadership and membership alike to create, maintain, and foster a profession that values us all. This can only happen if we all agree to end unjust, regressive contract inequities between full and part time Operators — and end their status within the contract as second class citizens.

Jeff Welch  
Part Time Operator #13204  
Atlantic Base

## Upcoming at Local 587

- April 1 . . . . . Charter Meeting
- April 2 . . . . . Morning Meeting
- April 3 . . . . . First Line and Service Quality Shakeup Begins
- April 5 . . . . . Jefferson Transit Authority Meeting
- April 6 . . . . . Clallam Transit & Clallam Paratransit Meeting
- April 7 . . . . . Wednesday Meeting
- April 27 . . . . . Executive Board Meeting

**PUT C.O.P.E. DONATIONS TO WORK • VOTE PRO TRANSIT**

# Letters to the Editor...

## Thank You

Letter to the editor

I would like to take just a moment and thank everyone from the bottom of my heart for all the donated "sick time" donated in my behalf. My hip surgery went very well and I am returning to work March 8, 2010. I am feeling great and the donations helped my wife and I greatly during the time I was off. God bless all of you !!!

Rick Harris  
#12820

## From: Dee Wakenight

March 15, 2010  
To: Ray Campbell  
Brother Ray,

I am writing to express my regrets for incidents that have occurred between us since the Operator Pick in January. I expressed my anger toward you for having made mistakes regarding my vacation picks in a very inappropriate way. I was acting out of fear and anger and should not have used such threatening language for you. I would like you to know that I do not, nor did I ever, wish you

any harm. I would like you to accept my apology and work with me to move forward from these incidences for the good of the Union members as well as our professional relationship.

Thank you,  
Dee Wakenight

### SEND IN YOUR OPINIONS

Letters/contributions must include printed names, signatures, work ID numbers, addresses and phone numbers that can be verified during working hours. Letters that cannot be validated will not be published. All articles/letters are subject to editing and should be limited to 1000 words or less. Not all letters can be published due to space limitations. Cut off is the 15<sup>th</sup> of each month. Any submission from a member of Local 587 to the *News Review* deemed unprintable by the Recording Secretary shall be forwarded to the Executive Board for final decision to publish. Send letters to:

Brian Sherlock  
News Review Editor  
c/o ATU Local 587  
2815 Second Avenue, Suite 230  
Seattle, WA 98121

### NOTICE TO ALL READERS

*Views and opinions expressed in News Review articles are those of the authors and not necessarily the official position of Local 587*

## Part-Timers' Guide to the Contract, Part II, continued

ently unfair. Often the line would end with the same person, the one whose regular assignment, qualification, and availability meant that person was the only one who could be assigned a certain piece of work. Thus, every day, PTTOs with less seniority than that person would be assigned first and people with more seniority would never be assigned. Now, as a result of the 7:59 limit each day, longer assignments trickle down from higher seniority PTTOs, but all PTTOs are assigned by seniority, just like FTTO.

Because PTTOs "may be assigned to work halves of combos, specials and shake-up reliefs," they will be paid to qualify on such possible work. Because these also sometimes fall at times not usual for ATL work, hours availability should reflect what a PTTO is truly available for, not what s/he normally gets, i.e., if you are not available all the way until noon or from noon on, your weekly ATL availability should reflect that.

Unlike FTTOs on the Extra Board, there is no penalty pay if the ATL is

not posted by 4:00 p.m.

Paragraph G, guaranteeing pay for a picked assignment for the entirety of a shake-up, is the result of the first grievance I ever filed. I had picked a tripper which went from the Fauntleroy Ferry Terminal. When the time for the ferry was

changed, my assignment was shortened. Metro would have been better off, if they had had this language in place such that I would have been paid for my picked assignment for the entire shake-up rather than starting me on the road to Union involvement.

# Bulletin

March 15, 2010

To: All Local 587 Members  
From: Paul J. Bachtel, President / Business Representative  
Subject: **Charge of Disloyalty and Conduct Unbecoming a Member**

As President, it is my duty to report: Pursuant to Section 22.3 of the Constitution and General Laws of the Amalgamated Transit Union notice is given to all members that charges alleging "Disloyalty and Conduct Unbecoming a Member" have been filed against Executive Board Officer Dee Wakenight.

The charges will be brought before the membership through the April cycle of Union meetings at the dates, times, and locations below:

Charter meeting: Thursday, April 1, 2010, 8:00 PM, in the Seattle Labor Temple, Hall #8.

Friday Morning Meeting: Friday, April 2, 2010, 10:30 AM, in the Seattle Labor Temple, Hall #6.

Jefferson Transit meeting: Monday, April 5, 2010, 7:00 PM, in the Port Townsend Rec. Center, Port Townsend, WA.

Clallam County meeting: Tuesday, April 6, 2010, 7:00 PM, in the Vern Burton Memorial Building, Port Angeles, WA.

For further information regarding the processing of charges against, and potential discipline issued to, a Union Officer or member please refer to Sections 12, 22 & 23 of the Constitution and General Laws of the Amalgamated Transit Union.

# Bulletin

March 15, 2010

To: All Local 587 Members  
From: Paul J. Bachtel, President / Business Representative  
Subject: **King County Metro Contract Negotiations Update**

Officer Andrew Jeromsky are compiling survey data creating a compendium of data for our subcommittees to use in drafting union proposals.

Our five classification specific subcommittees (Transit Operators, Supervisors, Vehicle Maintenance, Facilities Maintenance and Special Classifications) are meeting and reviewing previous union proposals (from the 2007 negotiation), editing suggestions from the Editing Committee (former Recording Secretary Jennie Gil and former Executive Board Officer Bruce Tiebout), and survey data, to draft their respective proposals.

I added Transit Operator Paul Tefft to our Financial Research Committee. Paul will be working with Executive Board Officer Clint DeVoss in creating the necessary

spreadsheets. I've met with our attorney and I will be making arrangements for an economist and/or accountant to join with our Financial Research Committee in drafting our financial position.

I've met with Metro's Labor Negotiator and we are tentatively planning on beginning negotiations in mid April. I will be blocking two days a week out of our schedule for the remainder of the year to dedicate to contract negotiations.

We will be focusing on Rail and Streetcar and have already had Rail volunteers meeting with one of our subcommittees.

At the present time I will be publishing monthly negotiation updates with additional updates when warranted. Thank you for your support and participation.

# February–March Report to ATU 587

By Linda Anderson

## Viaduct Meetings

Paul Bachtel and I met with Governor-appointed Ron Judd, and representatives from the County and Seattle Department of Transportation. ATU 587 reiterated the obvious need for better transit planning in the Viaduct Replacement Project. Primarily this should be in the form of city right of way for transit-only lanes through the Seattle street grid, which has so far has not been forthcoming.

## Scheduling Committee

Ray Campbell and I attended a scheduling committee meeting with Metro. Pres. Bachtel and Metro managers started the meeting but quickly left Ray and I to meet with schedulers and supervisors. The primary message from managers was threefold. First the Council has mandated that Metro cut service hours and cuts to recovery time. Second and that these meetings are intended to inform the union of how this will be done, what changes they are implementing. And third, they want Ray and I to gauge how the changes are affecting drivers and report that back to them. If too many problems are caused by the changes, for the drivers, and especially for the riders, they might have to back off or modify their changes.

I asked if we could also be there to give our suggestions, and they said yes. I asked if management would send schedulers out to the bases to talk to the drivers. They want Ray and I to convey information to the operators and get feedback. I suggested schedule time could be saved by placing comfort stations directly convenient to layovers. They are looking into this idea.

One of the changes we will be seeing is route redesign. This is a process of taking out some of the bus stops, which makes the running times more reliable. It also may involve looking at routes that cover the same streets or neighborhoods to create more efficient routing. The committee is especially interested in operator and passenger feedback about routes 16, 181, and 28 which have either already undergone or will soon undergo changes.

Another change will be that all the work will be cut from scratch. Metro has never done this. They have always taken existing work and modified it. This is why sometimes we are able to pick the same work for several shakeups or sometimes years. Now all the run cutting parameters will be entered into the software and the computer will cut the work from scratch every shakeup, after which, if need be, the schedulers can modify it.

New methods will be used to track and plan running times. Soon the automatic vehicle locator will be used to track the exact running time of every trip of every route 24/7. This could conceivably benefit some of those routes whose running times consistently exceed the time allotted on the run cards. The goal for this "cycle time" analysis is to set run cards so that 90% the time, the trips will be on time. Now the goal is 100% of the time, but there is no accurate measurement of actual running times of each trip.

The next scheduling committee meeting will be in April. At that meeting we will discuss ways to get input from operators. The members of the committee are:

Linda Anderson, Ray Campbell, Jonathan Bez, Ralph Keyport, Steve Masumoto, and David Bailey

## Puget Sound Regional Council long range "2040" Transportation Plan for the region

I attended a forum, put on by Transportation Choices about the PSRC 2040 plan.

The PSRC's 2040 full plan is available on their website. It will be voted on at their April meeting. The plan calls for tolling on all major limited access arterials and new structures such as tunnels and bridges, with a percentage of that tolling going to fund a 90% increase in local fixed route transit. The PSRC is a planning agency and a venue for cooperation between counties, cities, transit, roads, freight, ferries and rail for the region. The plan projects significantly improved travel times and reliability for cars and freight, and dramatically improved speed and reliability for transit. The plan contained little change to ferries, and some increase in rail service.

The major objection to the plan was from David Hiller, representing the Cascade Bicycle Club, with 11,000 members. The CBC thinks the plan does not put tolling high enough to recap all social costs of driving cars, from asthma treatment from pollution and accidental car injuries and deaths, to decreased value of neighborhoods due to too many roads and cars.

The problem I have with tolls is that in states where the highways are tolled, privatizers want to get their hands on that revenue. In state after state, corporations convince state legislators to turn the toll revenue over to them. The company leases the highway system for up to 99 years, promising, but not necessarily delivering, highway maintenance. Of course, unlike public highway

systems, these companies then rake a healthy amount of taxpayer dollars off the top in profit.

## King County Regional Transit Committee Meetings

The RTC, which oversees Metro and advises the County Council, has a new chair, Larry Gossett, of SE Seattle, and a new Vice Chair, Fred Butler, of Issaquah.

In the February meeting, Kevin Desmond gave a report of the RTC's activities over the past year to bring all new members up to speed. Analyst Arthur Thornbury outlined the RTC agenda for the coming year. Considerable time was spent on the assault in the tunnel. Officer Jutilla reported that Seattle Police have been deployed to increase patrols on Third and County Transit Police in the tunnel. Many of the RTC members pledged more policing cooperation from other cities throughout the county.

In the March meeting, Paul Bachtel and Kevin Desmond both spoke on the fare evasion problems. Desmond stressed that fare evasion, security and fare policy all go hand in hand, and Pres. Bachtel recommended getting rid of the ride free area and simplifying the fare structure. The Fare Evasion Study report will be ready by April. The RTC will be considering fare policy and fare evasion throughout the year.

The City of Seattle members of the RTC reported that they intend to convene a meeting of the city's Transportation Committee to have a thorough discussion of Metro's trolley system. The county's audit suggested reevaluating whether or not to have trolleys. This will be discussed and studied by the county as well, beginning this year.

## King County Transit Task Force

King County Executive Dow Constantine's Transit Task Force begins meeting to take a fresh look at all aspects of transit goals and transit redesign in King County for the long term. They will make recommendations to the Executive and the Regional Transit Committee. The task force includes a wide variety of business, academics, transit planners, community and social agencies, transit riders, and two positions for labor, one of which is filled by 587 member Carl Jackson. Carl, Brian Sherlock and I met to discuss ATU 587's role on the Task Force.

## PR Committee Meeting

The PRC budget. We had hoped to add a non-E-Board member to the committee, but instead will have to cut back on what we are trying to do. In light of the budget available, we met with Paul Bachtel to reevaluate what the committee's priorities should be and worked out a work plan for the near future.

## Operator Negotiating Committee

Randy Stevenson, Ray Mason, Paul Bachtel and I have been meeting to review the surveys and discuss and prioritize ideas for negotiations. The union called for operators to volunteer to come in and talk with us and help us. So far we have had several very helpful and productive visits from operators, both from rail and bus. The committee is scheduled to have its work done by April.

# MOVING???

*You have ten days to notify  
Washington State  
Department of Licensing  
of change of address.*

*It's recommended you maintain  
a copy of such notification.*

# Vice President Sepolen's Report

By Rick Sepolen



## ATU In Washington, DC.

I had the honor of traveling to Washington DC along with COPE Chair Judy Young to attend the ATU International Legislative Conference.

While there, the 587 COPE effort was once again rewarded by being anointed the top fund raiser nationwide.

It wasn't just a trip to receive a plaque, it was also an opportunity to discuss issues and exchange ideas with other ATU locals from across the country. An opportunity to find out what state level legislative efforts were being made and, perhaps, taken back home to be introduced at the state and county levels eventually benefiting local transit.

For instance during the conference, Judy and I, along with other members of the Washington delegation, were able to discuss the recent passage of SHB 2986 which allows for a labor representative on transit boards. This has been in the works for four years and, finally, has made it to the governor's desk for her signature.

On the state level, 587 along with the other ATU locals, were able to marshal opposition to a bill that would allow private carriers to force public transit agencies to share their transit centers and park and ride lots. (A moment of personal privilege: An apology to the member who called about this issue. Thank you for the heads up. It is members like you that keep us abreast of so many of the things that are happening out there).

In DC we learned that President Obama is asking for more than \$500 million for his effort to help state and local government make more sustainable transportation investments. This effort is part of the president's "livability" initiative. The feds are looking at how the Federal Transportation Department partners with state and local transportation agencies in the decision making process. Critics of the President's effort have expressed concerns that the livability initiative focuses too much on urban areas leaving out rural communities.

The delegates at the conference spent a day visiting their members of congress presenting to them local

issues as well as the ATU 2010 Legislative Priorities which included:

- Supporting HR 2847, the Jobs for Main Street Act, 2010, which calls for the appropriation of \$8.4 billion for public transportation. Increase the percentage of funds that may be used for transit operating assistance (above the 10% provided in the House bill).
- Request that our members of Congress, who have not done so, become a co-sponsor of HR 2746 (the so-called Carnahan bill and the Senate version the S. Brown bill) which would give local transit agencies the option to use a portion of their federal transit funds for operating assistance. This would go along way to ending service cuts, fare increases and layoffs that are currently devastating transit systems and paralyzing communities.
- Reauthorize the *Safe, Accountable, Flexible and Efficient Transportation Equity Act - A Legacy for Users (SAFETEA-LU)*, and support increasing the federal transit program by 20% annually, so that by 2015, the program would be funded at nearly \$31 billion annually.
- Enhance the safety of our nation's rail transit systems by improving and expanding federal oversight and ensuring that transit labor representatives have a voice in the process.
- Support HR 1409 the *Employee Free Choice Act* to enable work-

ing people to bargain for better benefits, wages and working conditions by restoring workers' freedom to choose for themselves whether to join a union.

Our lobbying efforts took us to the offices of Rep. Jay Inslee, Rep. Rick Larsen, Rep Brian Baird and Rep. Jim McDermott along with Senator Patty Murray. Scheduling is always a problem as each of our representatives sits on several committees that meet often and always (or seemingly so). We were fortunate enough to have Rep. Inslee step out of a committee meeting to speak with us; otherwise we generally met with senior staffers to discuss our issues.

When you first are involved in a lobbying effort such as this, by the end of the day you develop the feeling that your efforts are for naught. Particularly, when you don't get to speak with the "boss." I have since learned that Senators and member of Congress do receive and sometimes even read your message, even if they may not agree with you. Huh, Judy?

There is always more to do the help out the plight of transit workers and transit systems.

I want to thank everyone who has donated to the 587 COPE effort. The funds raised here have continually opened political doors for the local. Along with the time that many hundreds of our members spend in volunteering for the candidates and causes of their choice Local 587 has become a political force to be reckoned with.

## FYI

### Sleep Apnea and renewing a CDL

By Jeff Welch

Work force health clinics like HealthForce are now requiring those with Sleep Apnea to provide documentation of Sleep Apnea treatment (usually CPAP) and compliance from an outside physician in order to certify these patients for their CDL Medical Card. This means that unless you go to your CDL Physical appointment with this documentation in-hand, you won't leave with a new CDL card, nor will you be issued one for the full year until you provide this documentation. As sleep studies and/or data downloads (if your machine is so equipped) can take time to schedule and obtain - those being treated for Sleep Apnea should prepare in advance for this new requirement.

As to my own experience, I had a physical scheduled a week prior to my card expiring, and didn't learn of this new requirement until half-way into the physical itself. I was instructed to come back when I had the documentation - which I could not obtain within the 1 week prior to my CDL card expiring. I was able to convince a more experienced doctor at the clinic (HealthForce on First Avenue) to issue me a temporary 3 month card, which will give me time to obtain a new sleep study and documentation. This new requirement will be a particular hardship for those part-timers who are not on medical, and an unpleasant surprise and inconvenience for those who like me were caught unaware of this new requirement.

Please pass this information on.

## Iranian Bus Drivers' Union Leaders Jailed

### Resolution to support Iranian Bus Drivers' Union leaders Mansoor Osanlou and Ebrahim Madadi

1. **Whereas:** The Tehran Bus Drivers Union (Syndicate of Workers of the United Bus Company of Tehran and Suburbs) has played a pivotal role in helping to revive the Iranian labor movement, by establishing itself as an independent union that stands up for workers rights and the freedom to organize; and
2. **Whereas:** the Union has faced severe repression from the government of the Islamic Republic of Iran (IRI), which is trying to stop this independent initiative of bus drivers to unionize and organize - and in doing so, set an example for other Iranian workers who are fighting for their rights; and
3. **Whereas:** as part of the repression, the IRI has jailed the

Union's leaders, in particular Ebrahim Madadi and Mansoor Osanlou, who has now spent more than three years in prison as a political prisoner, including in solitary confinement, because of his dedicated work on behalf of the Iranian bus drivers union and other workers in Iran; and

4. **Whereas:** the imprisonment of Osanloo and Madadi by the government has been condemned by unions and human rights organizations around the world, including the International Transport Workers' Federation, Amnesty International and the International Trade Union Confederation;
5. **Be it therefore resolved:** that Amalgamated Transit Union 587 add its weight to

the campaign for an end to the repression of independent labor organizing in Iran, and in particular for the release of Osanloo and Madadi, by writing to the Iranian government and calling for their immediate release; and

6. **Be it finally resolved:** that Amalgamated Transit Union 587 send a message of solidarity and copy of the letter calling for Osanloo and Madadi's release to the Tehran Bus Drivers Union, and in other ways publicize ATU 587's decision to support the Union in their effort to free Osanloo and Madadi so that they can better move forward in their organizing to improve their conditions, and to strengthen the rights and conditions of all working people in Iran.

# Vice President MacAdam's Report

By Don MacAdam



## Will Metro Ever See Us As An Asset?

**A**t this time the Vehicle Maintenance Manager spot is down to 2 candidates, and our input has not been requested. I have been told that as we get closer to the contract deadline, things will continue to erode. The head of Employee relations seems to have lost all touch with the fact that we are the Employees they are supposed to help and not harass. As the temporary Supervisor of Maintenance will soon be retiring and has made it clear that, you will do as you are told or else, we have said, O.K., or

else what?! We will make no progress in any areas until the replacement process is complete. Then, we will have to see if Metro and your Union will be able to work together for the public good. Hostile work environments are currently being investigated at East Maintenance and South Maintenance. Metro will also be warned about upcoming litigation.

I have just returned from our On Board Systems (O.B.S.) negotiations. We are asking for time and a half, and a seniority pick for this long project.

Metro says no to the extra money. You know how it is there is a lot of money unless we want some of it.

### What's Going On?

With the permission of President Bachtel, the Vehicle Maintenance Board officers, Mr. Archer, and the Union Members at South Base, I signed the Resolution Document to settle the 101 grievances filed in regards to unqualified employees inspecting new coaches or vans on Metro property. The last line states, Effective with the agreement of the

Union, all new van and bus acceptance inspections conducted on Metro property will be performed by a Metro Employee with journey level mechanical experience. Our thanks to Metro and our Union Members that took the time to file and work on these grievances and the problems created. We still have to argue the 52 Chief movement grievances, plus the following arbitrations:

Stambaugh, Jones, Bonnar, Salkeld, and Musni. We also have 18 open grievances.

**Retirements:** Bill Sales

**Deceased:** Ed Cowart & Mike "Bucky" Buchanan

**WORST BASE OF THE MONTH**—still East Maintenance.

**WORST WRITE UP OF THE YEAR**—so far is shared by Marcel & Smail.

I was also able to visit Graveyard shifts at Central "happy shift" and Ryerson "happy shift" then back to East base.

The amazing thing about East Maintenance grave is that the shift is so "Happy" some people picked off days to go to grave!

They feel the "climate change" is worth it. They had me laughing so hard I was in tears. They also suggested I rent a room close to the base, so I won't have to keep driving so far.

So the man's wife divorced him and took the house, he lost his job, his dog died. He found out he owed several thousand dollars to the I.R.S. and someone stole his I.D. and charged several thousand more dollars to him. The man's friend said, "It could have been worse."

The man was furious!!! "How could it possibly have been worse!!!?" he fumed.

The man's friend replied, "It could have happened to me."

When we are in the middle of the hurricane of troublesome events, it is important for you to remember that you are not the first one this has happened to, and also the trouble will soon (hopefully) pass. Remember, you have a good job, and we will help if we can.

Be brave! Be vigilant! And act wisely!

## A Letter from UW



Mr. Kevin Desmond, General Manager  
King County Metro Transit  
King Street Center  
201 S Jackson St Rm 415  
Seattle, WA 98104-3856

Dear Kevin,

In recognition of Bus Driver Appreciation Day, March 18, and on behalf of the thousands of students, staff, and faculty at the University of Washington who ride King County Metro buses every day, please extend our thanks to the Transit Operators of King County Metro.

For decades the University has relied on transit operators to ensure safe and timely access to classrooms and jobs on campus and throughout King County. More members of the UW community get to campus using transit than any other transportation option. This strong use of transit is a testament to the clean, safe, and reliable transit service made possible by the professionalism of King County Metro Operators.

Nearly 10% of the rides taken on King County Metro are made by members of the UW Community and as a community we are grateful to KCM Operators for their assistance in providing the 60,000 people of the University of Washington with access to education and employment. We are proud to have such dedicated professionals at the helm, as we go to classes, clinics, labs, and offices.

Again, thank you to all King County Metro Operators for their dedication and service to King County Metro Transit riders, including the students, faculty, and staff of the University of Washington.

Yours Truly,

Josh Kavanagh, Director  
UW Transportation Services

Tim Mensing, President  
Associated Students of the University of Washington

Jake Faleschini, President  
UW Graduate & Professional Student Senate

CC: Paul Bachtel, ATU Local 587 President  
King County Council Members  
Dow Constantine, King County Executive  
Harold Taniguchi, King County Transportation Director

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fax. 206.543.3241

### Special Meeting Notice for Maintenance

A trial Union Meeting for Maintenance has been approved by the membership. They will be held at the Union Hall at 3:30 PM on the Wednesdays following the Charter Meeting. The first is April 7, then May 12, and June 9. This trial period has been requested by Maintenance. Show up! Be involved and know what's going on!

Sincerely, Don Mac Adam V.P. # 2

# The Financial Secretary's Report

By Paul Neil



## April 2010

At the March meeting cycle a motion was passed to add an additional membership meeting on the Wednesday following the Charter meeting at 3:30pm. These additional meetings will occur for 3 months. This meeting is open to all members and is designed to accommodate those

who start their work day early. Come one, come all! This should work better for those who cannot stay up till 10:00pm or later at the Charter meeting.

Below is the report I read to the membership at the March cycle of membership meeting.

### March 2010 Membership Meeting Report

#### New Member Applications submitted to the ATU International in February:

Name	Employer	Position
LINDA OTT	CPS	Customer Service Clerk
DONALD TRAUTMAN	CTS	Transit Operator
FERRON FLAVORS	KCMetro	Rail Laborer
JOHN VILLAGOMEZ	METRO	Rail Service Worker

\$55,182.10 for the month of February which is a 1.2% increase over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$189,079.32 which is an increase of \$27,688.81 or 17.2% over the previous February. The largest areas of increase were in assessable expenses which were up \$6,826.63, in payroll which was up \$8,868.72 and in payroll taxes & benefits which were up by \$10,778.19 compared to last January. This amounts to a \$1,394.64 deficit for the month compared to a surplus of \$18,998.66 for February 2009.

size of the Newsreview to no more than 8 pages, reducing the number of members going to the ATU Black caucus, reducing the number of members going to the Northwest Conference and various other cuts.

Copies are in the back.

- Participated in Clallam Paratransit negotiations and contract vote.

- Spent all day at First Transit during the contract vote explaining the wage table.

- Attended the un-official retirement party for Richard Boehmer former Operator of the year.

- On February 10th attended the Operator of the month luncheon and helped present former ATU 587 member Tim Mack with the Manager of the Month award or as it is otherwise known the Willard Award. He will display his rat proudly in his office.

- On February 24th the relocation committee and the Fulltime officers met with an agent to discuss the search for new office space including possibly purchasing a building of our own.

#### In the month of February 2010...

we reported four new members to the ATU International. One is employed at Clallam Paratransit Services, one at Clallam Transit and the other two at METRO/King County. This brings our total active membership to 4085. This is an increase of 10 members compared this time last year when we had 4075 active members.

#### Bills:

All financial figures are subject to the review of the Executive Board. In February total income was \$242,866.78 which is an increase of \$7,941.91 or 3.4% over last February. Initiation fees were also down by \$6,268.00 or 85.7% compared to last February. Unfortunately that trend will most likely hold for the rest of 2010.

Per Capita payments totaled

#### My activities for the month:

- Working on the budget with the budget committee. We had a deficit of \$109,000.00 last year so we aggressively reduce and control costs. Highlights include: Reduction of the COPE payroll budget by half, closing of our offsite storage at the end of this month, no snacks for membership meetings, no bottled water for the office, reducing the

## A horse is a horse of course of course...

*This photo was taken by Ludwig Becker, our intrepid Executive Board officer from the Peninsula properties. He works for Jefferson County's transit system. All his fellow officers are certain that this unusual sight was due to his recognizing the necessity of transporting an assistive animal as he saw it "saddle up to the bus."*



# The Recording Secretary's Report

By Brian Sherlock



## Working our way through

We have organized 1<sup>st</sup> Transit and are working our way through teething issues with an employer who has earned the honor of being the worst transit employer in the country. I believe that the Seattle office may well be their best in the country; however, ten percent of their employees have nominated themselves to be Shop Stewards. At insightfully managed employers, there is little need for the defense of Stewards and a small fraction of senior members come forward to handle the renewal of already excellent contracts. This overwhelming response, from those who know this employer best, suggests that we will have an interesting, if bumpy road ahead. On a brighter note, our new members have reason to celebrate more than the enormous improvements their contract has delivered; the candidates for Shop Steward are a remarkably skilled group who leave little doubt that whoever is chosen, the representation will be top drawer.

At Sound Transit, the problems with Rail pick schedules continue. The Supervisor pick is held well

after the bus side pick and the timeline does not allow sufficient time for that group's Shop Steward elections. Why in the world would Link not want to move the pick a couple of days to coincide with the bus side pick? It would save money and reduce problems. The trade-off is the illusion of control at the cost of increased expense and increased personnel troubles. I keep defending the managers there as good folks; they seem well-intended and thus, I am baffled. Maybe cooperation is actually a bad thing. Similarly, it will be interesting to see if Sound Transit and Metro can cooperate long enough to negotiate together with us as we work through the areas in which our interests overlap. It is vital that we lay out the smooth movement of employees and their records as they transfer from bus to rail and vice versa. Common sense would suggest that it should be nearly impossible for the two management teams to not find common interest and sit together with us as we iron out helpful contract language. Thus far, the only workable solution is looking like a long shot, but we will continue to urge

*"...it will be interesting to see if Sound Transit and Metro can cooperate long enough to negotiate together with us as we work through the areas in which our interests overlap."*

cooperation here as well.

The reduced number of new hires and initiation fees has combined with the expense of our new (and excellent) second Vice President, and our budget has developed a deficit. Part of the solution has been to limit the *News Review* to 12 pages. It had grown to 16 for recent issues. I have been told that several managers had a bet going on whether I would

soon have it up to twenty. Well, that will have to wait, although quality over quantity has always been my goal. I know there will be a lot of complaining if editing is necessary. Most authors strenuously object to messing with their writing after they have put significant effort into it. My apologies in advance should anyone's ox be gored, or gore be axed...

## President's Report, continued

from transit last summer but left as his legacy, a VEBA plan that allows Employees to choose whether or not to participate in VEBA by controlling their General Leave and Holiday accounts. CTS General Leave and Holiday accounts are similar to our Accumulated Compensation (AC) account where Employees bank hours for later use. The difference is at CTS when an Employee banks more hours than the contract allows, the hours are cashed out into a VEBA account rather than paid out in the next paycheck. Employees make a decision to either invest in VEBA by allowing their accounts to increase above the contractual limit or use the hours for time off. One anecdote from our recent CTS negotiations was of an Employee who decided to purchase orthodontia for one of his children. He allowed his hour's bank to increase above the contractual limit and in doing so funded his VEBA account sufficient to pay for his child's orthodontia with tax free dollars. An Employee also has the option to save those dollars for retiree medical costs.

In the coming negotiations, we will be proposing the addition of a VEBA account with more attractive funding options.

### Healthy Incentive Plan – WEB MD

A complete waste of time - need I say more? I was opposed to former President Norton agreeing to three more years of this lunacy, and you can rest assured I will not be agreeing to continue this nonsense. At the time of this writing, I've almost reached gold by inputting pointless data and answering stupid questions. I have to confess, I lied about the number of steps I've walked each day and didn't bother reading the material before answering the questions. I still managed to answer over 90% of the questions correctly. How? Because they're stupid questions! I realize that the object is to make getting to gold so onerous that as many members as possible are left at silver or bronze levels. Thus, costs are less than having everyone at gold.

Almost as annoying as WEB MD, but not quite, is an unnamed King County Council member who is making political hay by criticizing our level of benefit coverage. This after our Union agreed to triple my deductible, triple my out of pocket maximum, decrease my coverage from 90% to 85%, and greatly increase my prescription co pays.

I understand costs are increasing greater than overall inflation and as an end user I may have to pay more, but nobody from the King County Council should negotiate a huge take away, and then criticize our coverage in the press.

As a cancer survivor, I know I'm lucky to have medical coverage and that, with the cost of surgery, chemo/radiation, and continuing care, I'm one of the member's con-

tributing to the dramatic increase in costs. It's not that I'm not grateful to be alive and receiving continuing care. I am! But please, put a stop to time wasting healthy incentives plans from places like WEB MD or this Union will be shopping elsewhere.

*In solidarity,  
Paul J. Bachtel  
President / Business Representative*

## WORK SITE VISITS

*Paul Bachtel, President, will be visiting various work sites during the month of April. Below is a list of times, dates and locations.*

April 9th	East Operations	4:00 am – 6:30 am
	East Vehicle Maintenance	6:30 am – 7:00 am
April 16th	Bellevue Operations	4:00 am – 6:30 am
	Bellevue Vehicle Maintenance	6:30 am – 7:00 am
April 23rd	North Operations	4:00 am – 6:30 am
	North Vehicle Maintenance	6:30 am – 7:00 am

# The View from the Buses

*Retirees' Corner*

By Bob Morgan, Retired First-Line Supervisor

As I was lying in bed the other morning, for some reason, I started to remember some of the work I drove in my first few years. Maybe it was just a nightmare, who knows.

I had some interesting work at first Jefferson, then Dearborn, Atlantic, and finally East and ending at South. Most of my first years was on the extra board. The board is nothing as it is now. It was a rotating board. Depending on the size of the base, the board had a blue line which moved "X" number of lines daily. If your spot on the board was directly below the blue line, you got the earliest piece available, by quit time. If the blue line was above your spot, then the reverse, you got the latest work available, even night work (remember, all night work is assigned first then early runs, etc.). Yes there was a night board, but just like today, night work first! The neat thing was that the board usually covered a 1 month cycle, so you could look at the future of that blue line and almost make plans up to 3 weeks out. Being at Jefferson to start with was great, almost everyday was daylighters, early combos. Then the end of the summer vacations, oh, oh Relief Runs. These I got every other weekend. One thing I remember about working nights back then was the "3" rings from the call box at night in the CBD. As I mentioned in an earlier article, there were call boxes scattered throughout the CBD, even some on the outlying terminals. Working nights, prior to all coaches having radios, for the night coaches, including the Owls, at your assigned layover(s) there was a call box within ear shot. The coordinator would, at the appropriate time, ring the bell 3 times, signaling that you, and others laying over, were clear to leave the CBD. When the fleet became 100% radio equipped in 1979, the coordinator would just give a "call mode" message that it was time to leave the CBD.

The other thing as I write this was the transfers and fare zones. There were some 80 different fare zones throughout the county and into Snohomish county as well. Let's say you wanted to go to Bothell from Burien. The 240 was the route to take, 2 1/2 hours each way and 8 fare zones. Now the fare zones were at Southcenter, just past Renton Boeing, Newport Hills, Bellevue, Kirkland, Juanita and finally Brickyard at NE 160th. Yes, I do remember the fare 20 cent base fare and 10 cents zone fare. One other thing I remember about the old 240. You left the base in the morning but got relieved in Bellevue, and it was always just as the route headed downtown had passed. So you waited 30 minutes for the next coach. Oh, did I mention that your pay stopped when you got relieved? So there you are, in Bellevue for

half an hour on a Sunday, maybe 2 places were open so you could get some food or at least out of the weather. Oh, and no there were not any relief cars, just the bus. But hey, back to the transfers. The transfers we used at first Dearborn and later East were different than the "City." We would punch inbd or outbd then the zones in the appropriate boxes. In the City it was way more complicated. You had To and From transfers. You had a 7 To Rainier (with the turnbacks). The customer couldn't use a To transfer on a From trip, in other words, if you went on a S/B 7 you couldn't return on a # 7 unless you payed another fare. When I went through training, our instructor took us on the "Octopus." Laugh if you want, but it was as real and absolutely terrible as it sounds even today. I can't remember all the routes involved, but the gist of it all was the combination of 7-8 routes into one. They ran on Sundays and Holidays only. I remember that one relief point was at 15 W & Dravus for most trips. The operator would have to take "BOOKS" of transfers for all the routes "TO & FROM." Routes I remember were the 3, 4, 5, 6, 8, 15, 31, and another that escapes me. Most trips you only did 3/4 of the routes before you covered your 8 hours. These routes I've mentioned are for the most part not even close to what is running today. Most of you don't remember Dash Signs, though some are used today, we had one for every trip, sometimes more than one for the same trip. The person who left the barn in the AM on the Octopus had to make sure that they had all the dash signs for the days work, even their reliefs.

Oh, and the equipment we had to drive. Some were antiques, especially the Trollys (circa 1938), some days you just got on the coach and made the best of it, why, well better what you have than what you could get with a coach change. As I was about to qualify as an operator Metro was receiving their new AM General coaches. These were the first new coaches in the area since Seattle Transit had bought the 700s in the late 1960s. Oh yeah, fast, with a 3 speed overdrive tranny, an air ride seat and Transigns. Problem was the Transigns didn't work until 1978 or so and all of these coaches didn't have radio's until 1979. The nickname for the coaches was "Gremlin." This was not because American Motors built them, no, it was because of all the problems they had. How many problems, let's just say that we could write an article on that. The front brakes seemed to grab more than the rear, which made driving in the snow was quite an experience. I remember one afternoon in October of 1977, we got a good amount of snow, and I was doing an outbound tripper on the 255. In those days you had an AM/PM terminal at NE 124 and

124 NE. The PM terminal was just west of 124 Av NE on the downhill. As I pulled around the corner to head to the zone some kids tried to cross the road. Brake and then into a slide, I don't know why but instantly I opened the rear doors remembering that 45 to 60 PSI of air would go to the rear brakes. Well it worked, the coach straitened out and I was able to stop prior to running down the kids. I then discovered why our uniforms consisted of brown pants!

In 1978 we got the first of the Artic's at East Base. I was the first on the E-Board to qualify. Later as the new coaches arrived at East, I was detailed to take them to the old body shop at the old Atlantic Base. This was not fun at all. The mirrors were flat glass on both sides, no ID decals anywhere and no fare box or radio. W/B SR 520 to S/B I-5, imagine if you will, trying to merge 4 lanes to the right with flat glass mirrors. I didn't use the mirrors, so I stood up and looked out the side windows (yes at the posted speed limit). But the best part was picking up the other coach to take back to East. The body shop had 12-foot-wide lanes with equipment parked along each side and I had to back the Artic out of the stall and

then put the new one in its place. Remember the first few times I did this the mechanics were in the corner taking bets. Ah, fun times.

Got another message from Dale Bartz, no the house in the Philippines isn't done yet. Heard by way of Gary Pilcher that LeRoy Lalley and Duane DeWitt are traveling in SE Asia. Also heard that Duane's wife had passed away after a battle with cancer. Am assuming as I write this the group from Arizona, along with some from this area, are in the San Deigo area golfing. This includes: Jim Patrick, Terry Compton, Roger Cady, Mark Hartman, and Harold Mann. The Northend breakfast had a new member this past weekend, Lance Norton finally made it to a get together. You all would have liked it as Lance was in his Saturday casual attire (that means no tie, but Sport coat and Slacks). Also got some sad news that Ed Cowarts, the hostler at Central, had passed away. I know I can speak for most who worked in the control Center over the past 10 + years that Ed was a great person to work with, period.

Well I think that is enough for this month...and we'll see you soon, from the buses.

## KEEP YOUR ADDRESS CURRENT!!

(A request from our Local 8 Union office staff)

Throughout the year Local 587 mails letters to our membership. The most recent mailing contained the King County Metro contract survey. With each mailing sent, the union receives a small percentage of letters returned due to improper address.

Local 587 maintains a database that in part includes the names and addresses of our King County Metro members. The King County Metro section of the database is updated monthly from data provided by King County Metro.

If you are a King County Metro employee and your name and address is not current with King County Metro, you may not receive union mailings. Please keep your name and address current with King County Metro.