

ATU Local 587 News Review

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VOL. XXXIV, NO. 8

The President's Report

by President,
Paul J. Bachtel



Difficult Times Ahead

The long saga of King County Metro (KCM) financial woes continues. In 1999, Tim Eyman's Initiative 695 stripped KCM of its vehicle excise tax revenue source. Local 587 challenged the constitutionality of Eyman's initiative and the Washington State Supreme Court, in *Amalgamated Transit Union Local 587 v. The State of Washington*, ruled on October 26, 2000, that the Initiative was unconstitutional. The legislature, recognizing a tax payer revolt, then voted the law into existence leaving KCM's operations budget financed primarily by sales tax.

Sales tax is a highly volatile source of revenue rising and falling with the consumer spending. With a volatile source of revenue, a prudent transit manager would maintain more than ample reserves for lean times. Unfortunately, we're not governed by a prudent transit manager; we're governed by the King County Council (KCC), a political body known for bending to the demands of constituents instead of following a prudent fiscal policy. The result is we work for a transit agency in danger of cutting 17% of its service in the near term (2012 - 2013), and many more hours

of service in following years if a stable source of funding isn't found.

The good news is we are very fortunate to have an outstanding County Executive and a number of County Council members willing to step up to the plate and stand for what's in the best interest of KCM and the public it serves. On Monday, June 20 Executive Constantine, flanked by among others, KCC members Larry Gossett, Larry Phillips, Joe McDermott, and City of Seattle Council member Tom Rasmussen, called upon the KCC to immediately approve an emergency \$20 Vehicle License Fee (VLF). The emergency VLF is a two-year limited source of revenue that should provide sufficient funds to maintain current service levels for the near term. During this two-year period, our elected county officials will work together with state officials to seek authorization for a number of different funding options for public transit agencies to use in seeking stable funding for transit. If the KCC fails to approve the VLF, it could still send the issue back to the voters in November or at a later date. The problem with delaying approval of the VLF is that KCM is

running out of money and the current plan is to begin cutting service in January, 2012.

If the VLF is not approved, either by the KCC or the voters, the current plan is to begin cutting service in January, 2012, with 100,000 hours of service being cut, per shake-up, for six consecutive shake-ups (600,000 hours). If that happens, KCM will not be able to absorb the cuts without incurring layoffs. How many members will be laid off and from which department/section is being evaluated. As soon as I know anything definitive, I will immediately communicate the same to our KCM membership through union bulletin board postings.

If the VLF is approved, the plan is to continue current service levels for two years. During those two years we'll have to not only gain state legislative/gubernatorial approval of new funding options, but we'll also have to bring one or more of those options back to KC voters. If we fail in gaining either state or local approval of new funding options, we could end up cutting our current service level by 600,000 hours in one fell swoop in the fall of 2013.

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The Month at a Glance

Business of the Membership

Motion by: Linda Averill to overturn the COPE endorsements of the King County Assessor, King County Council, Seattle City Council.
Motion failed.

Motion by: Linda Averill to endorse The Save Our Schools Resolutions as published in the July 2011 edition of the *News Review*.
Motion passed.

July Pot draw winners are Paul Considine at the Charter meeting, Geanna Dumonceaux at the morning meeting, Troy McKelvey at the JTA meeting, Thomas Mulvihill at the afternoon meeting, Sandra Fangen at the CTS meeting and the rolling pot was lost by Sandra McKibbon. The next CTS rolling pot will be \$50.00.

Membership Meetings: Tentative Agenda

CHARTER MEETING
Thursday, August 4, 2011
8:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, August 5, 2011
10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

WEDNESDAY MEETING
Wednesday, August 10, 2011
3:30 p.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, August 8, 2011
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

CLALLAM TRANSIT
Tuesday, August 9, 2011
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

Among Topics to be Discussed:
Grievance and Arbitration Update
Unfinished Business: None

TRANSIT WORKERS ENDORSE LEGISLATORS WHO VOTE PRO TRANSIT

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 email – president.bachtel@atu587.com	Pres/Business Agent	Minority Affairs Office	RAY CAMPBELL
J. RICK SEPOLEN Business Agent / email – vjricksepolen@atu587.com	1st Vice President/Assistant	Vehicle Maintenance Position #1	KERMIT C. GIPSON JR.
DON MacADAM Assistant Business Agent, Maintenance email – vpdonmacadam@atu587.com	2nd Vice President/	Vehicle Maintenance Position #2	PATRICK STEVENS
PAUL B. NEIL email – pneilfinsec@atu587.com	Financial Secretary	Facilities Maintenance	CLINT DE VOSS
JUDY YOUNG email – jyoungrecsec@atu587.com	Recording Secretary	Supervisors	DAN THORNE
	Editor 587 News Review	Special Classifications	MICHAEL SHEA
		King County Units Outside KCM	ERIC BUTLER
		Transit Operator Position #1	NINUS HOPKINS
		Transit Operator Position #2	NEAL SAFRIN
		Transit Operator Position #3	MICHAEL MOORE
		Transit Operator Position #4	DEE WAKENIGHT
		Transit Operator Position #5	LISA NAULT
		Transit Operator Position #6	ANDREW JEROMSKY
		Transit Operator Position #7	HAL POOR
		Transit Operator Position #8	LINDA ANDERSON
		Clallam / Jefferson County	RAY MASON
		Rail Representative	ROBERT EASH
			CHUCK MILLER

Web site: <http://www.atu587.com>

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.

Executive Board Report

July 26, 2011

The following officers were present: Paul Bachtel, Rick Sepolen, Don MacAdam, Paul Neil, Judy Young, Chuck Miller, Lisa Nault, Linda Anderson, Neal Safrin, Michael Moore, Kermit Gipson, Michael Shea, Hal Poor, Ray Campbell, Andrew Jeromsky, Patrick Stevens, Ray Mason, Clint DeVoss, Ninus Hopkins, Eric Butler, and Dan Thorne. Officers not present were Bob Eash whom was on vacation and Dee Wakenight.

MOTION: by Kermit Gipson to recommend to the Membership to adopt the proposed bylaw change of Article III, section 2; Article X, section 3; & Article XII, section 1,2,19.

MOTION: by Hal Poor to recommend to the membership to adopt the proposed bylaw change of Article X, Section 1& 5.

MOTION: by Ray Mason to endorse the COPE candidates as recommended by the COPE Committee except for Stephanie Wright

In Loving Memory...

There are stars whose radiance is visible on Earth though they have long been extinct. There are people whose brilliance continues to light the world though they are no longer among the living. These lights are particularly bright when the night is dark. They light the way for humankind.

~Hannah Senesh, poet, playwright, and paratrooper
(1921-1944)



Roland LC McVay, a retired KCM First Line Supervisor, retired on January 1, 2011. Brother McVay joined the Local in May 1962. He passed away

on July 12, 2011. Brother McVay was 71 years old.

Gordon M. Jenkins, Utility Service Worker, passed away on July 25, 2011 while on vacation. Brother Jenkins joined the Local in June of 1988. Brother Jenkins was an active member, last out Atlantic Base. He was 57 years old at the time of his passing.

David Gronlund, Transit Operator, passed away on July 22, 2011. Brother Gronlund joined the Local in May of 1985. Brother Gronlund was an active member, last out of East Base. He was 53 years old at the time of his passing.

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

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 15th 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:
Judy Young
c/o ATU Local 587
News Review
2815 Second Avenue, Suite 230
Seattle, WA 98121

August Labor History Calendar

Compiled by Bill Clifford

1973—Metro Transit News promises full radio coverage of service area by 1980.

1 August 1917—IWW organizer Frank Little lynched in Butte, MT

2 August 1904—Michael J. Owens patented the Owens Automatic Glass Bottle-Making Machine, which has been widely credited with reducing child labor in the US. Bottle making had a high concentration of child labor compared to many industries. The glass manufacturers' lobby opposed the Progressives movement on the child labor issue. Progressive Era reformers actively pursued state and federal legislation to eliminate child labor, The glass Industry was a particular target.

State-by-state introduction of child labor laws caused great disruption in the labor-intensive bottle business. For instance, Ohio passed a law in 1910 compelling manufacturers to release all workers under the age of 16. In the following year, realizing their advantage, glass working "small boys" attempted 20 labor actions (strikes and walkouts) in order to improve their working conditions. This compares to 44 such actions for the entire period from 1905 until 1920. It seems that laborsaving technology did not so much eliminate the need for child labor as the elimination of child labor drove the need for laborsaving technology.

The glass industry eliminated of child gradually over the next fifteen years. Because the rapid introduction of more bottle machines would displace skilled labor that could be hired by their competition, Owens and his associates did not sell the machines outright but leased them, only one to three new machines per year. This was part of a deliberate policy to control glass prices and build their market share. Another part of their strategy was to keep wages high as a barrier to new competition.

One other effect of the bottle-making machines was the eight-hour day. Manually blown bottle factories traditionally had a ten-hour workday. But because of the

high cost of starting and stopping the Owens machines, they ran 24 hours per day, which was divided into three shifts of 8 hours each.

3 August 1981—Professional Air Traffic Controllers Union strike. President Reagan ushers in the era of striker replacement by successfully firing all PATCO strikers.

5-7 August 2011—AFL-CIO Summer School. Oregon Labor Education and Research Center and Wisconsin's AFL-CIO Legislative Director will discuss the fight for union rights in Wisconsin. University of Oregon, Eugene.

7 August 1936 — Washington Congressman Marion Zioncheck commits suicide by leaping from the 5th floor of the Arctic Building. His hard work on behalf of working people in his first term, led to a campaign against him by big money interests to marginalize him. Frustrated and probably manic-depressive, Zioncheck's behavior grew erratic. His suicide note read: "My only hope in life was to improve the condition of an unfair economic system that held no promise to those that all the wealth of even a decent chance to survive let alone live. [sic]" Zioncheck was succeeded by his friend Warren Magnuson.

14 August 1935—Social Security Act

15 August 1935 — Beloved common-man humorist Will Rogers dies in plane crash near Point Barrow Alaska. Rogers and aviator Wiley Post arrived in Seattle at Boeing Field on August 5 and left the next day from Renton Field after modifications to Post's Lockheed Orion-Explorer. One monument to Post (his last polo game) stands at the Lake City Library and another near Renton Airport (87th Ave S & S 120th St). Rogers was a supporter of commercial aviation and New Deal political policies.

16 August 1963—Martin Luther King Jr. delivers "I Have a Dream" speech.

19 August 1936—Seattle PI Newspaper Workers Guild challenges Hearst Corporation. Surprising success was largely due to Teamsters under Dave Beck honoring Guild picket lines.

20 August 1866—first national federation of unions in the US, the National Labor Union was founded in Baltimore, MD. The NLU supported women's rights on the job but never supported women's suffrage. It called for the 8-hour workday at its first convention and won the 8-hour day for federal employees. Unfortunately this law proved to be unenforceable. The NLU felt that workers and employers held much in common and advocated arbitration over work actions such as strikes. At its peak, the NLU represented 700,000 workers, mostly in construction and skilled trades, but it was open to farmers and unskilled labor. It encouraged the organization of the Colored National Labor Union, but did not accept African American workers as NLU members. It also opposed Chinese immigration. The NLU advocated the formation of a third party and ran its own presidential candidate in 1872. However the NLU candidate withdrew and the electoral campaign was a disaster. The organization collapsed in 1873 with many of its members joining the newly formed Knights of Labor

23 August 1927—Anarchist organizers Sacco & Vanzetti executed

25 August 1925—A. Phillip Randolph organizes Sleeping Car Porters Union

26 August 1906—Following the great San Francisco earthquake and fire, local 205 of the Amalgamated Association of Street and Electric Railway Employees of America voted to strike. Rising inflation due to the earthquake, a voluntary wage increase for streetcar men in Oakland and an atmosphere of city corruption provoked local 205

to demand a renegotiation of their contract. Management housed 1200 scabs in its fortified streetcar barn, but cooler heads won arbitration that resulted in significant wage increases (to 33 cents/hour top step) but no reduction in work hours (still ten).

26 August 1920—Women's suffrage in the U.S. was enacted.

Late August thru 4 September 1921—In the largest uprising in the United States outside of the Civil War, 10,000 miners waged armed warfare in Logan County, West Virginia against mine owners, the sheriff and federal troops in an effort to unionize the mines in 1921. Mary "Mother Jones" Harris counseled the miners to avoid armed conflict, but decades of imperious rule and violence by the coal companies in company towns throughout the region had inflamed the miners and their growing union, the United Mine workers of America. The battle marked the first time U.S. troops were ordered to bomb civilians. The union enjoyed widespread support among the general population and were the first industrial union to admit African Americans on an equal basis. When federal troops entered the fray on Sept 4, union leader Bill Blizzard surrendered his army in order to avoid further civilian casualties. Blizzard was acquitted in court of insurrection. The defeat of the miners' army, set the UMW back many years. The mine owners' private armies' reign of terror included assassinating union figures in broad daylight in public places (as fictionalized by the John Sayles film *Matewan*). Stories of appalling conditions in Appalachia helped set the stage for union gains in the 1930s. Future UMW & Congress of Industrial Organizations (CIO) leader John L. Lewis fought alongside Blizzard at the Battle of Blair Mountain and succeeded in getting recognition for the union 14 years later in southern West Virginia.

Arbitration Update

- Jimmie Dean:** Grieved suspension for alleged Gross Negligence in the performance of his duties. Pre-arbitration settlement reached.
- Ray Beltran:** Grieved forced upgrade. Settlement discussions underway.
- Paul Kriskov:** Grieved suspension for alleged use of Personal Electronic Device while operating a Metro coach. Decision pending.
- Marcella Nelson:** Grieved termination for alleged misuse of company funds. Schedule pending.
- Patricia Jackson:** Grieved termination for alleged misuse of company funds. Schedule pending.
- Roger Higbee:** Grieved suspension for alleged serious infraction. Schedule pending.

WORK SITE VISITS

Paul Neil, Financial Secretary, will be visiting various work sites during the month of August. Below is a list of times, dates and locations.

Aug. 2	Ryerson Operations	2:00pm-4:30pm
Tuesday	Ryerson VM	4:30pm-6:00pm
Aug. 12	North Operations	2:00pm-4:30pm
Friday	North VM	4:30pm-6:00pm
Aug. 26	CSC	1:00pm-2:00pm
Friday	South Operations	2:00pm-4:30pm
	South VM	4:30pm-6:00pm

(See page 10 for Paul Neil's Financial Secretary Report)

Vehicle Maintenance Pick

What you need to know!

By Pat Stevens, Clint DeVoss, and Kermit Gipson

Most of us have been through many picks and the general way that we do them has changed little over the years. What this article is intended to do is clarify how it works for everyone, and give those of you without years of experience, an understanding of the process and procedures that you and the Pick team must contractually follow for you to have the best outcome possible at the Pick. This article will also serve as a refresher for us so-called "old-timers", who over the years have mislaid some of the contractual rules because METRO has sometimes bent over backwards to try and fix problems by bending the contractual rules to our benefit; perhaps giving some of us a false impression of what our Pick rights actually are.

We need to remember that every Pick costs METRO and thus the taxpayer's money. Right now money to operate METRO transit is scarce. The exact amount of money that METRO spends a Pick is unknown and variable. The cost is estimated to be in excess of \$30,000 for a full Vehicle Maintenance Pick. We need to use that money wisely!

The rules for conducting Picks has been agreed to and written down in our Collective Bargaining Agreement (CBA), the contract. There have also been practices that have been established over the years that put the Pick process into action in a practical way that makes life easier for everyone and yet still gets the job done in a fair way. These practices are not contractual based, and may be found to be "not assertable" as a "past practice" during the grievance process.

The Pick is controlled by Article 17, Section 6 of the Collective Bargaining Agreement (shortened hereafter to 17.6 CBA), other sections of Article 17, and other sections of the CBA, such as Article 6 (Seniority).

How Often We Have Picks

17.6A CBA sets out how often we have Picks, generally this is, *three times a year consistent with Transit Operator picks*, and then lists other conditions under which Picks can be held beyond the normal three times per year.

An exception, to the general rule that often generates Picks in addition to the regular Pick is the scheduling of Chief and Lead movement. This exception is memorialized in 17.2D, and requires that METRO and the UNION *meet to discuss the need for a shake-up or a move-up*, when there is Chief or Lead movement that does not coincide with the regular Pick. The CBA does not guarantee a Pick under these conditions; it merely requires METRO and the UNION to discuss the need for having a Pick. METRO generously, and usually has Picks when the movement of Chiefs and/or Leads has fallen in the first half of the shake-up and has generally, not had Picks when Chief and Lead movement has fallen in the last half of the shake-up, because it would be such a short time period until the regular Pick.

METRO has also, often conducted a Pick when substantial errors were

made by either METRO and/or the UNION during the regular Pick, resulting in the so-called and infamous "re-Pick". This has historically been at METRO's expense and for the most part METRO has been very good about doing so when a Pick was needed to correct mistakes that caused injustices. What needs to be remembered is that there is no direct contractual requirement to have a re-Pick even if errors were made during the regular Pick process.

17.6A CBA also lists exceptions to the three times a year rule. This includes all Lead Mechanic's in the system, along with the Mechanics, Lead Mechanic and Transit Parts Specialist at NRV; these folks only get to pick once a year.

The Pre-Pick Process

Before you see the inside of the Pick room there are a lot of things that need to happen that most of you never see. About a month before a Pick, the Base Superintendents receive a Pick Package from the Manager's office that includes instructions for balancing the number of positions to the number of available people.

The Superintendents then sit down with their Chiefs and work out the manpower and scheduling that they feel they need to accomplish the tasks that each Base must complete during the shake-up, this includes the advantageous placement of personnel needed to fuel, clean, repair and maintain the coaches, as well as run the Base.

The Union and Management then conduct a "pre-Pick" meeting to iron out problems and errors.

17.6C requires that the "pick schedule and shifts" (the "sheets") be posted 10 days "prior to the start of the" Pick, this is what you see posted on the wall at your Base. You should carefully review the "sheets" before you walk into the Pick room.

More often than not there are last minute changes that will result in changes to the Pick "sheets". These changes are most often the result of people retiring, quitting, being promoted, accepting a temporary assignment, military duty, job injury, and for many other reasons too numerous to list, that happen at the last minute. For the last five days before the Pick the 17.6C CBA requires that no changes are to be made to the Pick "sheets".

As part of the pre-Pick process each of you has the opportunity to submit an "Absentee Pick Form" when you know ahead-of-time that you will not be available to pick in person. These forms **MUST** contractually be submitted to METRO 24 hours before the pick starts according to 17.6F CBA. In the past the "Absentee Pick Forms" have been accepted without controversy later than the 24 hour limit, and when they have been given to Executive Board Officers. While non-official delivery methods have worked in the past, each of you is strongly encouraged to FAX a copy to METRO in the manner detailed in the Pick Information Sheet. There is no guarantee that your "Absentee Pick Form" will be used if you use

a delivery method other than the official one.

No Picks

Employees become "no picks" for many reasons; job injury, FMLA, and other reasons that result in a reasonable fact based determination by management that the employee will not be available to work during the upcoming shake-up. This decision usually takes place a few weeks before the Pick and is more often than not based on a medical provider's statement to the effect that the employee will not be available to return to work until a date after the end of the upcoming shake-up. That usually means that Metro removes the "no pick's" position from the pick "sheets" during the time of their absence. If the employee gets well faster, good for them! What happens then, is that METRO, is required to return the employee "to his/her previous picked position, if such still exists, or to a position as close as possible to the assignment s/he was working previously", according to 17.6G CBA.

The First Day of the Pick

On the morning the Pick, the Pick team meets at Central Base to go over the "Absentee Pick Forms", collect the phones and other equipment needed to conduct the Pick and discusses any last minute problems that may have come up. The Pick team members then go to their respective Pick sites (North Base, East Base, Central Base and South Base) sets up the phones and computer, and posts the Pick "sheets" in the Pick room.

If You Are at Work at Your Designated Pick Time

During your "work hours" 17.6D CBA guarantees you that you will be allowed to be in the Pick room "at least ten minutes ahead" of your Pick time and you will be compensated for that time. This includes any time that you are on "light duty", "alternative work assignment" or for other times where you are not performing your regular job and/or are not at your regular work location.

Official Time for the Pick

The "official" time of your pick, as listed on the "sheets" is the time displayed on the computer that we use to input the information of your selections. The time on your cell phone, wristwatch, bedside alarm clock, and the various other timepieces both at home and at work is not the "official" time of the Pick. **Each of you has the personal responsibility of making sure that you are in the Pick room at your designated "official" Pick time or that you have submitted an "Absentee Pick Form"**. In the future, at the start of the Pick the computer will be set at the same time as the Service Communications Center clock that will be the time used to determine all designated pick times during that Pick process. **The Pick computer is the only "official" time.** If you are not in the Pick room and/or have not otherwise made a selection by the time of the following person's

designated Pick time has arrived (as determined by the "official" time), **the Union will pick for you and in accordance with 17.6F CBA, the result cannot be grieved.**

Emergency Phones

The Union and Metro have attempted to accommodate the exercise of your seniority rights, during the Pick process when adverse conditions arise unexpectedly, such as, illness, mechanical breakdown of your vehicle, bad traffic, and other conditions that, at the last minute, prevent you from being physically in the Pick room at your Pick time. Every reasonable effort will continue to be made to allow you to contact the Pick team in the event of an emergency. There are currently three (3) outside phone lines that you can call the Pick team on. **Your use of these phones is a courtesy not a guarantee.** In the event that you are unable to contact us or you contact us after your "official" pick time is past, the Union will be forced to pick for you, and again; **in accordance with 17.6F CBA, the result cannot be grieved.**

When You Arrive in the Pick Room

The Pick room can be loud and chaotic at times, please be aware that the Pick team have a job to do that requires that they communicate not only with each other but also with the people picking. This requires that they be able to hear themselves think. The people picking often have questions and need to get answers in a timely manner. They also need to consider their options and make a decision, so please help them by giving them the courtesy of the space and the quiet they need to do what has to be done. For these reasons if you want to socialize do so quietly, this will reduce the possibility of errors that will affect all of us.

When you arrive, please have in mind some idea of what and where you want to pick. If you are unsure or unfamiliar with the process, please arrive early and talk with one of the Pick team members, they will happily try and help.

When You Pick

Typically, there are two (2) Pick team members at each base. There are also two (2) sets of Pick "sheets" for each base. One set is for the 'phone operator,' the other set, a larger printout, is to be posted on the wall or laid out on a table so that those picking can see what positions and assignments are available. Every effort is made to match the information on each of the team member's sheets at a base and between the bases so that everyone has the same information. The Pick room does not have to be a morgue, but again, the Pick team members have to be able to communicate.

Please tell both the person at the "sheets" and the person on the phone your pick choice by stating the **line number, base, shift and RDO.** Make sure that what you picked is correctly noted on the "sheets". Once the person on the phone has told the person running the computer what

continued on page 5

Weingarten Rights

When you should exercise them and how!

By Clint DeVoss, Executive Board Officer

Recently a vehicle maintenance employee was summoned to King Street Center to an investigative interview. The person conducting the interview did so in a very aggressive manner. Because the employee became flustered, the union representative asked for a "caucus" with the employee to give them a minute to regroup and compose themselves. King County denied the request until the employee answered the question being asked. The question being asked was poorly worded, not really relevant to what King County wanted to know, and was the source of a lot of the employee's confusion. The union representative ended up leaving the room to create a situation where King County would be violating the employee's Weingarten Rights if they continued to question the employee, which they did.

Weingarten Rights flow from a case initially before the National Labor Relations Board (NLRB) that was appealed to the 5th Circuit Court of

Appeals and then the U.S. Supreme Court; *NLRB v. Weingarten, Inc.*, 420 U.S. 251 (1975). In *Weingarten* the employee was being questioned about a theft and requested a union representative be present at an investigative interview. They were denied representation, and the NLRB found an Unfair Labor Practice (ULP) because the employer denied the employee the statutory right "to act in concert for mutual aid and protection." The Supreme Court recognized that the "presence of another employee or representative will protect the individual employee from being overpowered or out maneuvered by the employer." For public employees in Washington State the Public Employee Relations Commission (PERC) stands in the place of the NLRB, and PERC adheres to and enforces the *Weingarten* standard for investigative interviews.

There are four criteria that trigger a *Weingarten* situation 1.) the employee is compelled to attend the interview; 2.) the purpose of the interview is or becomes investigatory; 3.) the

employee reasonably believes that discipline might result, and: 4.) **the employee requests the presence of a representative.** "The request need not be in any particular form, so long as the company is put on notice by the employee that they want representation and "once the request is made, it need not be repeated" at any other related interviews. Even the simple question of: "shouldn't I have someone here" has been found to trigger a *Weingarten* situation.

Once you have asked for a representative your employer has three legal choices: 1) **STOP** the interview; 2) **grant** the request with an acceptable (to you) representative, or; 3) **ask** that you continue without representation. You **cannot** legally be disciplined for refusing to answer questions without representation after you have requested it. If you have asked for representation at a previous related interview you do not have to ask again, and you should not answer

any questions.

Since, this is *your individual right* to representation you get to choose who represents you, absent extenuating circumstances, such as a situation where the chosen individual is out of town for a week or there is a conflict of interest. What your chosen representative can and should do is take notes, clarify questions, ask follow up questions, keep you from becoming flustered, and assist you in putting the best foot forward. What they cannot do is obstruct the interview process or make it a bargaining session.

To summarize: **always** find out what the meeting is about, beforehand; **always** ask for a representative if the meeting is investigatory and you have a "reasonable" belief that the meeting could lead to discipline. For the most part King County's managers try and follow the rules, and they too get it wrong sometimes!

ALWAYS, ASK FOR UNION REPRESENTATION IF IN DOUBT!

The following is the first in a series of articles I am writing for the 4th edition of our handbook guide to the union. This is in preparation for our Centennial celebration, and it will give the membership a chance to send me comments about the content.

Vehicle Maintenance Pick, continued

you picked and the information is entered in the computer this is your "official" pick, so please make sure that we get it right. **DO NOT** leave the room immediately, wait for a few minutes, if we find an immediate error we need to notify you and correct it, if you have left the room that will not be possible.

If you have picked (or the Union has picked for you) and the person behind you has picked, the Pick team CANNOT AND WILL NOT MAKE A CORRECTION OR ALTERATION after the fact. Once the person behind you has picked your pick is **FINAL**.

If the Union Has to Pick for You

If you do not show up or you are late for your designated Pick time, as determined by the "official" time on the Pick computer, the Union is contractually obligated to pick for you and will make every effort to pick an assignment in accordance with the criteria contained in 17.6F (base, shift, and RDO). This does not guarantee that you will like or agree with the resulting assignment. **It is your responsibility to insure that you are present or have turned in an "Absentee Pick Form" in an acceptable manner. If the Union has to pick for you, in accordance with 17.6F CBA, the result cannot be grieved.**

Once the Pick is Over

The computer is taken to King Street Center and the data from the Pick is sent to the Bases for posting. Usually, a few weeks after the Pick the Executive Board Officers sit down with Management to talk over what went right, what went wrong, and collaboratively try to find a solution that prevents a repetition of any problems at future Picks.

General Observations of Our Pick Process

The Vehicle Maintenance Pick

process is much more informal, user friendly, and much less complicated, when compared with the process of having a Pick in the Operations Section. For example, in Operations there is only one Pick location and there is only one emergency phone line. Operators must pick their work for each day of the week and separately select their RDO's based on what work they pick. Also keep in mind that there are more than twice as many Operators than there are VM members picking. The Operations Pick process is very ridged; there is much more responsibility laid on the individual member to make sure their Pick goes well, and; **Operations does not have "re-Picks"**.

We in VM have multiple phone lines that are used not only for emergencies (their designated purpose) but also for other reasons both legitimate and some not so legitimate. METRO is not required by the contract to have any phone lines and allows the Pick team much greater flexibility in carrying out a fair Pick for our VM brothers and sisters. We have all had calls on our personal cellphones by people picking, accommodated people who have not turned in "Absentee Pick Forms" correctly, and generally tried to insure that the process provides a fair and equitable method of choosing your work.

METRO, with some legitimate justification, could require that we institute a more formal and rigid Pick process that takes away the flexibility that we now enjoy. Your Executive Board Officers do not believe that this is desirable or necessary. Each of us that picks needs to look into how we use the Pick process and make it better, more accurate, and error free **by using it correctly.** With your assistance we feel that the Pick process can be more error free and we can, at the same time, maintain the informal atmosphere and flexibility that we now enjoy.

The History of Local 587

Submitted by Andrew Jeromsky, 587 Handbook Committee Chair

During its early years, Seattle was known as one of the West's 'railway towns' because it owed its development to the railroad lines that ran through it. Ironically, because it was such a small town, it needed no public transit system. But as settlements sprang up further from the city's core, various enterprising individuals who owned horse and wagon began offering stage services. By 1871, a wagon was available twice a day to take passengers from First Avenue to Lake Washington, and in 1880, two-horse carriages carried people and freight up to Belltown every two hours.

During the summer of 1884, workmen laid three and a half miles of metal rails on First and Second Avenues. By September, two horse-drawn, iron wheeled carriages were operating on those tracks giving Seattle its first streetcars. Then on March 22, 1886, the Seattle Electric Company fired up Seattle's first electric generator. Three years later, the first electric streetcars were running on the Second Avenue line, while the first cable cars traveled Yesler Way and Jackson Street. Seattle was becoming a modern town.

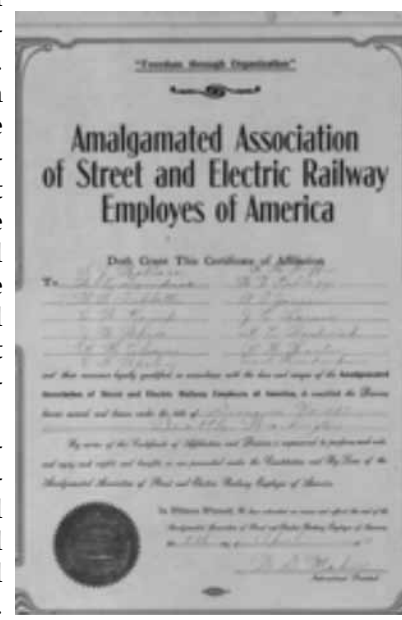
Enterprising speculators built these early streetcar lines because they made the land around them more valuable and more likely to be

developed. Some of the city's oldest neighborhoods, such as Queen Anne, Madrona, Leschi, Capitol Hill and Columbia City, were created in this way.

Rail speculation skidded to a stop during the national economic panic of 1893. Seattle had had numerous independent streetcar and cable car lines, but most of them failed financially in the wake of the panic.

Those that survived did so by funding operations out of what should have been maintenance capital. That set the stage in 1899, for an engineering and investment firm headquartered in Boston named Stone and Webster to begin buying out the local streetcar and electric companies. Working with local banker Jacob Furth, they merged eight small rail lines and several power companies into a single system and gave it the name of one of the companies they had purchased: The Seattle Electric Company.

Stone and Webster were out to build a monopoly on Seattle's power and transit. In exchange for allowing this monopoly, the Seattle City Council received 2% of the system's gross earnings per year, and pressured the company to establish a flat fare of 5 cents (the equivalent of \$1.25 in 2010) including transfers. Previously, a single trip could have cost as much as 40 cents (approx. *continued on page 10*)



Letters to the Editor..

The Death of the MOA's

By the time that you are reading this article the 4-10 and Bus Wrap MOA's are likely dead and Vehicle Maintenance will have reverted back to the former Contract language. This means that bus wraps should no longer be done on the property, except at Atlantic Base and shoe vouchers will be back along with some other changes.

One of the most important changes that could effect you immediately is the change back to the old Self-Certification process. You know the one I mean, the stupid, time and money wasting one where your Chief is trying to protect you by reminding you that you have to get Metro a Self-Certification within 5 days, or Metro will give you a UA.

This not only wastes your time and the Chief's time, even worse is the case where you forget to give Metro the Self-Certification and they give you a UA based on Contract language that does not exist.

After all by "forgetting" you have not "refused" to certify your time as valid sick leave, you have only forgotten to give them the paperwork. By mis-applying the Contract we move into the arena of professional time wasting, the union is involved with the grievance, the Chief and Superintendent are involved with hearing and deciding the grievance. I almost forgot, HR is also involved. So, by the time that one grievance is settled King County has managed to waste many, many hours of everyone's time.

It seems to me that by using the same method of Self-Certification that the Operations Section uses (the yearly certification) that King County would be saving time for all involved and would additionally be creating a less stressful and more efficient working environment for all. Time is money. By stubbornly clinging to this time-wasting policy VM management is wasting a lot of money for little or no gain. Obviously doing a objective and meaningful cost-benefit analysis is beyond them. After all who cares, it

is only the Taxpayers' money that is being foolishly wasted. A \$100,000 here, \$100,000 there, pretty soon we could get into real money. King County management wants efficiencies, but is unwilling to change the inefficiencies of their-own making.

This is a needless and incompetent waste of the public's tax dollars!!!

Shame on you!

*Clint DeVoss
Executive Board Officer*

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

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 15th 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:

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

JULY 18, 2011

Resolution for a ULP

By Doug Frechin

Resolution for an Unfair Labor Practice charge against Metro for failing to negotiate change in working conditions, reducing recovery time used as break time.

Whereas the collective bargaining agreement between King County Metro Transit and ATU 587 doesn't have specific language pertaining to meal periods (though other Metro ATU 587 represented classes do have defined meal break periods), the past practice has always been a minimum 30 minutes of recovery time which could be sued for a meal period near the mid-point of the Full Time Operator (FTO) shift. Metro has reduced or in some cases eliminated that recovery time so that now many of our members can't get a bite to eat, and many can't even make the time for a proper restroom break.

Whereas the past practice was to have a recovery time break, in some cases 10 minutes per hour, this recovery time/deadhead time has been cut back so that our members can only run on time when traffic is light, the passengers are few, they have the right change, they are standing on the curb, don't ask any questions and all the stop lights are green, and

Whereas the past practice has

been, as we were all taught in the Metro classroom, Safety, Service, and Schedule, Schedule now trumps Safety and Service, so accidents of all kinds are on the rise, likely to large degree due to Operators not receiving appropriate breaks.

Whereas our members are finding it harder and harder to try and stay on time because no matter what we do, we will be late, some Operators appear to have resorted to urinating in a cup or bag to somehow make up the lost time that has been cut from their runs. These Operators are thus risking discipline because they are afraid of Metro discipline from customer complaints for being late.

Therefore let it be resolved that the Rank and File of ATU Local 587 direct our leadership to file on our behalf and Unfair Labor Practice (ULP) charge against Metro through Public Employees Relations Commission to acquire adequate recovery time restored to the runs to guarantee a minimum time for a restroom break each hour, a 10 minute break at the mid-point of any shift near four hours, and for those FTO at least enough recovery time to accommodate a paid 30 minute meal period between the fourth and fifth hour of their piece of straight through work.

MERAA & ATU Local 587
(METRO EMPLOYEES RECREATIONAL ACTIVITIES ASSOCIATION & AMALGAMATED TRANSIT UNION LOCAL 587)

2011 SUMMER COOKOUT
SUNDAY, AUGUST 28, 2011
11:00 A.M. TO 4 P.M.

JOIN US AT LUTHER BURBANK PARK
2040 84th Avenue Southeast
Mercer Island, WA

MENU SERVED FROM 12:00 TO 3 P.M.
(BBQ RIBS & CHICKEN, HAMBURGERS, HOT DOGS, BAKED BEANS, POTATO SALAD, MAC & CHEESE, PASTA SALAD)

FUN FOR THE KIDS WITH CLOWNS UNLIMITED

DOOR PRIZES & BINGO

FOR MORE INFORMATION VISIT WWW.MERAA.ORG OR WWW.ATU587.COM
CALL THE MERAA HOTLINE (206) 684 - 1978

**To: All Members of Local 587
From: Recording Secretary Judy Young**

Proposal To Change Bylaws Article X, Sections 1 & 5

Submitted by Bruce Tiebout

In accordance with the Article XV, pertaining to bylaw proposals, the following proposals will be published in the *News Review*, read into the records at Executive Board Meeting and subsequent cycle of membership meetings and will be voted upon through the August cycle of Union meetings.

ARTICLE X MEETINGS - Section 1. Charter Meeting Start Time

Current Language:

The regular charter meeting of the Local shall be held on the first Thursday of each month to convene at 8:00 p.m.

Proposed Change:

The regular charter meeting of the Local shall be held on the first Thursday of each month to convene at 7:30 p.m.

ARTICLE X MEETINGS - Section 5. All Meetings Adjournment Time

Current Language:

The regular charter meeting's adjournment shall be declared at 10:30 p.m. and the morning meeting's adjournment shall be declared at 1:00 p.m. It shall require a two-thirds majority vote of the members voting to extend the time.

Proposed Change:

The adjournment of each meeting shall be declared 90 minutes after its scheduled starting time. It shall require a two-thirds majority vote of the members voting to extend the time.

**To: All Members of Local 587
From: Recording Secretary Judy Young**

Proposal To Change Bylaws Article XV, Section 1

Submitted by Paul J. Bachtel

In accordance with the Article XV, pertaining to bylaw proposals, the following proposals will be published in the *News Review*, read into the records at Executive Board Meeting and subsequent cycle of membership meetings and will be voted upon through the September cycle of Union meetings.

ARTICLE XV BYLAW AMENDMENTS

Current

Section 1.

A proposal to amend these Bylaws shall first be submitted in writing to the Recording Secretary on or before the *News Review* deadline. The Recording Secretary shall then submit the proposed amendment to the Local's Executive Board at their next regularly scheduled meeting. It shall be read into the record at that Executive Board meeting, and at the subsequent cycle of membership meetings, then laid upon the table

until the following regular meeting cycle to be voted on. A two-thirds majority of the votes cast shall be required to adopt the amendment.

Proposed

Section 1.

A proposal to amend these Bylaws shall first be submitted in writing to the Recording Secretary on or before the *News Review* deadline. The Recording Secretary shall then submit the proposed amendment to the Local's Executive Board at their next regularly scheduled meeting and to the membership. ~~It shall be read into the record at that Executive Board meeting, and at the subsequent cycle of membership meetings.~~ The proposed amendment shall then be laid upon the table until the following regular meeting cycle to be voted on. A two-thirds majority of the votes cast shall be required to adopt the amendment.

**To: All Members of Local 587
From: Recording Secretary Judy Young**

Proposal To Change Bylaws Article III, Section 2; Article X, Section III; & Article XII, Section 1, 2, 19

Submitted by Paul Tefft

In accordance with the Article XV, pertaining to bylaw proposals, the following proposals will be published in the *News Review*, read into the records at Executive Board Meeting and subsequent cycle of membership meetings and will be voted upon through the August cycle of Union meetings.

ARTICLE III OFFICERS Section 2. Executive Board

(b) Employees in the Transit Operations Department shall consist of the following: Full-Time Transit Operator, Part-Time Transit Operator, ~~Waterfront Streetcar Conductor,~~ the Operations Security Liaison, and Revenue Coordinator working for King County/Metro.

(g) Employees in the Special Classifications Department shall consist of all job classifications listed under Customer Rider Information Specialists, Pass Sales Office Employees and Special Classifications (with the exception of the Operations Security Liaison). ~~Customer Service Office Employees, and employees listed in Special Classifications with the exception of the Operations Security Liaison,~~ in the current labor agreement with King County/Metro.

(i) If a vacancy occurs for any reason in any of the following elected positions: President/Business Representative, Vice President/Assistant Business Representative, 2nd Vice President/Assistant Business Representative-Maintenance, Financial Secretary/Treasurer or Recording Secretary, a special election will be held to fill the unexpired term. The special election will be held in compliance with Article XII of these Bylaws and Section 14 of the Constitution and General Laws of the Amalgamated Transit Union.

If a vacancy occurs within 18 months ~~90 days~~ of the normal expiration of the term of office in the position of President/Business Representative, the Vice President/Assistant Business Representative shall preside and perform all duties pertaining to the office of the President until the regular general election is held.

If a vacancy occurs within 18 months ~~90 days~~ of the normal expiration of the term of office in the position of Vice President/Assistant Business Representative, Financial Secretary/Treasurer or Recording Secretary, the Executive Board shall meet prior to the next regular union meeting and select a member of the Executive Board to fill the unexpired term. The appointment must be approved by a majority vote of the

members in attendance at the next regular meeting of the Local.

If a vacancy occurs within 18 months ~~90 days~~ of the normal expiration of the term of office in the position of 2nd Vice President/Assistant Business Representative-Maintenance, the Executive Board shall meet prior to the next regular union meeting and select a member from the Vehicle Maintenance/Facilities Maintenance Executive Board Officers to fill the unexpired term. The appointment must be approved by a majority of the members in attendance at the next regular meeting of the Local.

ARTICLE X MEETINGS Section 3.

The Wednesday Afternoon meeting shall be held on the Wednesday after the first Thursday of each month to convene at 3:30 p.m.

ARTICLE XII GENERAL ELECTION - ELECTION OF OFFICERS

Section 1.

The election of officers for the Local shall be held in the month of June and three years thereafter on or before the 25th day of the month. The regular three-year election of officers for the Local shall be by the primary system. Nominations shall be held at the meetings of the Local in the month of March. The primary election shall be held on the ~~third~~ second Tuesday in the month of April and the final election on the first Tuesday of the month in June. If a runoff is required, it shall be held on a weekday on or preceding the 25th of June.

Section 2.

The record dates of the primary and final elections shall be determined by the Election Committee. ~~the first Tuesday in the month of March.~~

Section 19.

Special elections will be conducted pursuant to Article 3, Section 2(i) of these bylaws and Section 14 of the Constitution and General Laws. The resignation requirement "at or before the opening session of the monthly meeting", as defined in Section 14.10 of the Constitution and General Laws, shall mean the opening session of the Charter meeting. Nominations and special elections dates shall be determined by the Special Election Committee.

Emergency Labor Conference

Emergency Labor Conference in Midwest draws activists from across the U.S. to strategize against anti-labor attacks

By Linda Averill, 8816, Atlantic Op

From June 24-26, more than 100 unionists from across the U.S. gathered at an Emergency Labor Conference, held at Kent State University in Ohio, to share information and strategies in fighting the and attack on public services and unions that is taking place across the U.S. Like other ATUers, I've watched the efforts to bust collective bargaining rights in Wisconsin, Ohio, New Jersey, Massachusetts, and our own state. So when I heard about this conference, I scrambled the money and plane fare together to attend.

The two-day conference was full of workshops and presentations by unionists who have been on the frontlines of the nationwide battle to defend and extend public-sector

unions. Whether a national action plan can be hammered out as a result of this conference remains to be seen. But it was a rich and rewarding trip in meeting so many dedicated activists and labor fighters from the Midwest, East Coast and U.S. South -- and in learning about the progress and challenges of their struggles.

Here are some highlights that ATU members may find interesting.

Ohio: Since the overturn of collective bargaining rights by the Governor, the state labor movement has collected more than one million signatures to put a referendum on the ballot to overturn the anti-labor laws. During the conference, plans were being laid for a major march to the state capital to deliver the petition signatures.

New Jersey: Public-sector workers there have also undergone serious attacks on their bargaining rights and were holding round-the-clock rallies, bordering on Wisconsin-style occupations, at the state capitol to block massive cuts to basic services.

Wisconsin: Eric Hobbs, a leader in the Building Trades Council spoke at the conference, and said that in his opinion, labor needed to start gearing up for general strikes. The Wisconsin battle is still in progress and it's quite clear that so far, Gov. Walker is getting his way. Labor needs to take it to the next level and has wide support from the community and farmers.

North Carolina: Public-sector workers are still trying to get their collective bargaining rights and they are really stepping up the pressure.

Ashake Binte, who is with the United Electrical Workers Union, motivated the conference to support the push for organizing the U.S. South and getting the AFL-CIO to devote more resources to it. She made the compelling point that if labor does not ultimately deal with the open shop south, those conditions will come to Northern workers as well. The fate of all U.S. workers is conditioned partly on what happens there. Boeing is a real good example of this. Right now they are moving work to "right-to-starve" South Carolina, and so far have been able to stop union organizing drives at their plants due to pro-business laws that make it very difficult to organize unions. Clearly, North-South labor alliances are desperately needed. The Machinists in Seattle have a vested interest in the fate of their brothers and sisters working in South Carolina at non-union, lower-wage plants. And in a well-kept secret in the mainstream press, it turns out the International Labor Organization (ILO) has deemed the anti-union laws of North Carolina and other states as violating basic international law. Stay tuned for more news on this front.

A few other notes of interest: Alliances are beginning to develop between International Unions, including our own. I met the Field Organizer from the Transportation Workers Union Local 100. These are the transit workers in New York City who went on strike a few years back, in spite of not being granted the legal right to do so. They are in much the same situation as our own local. The Organizer said TWU and ATU are really starting to collaborate to fight the growing national crisis in transit funding. He was very impressed with the new leadership of President Larry Hanley, and TWU is working with our international in the coalition, "Keep America Moving."

There was much discussion about the need for labor to develop an "independent labor movement," one that does not rely on politicians for doing the right thing, but rather mobilizes community and labor in the streets to put pressure on both parties. Amen to that message. I urged the conference to put their words into action by putting out a call to the AFL-CIO to move in that direction and break with their longstanding routine support for the Democratic Party.

Interestingly, as I headed home for Seattle from Ohio, news was on the radio of cuts to "entitlements" such as Medicare and Medicaid. On the local level, one big story was of Metro's 17 percent proposed service cuts. We have some big fights ahead of us. The good news is that there is evidence that a fighting spirit is reviving in the labor movement. Hopefully this will pick up steam, as it has in the rest of the world, because the future the bosses want for workers is not a pretty sight.

We're celebrating Labor Day!

M. L. King County Labor Council

Labor Day Celebration

Monday, September 5th

11:00 A.M. to 3:00 P.M.

Lower Woodland Park — Shelters 1, 2 & 3
(N. 50th Street & Woodland Park Avenue N., Seattle)

Live music featuring

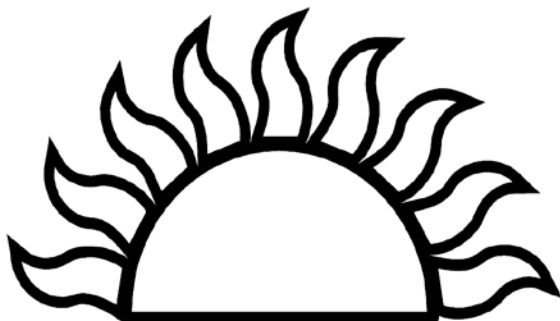
Bobby Medina & the Red Hot Band

*Ice Cream
Hot Dogs
Soda Pop
Popcorn & kettlecorn*

*Clowns
Games
Face painting
Raffle prizes*

It's all free! Join us!

For more information call 206-441-8510.



Vice President Sepolen's Report

By Rick Sepolen



Silly Season

E lectoral silly season is in full force and that age old question of whether or not a union should be involved in political activities once again raises its head.

There's an old saying that goes "what you win at the bargaining table can be lost at the hands of politicians." Working people across the country are being punched in the gut. The labor movement is heading backward at breakneck speed, losing pay and benefits left and right even in unionized workplaces. And let's not talk about the fact that the average worker hasn't seen a real wage increase in more than a decade.

In the old days (and I can say that after 25 years of driving) we had to worry about our employers and not so much the state and national legislators. Today public workers, especially find themselves under

the gun. And thanks to conservative governors and state legislatures, unions are effectively being outlawed in some states, with no legal status to bargain over conditions, much less pay and benefits.

Bad as that news may be, we can fight back. We as union members can show real power in getting rid of bad politicians and electing people who understand what it's like to work for a living. We as a membership need to get involved in the political process.

No union can—or should—order its members to vote for specific candidates, it is the responsibility of groups like our COPE to inform the membership about the important issues and which of the candidates it believes will best serve their interests if elected. You will note I used the word "believe" because

COPE supports candidates based on that candidate's knowledge and support of transit, transportation and labor issues.

Some candidates have proven track records, others not. And how do they find these candidates? I hope it's because you as concerned members have referred the candidate(s) of your choice to the committee to be interviewed. Even though the filing periods have expired, there is still time to have candidates interviewed so call the Union office (206-448-8588) to make arrangements.

OK, with COPE endorsements in hand how can you be sure that you agree with the committee's choices? These days the majority of candidates have a website that will allow you to look at and even pose questions to them about their positions on transit/transportation.

Do that. If you are still not sure visit 587.com online for a list the committee members.

You have recommended candidates and reviewed COPE lists and asked questions and you find that you remain undecided. How about putting together a list of your top concerns? Jobs? Transportation? Education? Bargaining rights? As you might imagine there will be differences between the various candidates. Armed with this information you have a better chance of making an informed choice.

I can hear you! Those of you that believe unions should "stay out of politics," be reminded that years of bargaining for the best contract, the best worker protections and benefits can be lost overnight by a legislature enacting bad laws.

Get involved!

Vice President MacAdam's Report

By Don MacAdam



Blacksmith VS The Sheriff

You are aware of the budget crisis and Metro & the Union's attempts to secure stable funding for transit. I can share with you what I have been told is coming in maintenance, according to Metro Managers, is this...a reduction in the number of Supervisors, Chiefs & Leads so there will be a minimum number of layoffs.

Blacksmith VS. The sheriff

In this imaginary story, Superintendent Weeds must override all he has been taught and trained to do as a Metro manager! A crisis has arisen that only he can handle! Only he can make the right decision! He has been told to handle it! Or else!

Now our story...The mob had started to gather...then the shouting...in the evening the torches were lit, everyone was on edge, some shouted one thing and some another. I was in disguise, and asked "What's going on? Why is everyone so angry? Are we voting on another M.O.A.?" No! I was told that the Sheriff won't allow a re-pick of the Blacksmiths! "Gadzooks," I exclaimed, "How can this be?!" We had offered gold, silver and indentureship but discovered that our attempts to appease the Sheriff had failed. The wronged Blacksmith, desperate for help, appealed to the King in a formal protest! And, he also appealed to Squire Randolph

(the Angry) to stand with him and help him. The Sheriff, seeing that all was in his control and tiring of dealing with the peasants, turned the matter over to Lord Weeds of the Atlantic Kingdom. Lord Weeds lived by his motto of Question any Authority! Except mine!

The Squire and Blacksmith were summoned, and when Lord Weeds saw Squire Randolph (the Angry) he muttered this will be a long day and took 4 Excedrin tablets. As the defense for the Blacksmith droned on and as the Lord was almost late for his tee off time, he made the proclamation! "Fine, we're wasting more time arguing about this re-pick than the time it would take to do it! I grant your petition at first step and let us do it the re-pick it right now! I gotta go. The Sheriff doesn't like to be kept waiting!" The happy peasants put out their torches and returned to their work content that justice had been done (for a change).

However, later that day, at the 10th hole, the Sheriff was told about the first step proclamation and the happy peasants and his anger burned exceedingly hot! A new royal proclamation went out across all his kingdoms that stated that only King or Sheriff could authorize a re-pick!!!

So our thanks to Mr. Weeds for doing the right thing! He will be

receiving a medal of thanks from Local 587 & V.M. and also we will buy his woolen underwear if he's sent to Siberia or a flak jacket if he's sent to E.M. (Hope you're happy...I did not use real names.)

Skull image goes here. . .

Use your vacation time or lose it!...!Warning!!

The last payroll day of the year, I have been told, is December 23, 2011. This means that if you have picked any vacation this year from Dec. 23 on and if you are over your maximum amount of carry over, it will be stolen by Metro. Any vacation that is accrued in excess of the allowable carryover amounts shall be considered "use it or lose it" (Article 9, Section 1 G, & 4 A & B). This means that any vacation hours in excess of the allowable carryover at the end of the Payroll Year shall be forfeited and removed from the Employee's vacation balance. Again, the last payroll day of the year is Dec. 23.

If you are in a situation where you cannot use your vacation time, it would be better to donate the time to another member than let Metro take it (See section 14).

And, if you are prevented from taking your Vacation as per Article 9, Section 4 E, you had better get something in writing at the time you're prevented from using it or

you may lose your vacation. Also, if your vacation time has been selected from Dec. 24 to the end of the year, it may also be in jeopardy!

If you have questions or concerns about your vacation time, please don't hesitate to call the Union office. However, if you wait too long, I will not be able to help you.

What's going on? The Dean arbitration was cancelled due to a last minute compromise by Metro. Jimmy agreed to and will be receiving four days pay and the reduction of his suspension from two weeks to six days.

That leaves 22 active grievances. ...And, we have had one termination this month.

The One Electro-mechanic position should be posted by now!

Pat Post grievance: Metro will have sent him his check for lost wage\$\$.

Worst base this month is South Base as it has logged the most complaints regarding a mean or incompetent Chief. I would tell a chief story here...if it were not XXX rated.

V.M. pick process – by my count we have had 4 re-picks due to Union errors. If the Union, while conducting the pick, makes an error or deviates from the normal operation and selection of pick positions, those errors are and have always been cause for legitimate grievances or re-picks.

The Financial Secretary's Report

By Paul Neil



Northwest Conference

(See page 3 for Paul Neil's Worksite Visit schedule)

June 8 through 12, I attended the Northwest Conference of the ATU in Minneapolis. Recording secretary Judy Young wrote a very good article on the conference. This month I wanted to go a little more in depth about what we learned at the conference.

When I took economics in the 1970's I remember a chart that showed that as workers productivity increased their wages increased. You produce more, you make more. That chart was from the period when the Union's were strong in this country. Since the 1970's workers productivity has continued to increase on average by about 2%

per year. During that same period, Unions in this country outside of the public sector have been in steady decline. Wages no longer increase with increased productivity. The new wealth produce by increased worker productivity has gone almost exclusively to the top.

According to materials presented at the conference, from 1970 to 2008, the income of the top 1/10 of 1% of increased by 385% while during the same period the income of bottom 90% DECREASED by 1%. This is how you end up in the situation we are in now with the top 1% making more than the bottom 80%. It is no wonder to me why our economy is

struggling with such an imbalance. Mass production requires mass consumption and if the average worker cannot afford to buy what they make then the market for that product is going to be very limited. In my opinion the solution is to strengthen Unions so when workers produce more their wages increase also.

With a good Union, workers are better paid, they are more productive and they certainly are able to buy more goods and services. This leads to greater profits for business and more investment which further increases worker productivity. When Henry Ford instituted the \$5.00 day for his workers the rest

of the business community called him a "Crazy Socialist" but when his profits doubled in 2 years he called raising wages the best "Cost Cut" he ever instituted.

That's enough preaching for now. Below is the report I read at the July cycle of meetings.

July 2011 Membership Meeting Report

(as reported at the June cycle of membership meetings)

New Member Applications submitted to the ATU International in June:

In the month of June 2011, we reported 6 new members to the ATU International. 5 are at First Transit and 1 at Clallam Transit. This brings our total active membership to 4093. This is a decrease of 96 members compared this time last year when we had 4189 active members.

Bills:

All financial figures are subject to the review of the Executive Board. In June total income was \$239,062.34 which is a decrease of \$26,872.51 or 10.1% compared to last June. When we book our 6-month interest, that should increase the income for June by approximately \$10,000.00, but income is still down in particular in initiation fees and dues.

Per Capita payments totaled \$57,072.70 for the month which is an increase of \$1,884.30 or 3.4% over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$180,327.64 which is a decrease of \$10,445.76 or 5.5% over last June. This amounts to a surplus of \$1,662.00 for the month compared to a surplus of \$19,973.05 for June 2010. Once we book our 6-month interest, the surplus will increase by that amount which is estimated to be \$10,000.00.

As of the end of June, the figures for this year compared to last are: Income up 1.2%. Per Capita's up 4.1% and the surplus

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History of Local 587, continued

\$10). After taking over the street railway systems of Tacoma and Everett, the company expanded with Interurbans to Tacoma and Renton in 1902. By 1908, Stone & Webster listed thirty-one railway and lighting companies under its management. Seattle Electric was a for-profit, private undertaking, and maintenance issues, overcrowding, erratic service, and accidents were common.

THE BIRTH OF OUR UNION

In 1861, streetcar workers in New York City organized the first known union for transit employees. It was known as a "benevolent association" but was short lived due to the civil war. In 1883 they organized again. At the time, eighteen-hour days for drivers were common, but the horses were relieved after four hours. "After all" one manager said, "It costs money to replace horses." The streetcar workers organized to improve their working conditions. On September 12, 1892, at 12 noon, 52 delegates representing the American Federation of Labor and the Knights of Labor opened the founding convention for Street Railway Employees. The Amalgamated Transit Union was officially created on the 15th.

Twenty years later, here on the West coast, members of the Seattle, Renton and Southern Railway were convinced by Richard Cornelius of San Francisco, organizer for the ATU, to start their own local. On April 8, 1912, fourteen names, including our first President S.J. Wallace and Secretary W.E Davidson, were written into the charter that began Local 587 of the Amalgamated Association of Street and Electric Railway Employees of America.

The Seattle Electric Company was angered by this act, which in the political climate of the time was considered an act of criminal conspiracy, and hired detectives to

follow its own employees. Anyone who was observed talking to ATU organizers could be ordered to the office for an interview and fired, whether they had signified a willingness to join the fledgling union or not. Tactics like these were common at the time, but the organizers were better than the detectives, and a good number of employees of Seattle Electric joined the union and stayed there.

Five years later the union was strong enough to take on Stone & Webster. World War I had created a shortage of motormen and conductors. New recruits were given regular runs after little training, paid \$.29 an hour (\$5.74 in 2010) and forced to work 16-hour days. Even at the end of their shift, there was no guarantee they would be relieved. The moment of truth came in 1917. In July, the manager of Tacoma Railway and Power Company fired 7 of its employees for "unnecessary union activities," and the Tacoma local went on strike. On July 17th, Local 587 members voted to walk off the job in solidarity. Other unions in the area joined in.

The strike lasted from July 17th until August 1st. When Seattle Electric tried to operate two cars with local strikebreakers on July 21st, both cars were demolished during a riot in Pioneer Square. Three hundred seventy-five strikebreakers were then imported from New York and Chicago to break the strike. The New York group were given pick handles for weapons and were offered \$3 daily while awaiting work and \$3.50 while engaged in operating cars. They were even offered a bonus in the event the company won the strike, but they never got a chance to work. The issue was settled due to pressure from city officials and the U.S. government that forced Stone & Webster to arbitrate a speedy settlement. The strike had paralyzed the city and forced the shipyards

to close down. With the country fighting a war in Europe, it needed its ships built on schedule. Drivers didn't make any salary gains, but the company was blocked from retaliating against union members.

SEATTLE'S FIRST PUBLICLY OWNED TRANSIT SYSTEM

Stone & Webster's private monopoly over the city's transportation and utilities did not go unchallenged by local citizens. A group of reformers called Populists believed that "natural" monopolies such as utilities and mass transportation should be publicly owned and operated. In 1902, the reformers had been hammering away for a decade when Seattle voters approved the creation of the municipally owned Seattle City Light to compete with Seattle Electric.

By 1919 the Seattle Electric Company could no longer turn a profit or even cover expenses. The nickel fares collected were too small, the strike of 1916 had put a dent in their coffers, and the advent of private automobiles had all shrank the company's revenues. It fell \$400,000 behind in its city taxes and defaulted on fees for its use of the new Fremont Bridge. The company responded by approaching the city about leasing its lines. Mayor Ole Hanson offered \$15 million dollars for the system, when it was only worth \$6 million. The lingering suspicion was that the city had conspired with company officials to overcharge the taxpayers. The Federal Emergency Fleet Corporation (whose local director was a Stone and Webster investor) was implicated by a grand jury for having pressured Seattle to buy the railways. Despite all the malfeasance, on November 5, 1918, the majority of voters not bedridden by the influenza epidemic approved the sale and Seattle owned its own public transportation system: The Seattle Municipal Railway.

In the Spirit of All Recording Secretaries Past

TRANSIT OPERATOR PICK IS WHEN?

By Judy Young



Veteran and new KCM Operators please scan this article for important dates and potential changes for the FALL PICK.

Part-Time pick – August 20, 21, 27, 28
Full-Time pick – August 22 through 26 & August 29 through Sept. 2
Part-Time preview – August 15 through 19
Full-Time preview – August 16 through 21
Part-Time Restriction Form Deadline – August 12 – 6:00 pm
 Atlantic/Central Base will be opening the new building on August 15th.
 Please check the Operations Bulletin Boards and ATU website for updates in case the new building does not open.

VACATION PICK

There is vacation pick occurring for Full-time Operators for periods 1 through 6 only. Part-time Operators can pick vacation periods during Fall shakeup. Please bring your vacation dates with you. Not only does it makes the process easier on everyone involved, but if you are Part-Time and you pick a couple vacation periods with the intent to cancel one because you are unsure of your dates, it denies people below you a guaranteed slot they might have picked had you known your dates.

ABSENTEE FORMS (both Part-time and Full-Time)

There are many reasons one cannot make it to pick. For that we have absentee pick forms. Some members fill out an absentee form as backup insurance, just in case. If you choose

to do so, your absentee pick form will not bind you if you do show up.

Absentee pick forms may be turned in at your base either by 7 a.m. on your pick day, or in the pick room during business hours (after preview starts), all the way up until two minutes prior to your pick time. Review the forms carefully before you submit them. **Do not send them to the union office! We are not responsible for late or lost absentee or restriction forms!**

NO SHOW AND NO ABSENTEE FORM?

Operators who do not make it to pick and have not submitted an absentee form will have their work picked for them by the following process: Ten minutes prior to your scheduled pick time, your pick sheet is handed off to the Union representative, who will look up your current assignment. If your current assignment is open, at your designated pick time it will be picked for you. If not, and you are Part-Time, the Union representative will look for a tripper that reports on or after your current report time and quits on or before your current quit time. You will be placed at your current base as long as it is still open, and if not, at the base geographically closest, if at all possible. If you are Full-Time, we try our best to match as close as we can to what you currently are working.

Occasionally, there is no current pick information available and often there are no similar assignments left, especially further on down the seniority list. If there is time and an open phone line, the Union representative may attempt to call you. If we do not have your current address/phone number, and no cur-

rent assignment for you, the Union representative has little recourse other than to pick an assignment completely at random.

For Part-Time Operators, the tripper picked for you by the Union is sometimes substantially shorter than the tripper you could have picked yourself. It is in your best interest to show up and pick for yourself, or submit an absentee pick form.

I CAN'T BELIEVE YOU PICKED THIS FOR ME, MY LIFE IS OVER!

Once the Union representative picks your assignment it might not be changed if you arrive late. If you arrive immediately after the Union has picked for you, AND, if the people who picked below you are still in the room, the pick may be stopped and your piece offered to those who picked behind you if you are so very opposed to working it. If this should occur, the pick still goes on around you and those with lesser seniority who did arrive on time will continue to pick. If, however, even one person below you that has already picked has left the room, your pick will not be altered for any reason. A second recourse for those who did not arrive in time to pick and find their union-picked work heinous is to hang tight until the next move up.

DON'T CALL US...

Many members are electing to phone the pick room at their designated pick time, which works fine if pick is running on schedule and the ONE phone line in the pick room is not busy. But pick can be delayed for any number of reasons. If a delay occurs or the phone line

is busy, picking by phone can be a nightmare.

PLEASE!! Don't try to pick by phone unless you absolutely have to. Come to the pick on time and in person, or submit an absentee pick form as mentioned above. We will not be responsible for the outcome if it is not favorable to you.

IMPORTANT!

The contract states: *"Selections made by the UNION will not be subject to the grievance/arbitration procedure."* Your Union representatives are only human. In your absence they did the best they could given the circumstances they had to work with, and the Union will not be held liable for any picks made for someone who could not or did not show up to do their own pick.

FLEX GROUP D

The contract allows for a Flex-Group D option, in addition to the more familiar Tripper Group D. The Tripper Group D option allows a Full-Time Operator to select a Part-Time tripper in lieu of full-time work, but falling under the provisions and conditions of Part-Time. Flex-Group D allows a Full-Time Operator to select one of the following two options: a Saturday combo at a base they designate (but had the seniority to pick in the last two shakeups) and a minimum of two peak time weekday periods to be assigned via the Extra Board, or, a minimum of five peak time weekday periods to be assigned via the Extra Board.

The deadline to sign up and obtain your chief's approval for the Flex Group D option is fourteen days

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President's Report continued

Options currently being debated to provide a stable source of funding for transit include: a progressive motor vehicle excise tax based on vehicle value; a vehicle license fee based on annual mileage; a fuel efficiency based tax that rewards clean and efficient vehicles; and, a local sales tax on gasoline. Is it possible sales tax revenue will rebound in the next two years and provide the needed funding? Not likely, but anything is possible.

We can also expect additional ridership in the years ahead. Pierce Transit is in process of cutting 35% of its service with a 20% cut this past June and an additional 15% cut coming in October. Community Transit cut night and Sunday service last year (about 15% of its service) and is planning to cut an additional 20% of service in January 2012. Kitsap Transit has made similar cuts and subcontracted out low performing

routes. No doubt many suburban riders will opt to drive to the KC line and ride a KCM bus.

From across the country I'm hearing ATU leaders tell similar stories. In some cities, riders are driving to the end of the line to board a bus before it fills and begins passing up passengers. Hopefully, that won't happen here.

I'm hopeful our state/local elected officials, along with our KC voters, won't let what's happening in Pierce, Snohomish, and Kitsap counties happen in KC. Unlike voters in other counties across the state, KC voters voted against Initiative 695 and hopefully will similarly vote to approve a stable source of funding for KCM.

In the next two years, the Officers of Local 587, supported by our COPE and Public Relations committees, will do all in our power to support Executive Constantine, and our al-

lies on KCC, in seeking stable funding for transit. We can't do it alone. We need your help in writing to your state and local elected officials urging approval of stable funding for

transit. Together, we will succeed.

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

WORK SITE VISITS

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

August 11 th	Central Vehicle Maintenance	2:00 pm – 2:15 pm
Thursday	Atlantic Vehicle Maintenance	2:15 pm – 2:30 pm
	Central Operations	2:30 pm – 4:00 pm
August 25 th	Ryerson Vehicle Maintenance	2:00 pm – 2:30 pm
Thursday	Ryerson Operations	2:30 pm – 4:00 pm
August 26 th	North Vehicle Maintenance	2:00 pm – 2:30 pm
Friday	North Operations	2:30 pm – 4:00 pm

Retirees' Corner

The View from the Buses

By Bob Morgan, Retired First-Line Supervisor

The Retiree's BBQ was held at Lower Woodland Park on June 23rd. A nice turnout and many came early to help with the set-up. Thanks again to all who brought their favorite dishes to share, and yes Mattie Robinson for the Sweet Potato Pie. Saw many old friends and as usual to many to list here. Lets just say all looked in good health and was great to see everyone.

Sad news though, just heard of the passing of R. L. C. McVay. Roland retired just last December after over 48 years in transit. He suffered a massive stroke Friday July 8th and wasn't found until the next day by one of his children. I met him after I hired on in 1976 and then when I became an intermitent supervisor I went to Instruction upstairs in the old Atlantic Base. Roland was hard to figure out sometimes and was always picking on the new people in

the section. It was during this time Roland was dealing with the monster within so to speak. He drank heavily and it cost him his family life. He dealt with it as he did with so many things, privately. Somehow through it all we became friends and many years later when he left Training he went to the D-Cars where he remained until his retirement. As a coordinator it was sometimes hard to deal with him on the radio, but in person no problem at all. In 2004 I was Seahawk #2 at IDS and when Scott Connelly and I would park our van in the Plaza, Roland would be "walking the tracks looking for coins." Scott and I would then pitch coins from above just behind him as he walked and later he would find them and exclaim that he must have missed them the first time. He never knew. Later I found out he had an extensive coin collection, and who

knows, just possibly I contributed to that. Roland and I had a minor connection, we shared the same birthdate. He was 10 years older than I. Asked why he worked so long he had many answers, but the one that he mentioned more than once was that he wasn't a very good father during his drinking days and felt he owed his kids who were having job/money issues. Most don't know he had planned to work longer but the Seattle City Retirement was changing their pay formula and he would have taken a severe monthly hit dollar wise so he left. I and many others shall miss him.

Also heard that retired 1st line Zane Rudolph has had some health issues but is dealing with them and say's he feels great. Also just heard that retired Base Chief Thurman Fremsted has some health issues as

well and the doctors are optimistic for total recovery.

Well the Northend retiree's monthly breakfast had to relocate. Barlee's where we have been meeting for many years closed their doors in mid June. Currently we are at Crazy Moose Casino 66 Av W and 220th (Mountlake Terrace). I didn't make the July meeting but heard that they did a good job and the food was good.

Unless something changes this may be the place for awhile. Remember this is a 7:30 start.

The other breakfast meeting in the southend is still at the Burien Elks the 3rd Saturday of the month @ 8:30 AM.

Due to time issues that is it for this month. . .

See you soon, from The Buses.

The Local 587 Seattle Chapter Latino Caucus

Invites you to join them @ the September Charter Meeting on September 1, 2011 @ 7:00 PM In Celebration of National Hispanic Month

Transit Operator Pick, continued

prior to the beginning of full-time pick, Friday, August 08th.

RESTRICTION FORMS (Part-Time Operators)

Restriction forms went to the bases July 22nd. The deadline for turning in restriction forms is August 12th - 6:00 pm. **ABSOLUTELY NO RESTRICTION FORMS WILL BE ACCEPTED PAST THIS DATE.** Restrictions amount to usurping the seniority of those ahead of you who did not have the need to restrict, the Union takes the deadline very seriously. Also, know that if you submitted a restriction form and we reach lockout, you will be required to honor that restriction.

Lockout is when the number of restriction forms equals the number of available slots for either a.m. or p.m. system-wide. For example, 100 a.m. slots are available system-wide, 100 restriction forms on file, equals a.m. lockout. At that point, unless you had a restriction form submitted for that shakeup, you may not pick a.m. work, regardless of your seniority.

If something comes up after you submit your form that frees you from the need to be restricted, please contact the pick coordinator or call the Recording Secretary at the Union office and rescind your restriction form. You may rescind a form all the way up to that point where we go into lockout.

The ATU 587 COPE Committee would like to thank all the Union officers and our members who attended the "Meet the Candidates" event on July 7th.

Primary Election Day is August 16th

PLEASE REMEMBER TO VOTE

Financial Secretary, continued

is \$73,250.22 versus \$42,711.99 or a 71.5% increase.

My activities for the month:

Effective July 1, the ATU International has increased the international minimum dues by \$1.00 per month to \$48.90. This means that the monthly dues paid by members employed in paratransit have increase to that amount.

The office remodel is 99% complete. Your Union office is one you can be proud of and it is much more secure for your employees.

Went on 5 worksite visits. They were at Atlantic-Central, Bellevue, East, Seattle Personal Transit and the

South Lake Union Streetcar. The big topic of discussion was the "Safety First" campaign.

I attended the Northwest Conference in beautiful Minneapolis. The host local did a great job and gave the delegates various Union made food products such as potato chips and linguini.

On June 23rd, along with all the other Fulltime officers, I attended the Retiree Picnic at Woodlands Park. I visited with 2 retired Transit Instructors and they very much support the "Safety First" campaign. As transit professionals, we should **ALWAYS** make safety our first concern for our passengers, ourselves and our careers.

COPE Recommendations for Primary Election Year 2011

- Aaron Reardon — Snohomish County Executive
- Lloyd Hara — King County Assessor
- Larry Phillips — King County Council Pos. #4
- Joe McDermott — King County Council Pos. #8
- Richard Mitchell — King County Council Pos. #6
- Tom Rasmussen — Seattle City Council Pos. #5
- Tim Burgess — Seattle City Council Pos. #7
- Jean Godden — Seattle City Council Pos. #1
- Bruce Harrell — Seattle City Council Pos. #3
- Sally Clark — Seattle City Council Pos. #9
- Ed Prince — Renton City Council Pos. #5
- Janet Way — Shoreline County Council Pos. #4
- Pam Linder — Tukwila Mayor
- Marty MacLaren — Seattle School District #6
- Gael Tarleton — Port of Seattle Commissioner