

# ATU Local 587 News Review

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VOL. XXXIII, NO. 12

## The President's Report

by President,  
Paul J. Bachtel



### ATU Local 587 Community Fund

Each day when I arrive for work at the Union office, I cross paths with people coming from and going to the Puget Sound Labor Agency (PSLA) food bank. Many of them are disheveled and appear to have spent the previous night out of doors. It reminds me of how lucky I am to have been blessed with a loving family, a great job and the opportunity to serve our membership.

Through the October cycle of Union meetings, our membership passed a motion designating the PSLA as our preferred charity. The purpose of the motion was to memorialize current practice. Whenever the Union has decided to donate anything of value it has with rare exception been sent to the PSLA food bank. Each year, for as long as I can remember, the Union has also donated \$1000 to the PSLA food bank in the early fall and another \$1000 during the holiday season. Recently we began donating a smaller amount (\$500) to each of the food banks in Port Angeles, Sequim, and Port Townsend.

The PSLA also provides a myriad

of other services. Most notably, PSLA operates a Community Fund where local unions contribute money to a dedicated fund to help their own union members who happen to be down on their luck. PSLA employs social workers with the skills and expertise needed to provide financial counseling and allocation of a small amount of financial assistance to pay bills such as light and water. PSLA social workers have contacts within city agencies and can often delay the termination of utilities.

While serving in Union office I've learned of many sad circumstances where members were in need of financial assistance. If a call came in asking for help I've had to inform the caller that I'm not authorized to give away Union funds. All checks that I sign are either authorized by our bylaws, or have been approved by a motion of the executive board that was confirmed by our membership. I don't have a slush fund to spend at whim nor do I have the expertise of a social worker to decide where and when it would be appropriate.

An opportunity recently arose to resolve this dilemma with demise

of the Local 587 Support Group. The Local 587 Retirees Chapter and Support Group (formerly the Ladies Auxiliary) have long been funded with proceeds from vending machines located throughout King County Metro. With the demise of the Local 587 Support Group it was proposed and tentatively agreed that funds previously earmarked for the Local 587 Support Group will now be directed to the PSLA ATU Local 587 Community Fund. A tentative agreement to that affect can be found in Article 3, Section 11 of the 2010-2013 Tentative Agreement (TA) Book. PSLA will receive 15% of funds allocated to the ATU Local 587 Community Fund as a service fee and to fund the PSLA food bank which serves anyone in need.

Social workers at PSLA will be making all decisions regarding which members are to be provided financial assistance and which are not. Your Union Officers will have some say in setting initial policies regarding financial assistance but will take no part in decision making regarding a particular member nor

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**The Month at a Glance**

*Executive Board Report*

November 23, 2010

At the November 23rd Executive Board meeting, the following business was conducted:

Motion by Michael Moore:  
To select Judy Young to fill the open Executive Board position vacated by Randy Stevenson.

Motion by Michael Shea:  
To select Chuck Miller to fill the open Executive Board position for Rail.

Motion by Neal Safrin:  
To donate up to \$500 to the King County Labor Chorus.

Motion by Paul Neil:  
To retain Herman Lindsey to do the 2011 annual audit at a cost not to exceed \$9,500.

Motion by Ray Mason:  
To donate \$500 for the annual Dr. Martin Luther King Celebration Committee.

Motion by Ray Mason:  
To set the COPE incentive budget for 2011 at \$40,000.

Motion by Rick Sepolen:  
That ATU Local 587 spend up to \$2,500 for the 2011 COPE Lobby Day.

Motion by Paul Neil made prior to the November meeting:  
The Executive Board was contacted and approved the list of locations and times for polling as well as teller shifts for the vote on 11/18/2010

*Business of the Membership*

At the November cycle of membership meetings, no motions were acted upon.

The following members were November pot draw winners: Craig Anderson, charter meeting, Michael

Marti, morning meeting, Alice Lane, JTA meeting, Robert E. Lee, Clallam County meeting and Anthony Engrissei at the afternoon meeting. The rolling pot draw of \$550 at Clallam was lost by Susan Baxter. Next month it will be \$575.

**In Loving Memory...**

*He who has gone, so we but cherish his memory, abides with us, more potent, nay, more present than the living man.*

— Antoine de Saint-Exupery

In the month of November, we lost 5 members:

**Glen Henderson**, an operator who joined us in 1987.

**Joe Winchell JR**, a former member not in our database.

**Lloyd Divelbliss** retired in 1994 and worked for CTS.

**Ralph Eskenazi** was 85, joined us in 1977 and had a very long retirement.

**Lori Mc Innis** enrolled in our union in 1997 and was a very active member who tirelessly campaigned for the interests of her sisters and brothers.

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

**Membership Meetings:**  
*Tentative Agenda*

**CHARTER MEETING**  
Thursday, December 2, 2010  
8:00 p.m.  
The Labor Temple, Hall #8  
2800 1st Ave., Seattle, WA

**JEFFERSON TRANSIT**  
Monday, December 6, 2010  
7:00 p.m.  
Port Townsend Rec Center  
Port Townsend, WA

**MORNING MEETING**  
Friday, December 3, 2010  
10:30 a.m.  
The Labor Temple, Hall #6  
2800 1st Ave., Seattle, WA

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

**WEDNESDAY MEETING**  
Wednesday, December 8, 2010  
3:30 p.m.  
The Labor Temple, Hall #6  
2800 1st Ave., Seattle, WA

**Among Topics to be Discussed:**

- Grievance and Arbitration Update
- King County Metro Negotiations
- Jefferson County Negotiations

**Unfinished Business:**  
None

**Arbitration Update**

1. **James Jones:** Grieved change in the VM vacation pick process. Arbitration hearing held June 28 & 29, 2010. Decision held in abeyance while settlement talks are underway.
2. **Mario Musni:** (Pigeongate) Grieved suspension for alleged violation of King County policy banning weapons (slingshot) in the workplace; schedule pending.
3. **Paul Kriskov:** Grieved suspension for alleged use of Personal Electronic Device while operating a Metro coach. Grievance held in abeyance pending resolution of an Unfair Labor Practice (ULP) complaint contending Metro failed to bargain the change in policy to completion. ULP hearing held July 07, 2010; decision on ULP complaint pending.
4. **Jamie Bonnar:** Grieved the lack of a clerk overtime assignment process; schedule pending.
5. **Jon Salkeld:** Grieved issuance of a letter of expectation in violation of the discipline section of the collective bargaining agreement; schedule pending.
6. **Richard Graf:** Grieved termination for alleged gross misconduct. Arbitration hearings held August 9-10; decision pending.
7. **Cory Rigtrup:** Grieved suspension for alleged falsification of a Metro document and violation of the King County policy on nondiscrimination and anti-harassment; scheduled December 17, 2010.
8. **Jimmie Dean:** Grieved suspension for alleged Gross Negligence in the performance of his job duties; schedule pending.
9. **Jerry Rankin:** Grieved failure of Paratransit Services to provide contractually agreed upon benefits; schedule pending.

ATU Local 587 **News Review**

Published monthly in Seattle.  
Official publication of Amalgamated Transit Union Local 587, AFL-CIO, representing employees of Metro/King County, Clallam Transit, Jefferson Transit, Seattle Personal Transit, and Clallam Paratransit.  
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**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.*

**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

# December Labor History Calendar

Submitted by Bill Clifford

## 1 Dec

**1999** — WTO Day Two: World Trade Organization delegates in Seattle unable to meet on Nov 30 because of protests, attempt to meet again.

## 4 Dec

**1867** — US: Grange is organized to protect farmers' interests.

**1998** — Hugo Chavez elected president of Venezuela on a platform of fighting corruption and improving the lot of poor Venezuelans through literacy campaigns, rural development and expansion of public health services

## 8 Dec

**1886** — American Federation of Labor founded.

## 9 Dec

**1869** — Knights of Labor founded in Philadelphia, as a secret society open to all members of the producing classes except "parasites" including stockbrokers, gamblers, & lawyers.

## 10 Dec

**1906** — IWW (Industrial Workers of the World) sponsors first sit-down strike in the US, at a General Electric plant in Schenectady, New York.

## 13 Dec

**1981** — Poland: General Jaruzelski imposes martial law for the next three years to suppress & destroy the 10-million strong Solidarnosc trade union workers' movement, during which at least 10,000 activists are jailed. Dec 13 is now "Solidarity Day."

## 14 Dec

**1970** — Poland: Strikes begin in Gdansk, spread to Gdynia, Szczecin, other industrial centers. Riots topple the Communist government, but a new military regime takes power in its place. This movement lasts until February 1971 when it is recuperated by the reformed government.

**1992** — Poland: 300,000 coal workers strike against "Solidarity" government.

## 18 Dec

**2005** — Movement for Socialism candidate and coca workers union leader Evo Morales elected president of Bolivia, its first indigenous leader since the Spanish conquest.

## 20 Dec

**1905** — Russia: Start of 11-day General Strike against Tsarist regime.

## 21 Dec

**1921** — US: Supreme Court rules labor injunctions & picketing unconstitutional.

**2010** — Full Moon 12:13AM. Be careful out there.

## 23 Dec

**2012** — Great benchmark in Mayan calendar: "The Long Count cycle will return to the symmetry of the beginning." Yet another end of the world.

## 25 Dec

**1647** — England: "Multitude's Idle Day": in opposition to miserable puritanism & the increasing centralization of authority, a Canterbury crowd close down all the shops that have obeyed the order to open for Christmas. They proceed to serve free drinks for all, pelt the Presbyterian minister, & open the city jail. When the mayor is vanquished and his officers seen off, the crowd produces footballs & some billeted republican soldiers desert & join in the fun. (After the Glorious Revolution, the Puritans had outlawed celebrating Christmas).

**1776** — New World: During the American War for Independence, General George Washington violates the traditional Christmas truce, leading a secret crossing of the Delaware River with 5,400 troops, hoping to surprise a Hessian force celebrating Christmas at their winter quarters in Trenton, New Jersey. The unconventional attack comes after months of defeats for Washington's army, the loss of New York City and of other strategic points in the state. At about 11 at night on Christmas, his army begins crossing the half-frozen river at three locations. 2,400 soldiers brave the freezing temperature, rain, & icy river, & reach the New Jersey side of the Delaware before dawn. The other two divisions (some 3,000 men & important artillery) fail to reach the meeting point by the time of the attack. At approximately 8AM of December 26, his remaining force, separated into two columns, reaches the outskirts of Trenton & descends on the unsuspecting Hessians. Trenton's 1,400 Hessian defenders are groggy from the previous evening's festivities &, after months of decisive British victories throughout New York, underestimate the Patriot threat.

**1910** — A dynamite bomb destroys a portion of the Llewellyn Ironworks in Los Angeles, where a bitter strike is in progress.

## 26 Dec

**2010** — S Nicholas, Operator #122510 out of North Base, issued a 30-day suspension with termination to follow. Even though his route is known for an impossible schedule, Nicholas was appreciated for cheerfully pulling the all-nighter on holidays. In recent years management has tried to cut the "fat" from his schedule, but worsening traffic and a growing population only created more OT.

Although well past retirement age, Nicholas kept up with this full-time schedule. Not known for his good eating habits (mostly sugar plums, milk and cookies) he was placed at the bronze level of Healthy Incentives. Their lifestyle coaches harassed him about his diet, smoking habit (always a pipe), sleep patterns, seat belt use (none) and considerable girth. In fact, he fits in only one style of coach, known as "the sleigh." One of the oldest vehicles in the fleet, the sleigh lacks modern fly-by-wire controls and

advanced mechanics but it is famous for its maneuverability, reliability and climbing power.

Nicholas was dogged by complaints about passing up "bad" customers. Management put him on ESAP, assigning service auditors to secretly observe his performance. Nicholas' latest round of trouble began with the service auditors' reports. They noted that he failed to block the wheels of his coach, that he displayed no destination signage and that his uniform was dirty with soot. The ESAP reports also say he was not following the ADA Stop Announcement script,

"most of the Operator's stops were announced with an unintelligible, 'Ho ho ho.'"

Despite millions of commendations, decades of service plus perfect attendance and accident records, management argues the discipline does not violate the Labor Agreement and is properly issued.

## 30 Dec

**1988** — In support of the struggle against apartheid, ATU 587 President Dan Linville sends offer of support to the Transport and General Workers Union in Durban, Republic of South Africa.

*Due to space constraints in last month's issue of News Review, the rest of November's Labor History is below as promised.*

## 22 November

**1909** — Organized by the ILGWU, 20,000 shirtwaist makers, mostly women & children, stage the first garment workers strike. Many picketers are beaten or fired. A judge tells arrested pickets, "You are on strike against God." In the end, the garment workers win a pay raise and a work reduction to 52 hours of work per week.

## 23 November

**1170[BC]** — Egypt: First recorded strike—by laborers working on a pyramid—for better working conditions & pay. As Anna Louise Strong (see Nov 24) wrote: "They say the Pharaohs built the pyramids. Do you think one Pharaoh dropped one bead of sweat? We built the pyramids for the Pharaohs & we're building for them yet."

## 24 November

**1885** — Anna Louise Strong born in Seattle, Washington. Strong became editor of the *Seattle Union Record* when Harry Ault was arrested during the Seattle General Strike in February, 1919. She was elected to the Seattle School Board and joined the Chinese Communists during their long fight against the Japanese and Chinese warlords prior to World War Two

## 25 November

**1946** — St. Paul teachers, led by the local of women teachers, walked out of their classrooms in the first organized teachers' strike in U.S. history. The 1,165 teachers and principals (they were represented by the

union as well) stayed out until Dec. 27 in what they called the "strike for better schools." The walkout drew national attention to the plight of public schools, low teacher pay and difficult working conditions. The teachers won a number of reforms that improved the operation and governance of the schools.

**1952** — George Meany becomes president of the American Federation of Labor following the death four days earlier of William Green

## 27 November

**1998** — Silas Cool kills Metro driver Mark McLaughlin. McLaughlin was shot & killed at the wheel. His bus plunged off the Aurora Bridge, killing one passenger & injuring 33 riders.

## 29 November

**1985** — South Africa: 34 black unions unite to form 500,000 member congress of South African Trade Unions, in Durban. ATU 587 supported COSATU.

## 30 November

**1999** — US: WTO (World Trade Organization) meets in Seattle, Washington amid massive ongoing protest. The WTO meeting broke down over opposition to proposed agricultural rules that threatened the economics of developing countries. President Clinton's weak and tardy support for the overworked Seattle police may have provided cover for US agricultural interests that were also opposed to the new rules.

**Proud To Be ATU  
180,000 Strong**

# Don't scapegoat bus drivers for a national transit-funding crisis

By: Nate Chappelle

Recent articles in the *Seattle Times* have painted Metro bus drivers as overpaid and pitted wage/benefit packages against bus service as though labor costs are why Metro is in trouble. This makes public employees the scapegoats of a national revenue crisis; one that is really the fallout of the economic downturn catalyzed by bursting housing and debt bubbles.

Driver wages will always be a large share of Metro's budget since humans make buses move. Moreover, Metro's budget woes can't be separated from the larger national crisis in mass transit funding. From New York to Seattle, agencies are cutting service due to shortfalls, even as demand grows. Our international union, Amalgamated Transit Union, is taking leadership in publicizing this crisis, and in calling for the federal government to free up tax dollars for operations. Currently, most transit funds are earmarked for capital projects. (See [atu.org](http://atu.org) for information).

Fixing a flawed federal transpor-

tation formula would help Metro. Additionally, wealthy corporations should contribute more in taxes to sustain the transit infrastructure that delivers their workers to the job. Across the U.S., regressive sales taxes are the backbone of transit funding. This is unsustainable and Seattle is no exception.

Conservative think tanks like the Washington Policy Center, which led the attack on Metro drivers, benefit by blaming public workers, rather than pinpointing a regressive, inadequate tax system that lets their wealthy funders off the hook.

Their attack also ignores that until the current era of high unemployment, Metro had difficulty retaining drivers. Remember Metro's ads? "Get a job with a view"? The "view" is packed buses, traffic jams, and car exhaust. The job is working weekends, nights and holidays—or split shifts that start before dawn and end when everyone else is back home. Remember, Metro is 24 by 7. For the "high-paid" drivers, handsome paychecks mean 20 hours per week overtime.

Frankly, the average full-time driver would rather forgo overtime, because eight hours with no guaranteed breaks is a killer. The \$58,000 they receive barely pays a mortgage these days. But almost half the driving force is part-time, with only 2.5 hours guaranteed per day. And many live in poverty. If the County continues its takeaways, and speedup in the form of disappearing rest breaks, Metro will not be able to retain a stable workforce and public transit will deteriorate.

Like the rest of the public, transit workers want a quality public system that serves all people. Seattle and King County need more service, as anyone can see from our traffic-jammed roads—and it needs to be affordable, especially in hard times.

The solution to Metro's shortfall doesn't rest in attacking transit workers, or in slashing bus service. The County needs to work collaboratively with the employees who have front line knowledge on how Metro can save money. Officials also need to push state and federal officials

for stable funding, including a fix of the federal transportation funding formula.

Savings could be found by deferring projects such as the First Hill Street Car; at \$150 million it duplicates existing service. Trim management ranks, and wages—many of which make \$100,000-plus annually.

In 1992, under almost the exact same union contract, Metro won top honors as the best bus agency in the U.S. The front line ranks haven't changed that much. What have changed are the County's takeover of Metro, and the decimation of stable funding sources. It is in the interest of the public and transit workers to unite and demand real solutions from transit managers and elected officials—so that Metro and public transit can survive and thrive as transit needs grow.

*By: Nate Chappelle, 32-year Metro driver and former Operator of the Year, and Everett Stewart, part-time Metro driver, former Galion, Ohio City Councilmember and Municipal Civil Service Commissioner*

## A Rail Operator's Viewpoint

Michael Cooper, Rail Operator, 20062, Shop Steward

With the current recruitment list for rail operators about to expire and Sound

Transit's apparent need for more operators now and in the future, it's important to know some of the issues specifically facing rail operators. We recognize there is not an absolute division between the needs of bus drivers and rail operators, as some of the important issues facing rail operators are in large part the same issues concerning bus drivers, e.g., issues dealing with seniority, discipline, breaks and recovery time. We also recognize there is a 40-year history of negotiations between Metro and Local 587, and, with the addition of Link light rail, we now have a dual purpose and new opportunities. Most bus drivers are still not familiar with rail operations, or the unique variety of technical skills and procedures used when operating a light rail vehicle.

The eight to nine week course for the train operator is intense and for most drivers it is more difficult if you don't put in the extra time outside the classroom to study the coursework. The most recent rail class graduated just one of the original five invited. There are usually a variety of reasons why some people continue on in the program and others don't finish the program.

You soon discover that operating the train and learning the safety rules and procedures is very black

and white. The work rules and train orders are very specific for operating the trains safely. It requires you to do the same maneuver the same way every time. I've heard some bus drivers (not anyone at Metro) say they have on occasion gotten to their terminal and didn't remember going along parts of their route. There is little likelihood that will happen while operating a train, as your attention is required at all times. While driving a bus is instinctive and intuitive, operating a train is not instinctive, nor intuitive, it is learned over time. These trains are not at all like the old waterfront street cars we once operated. We've all grown up driving cars and so we are familiar with that form of transportation. So as a bus driver, if you don't set up a bus just right for a turn you may drive over a curve and keep going, which you would most likely get away with it. A mistake while operating a train will most likely be recorded or seen live in the Link control center. A communications center that is necessarily

*...we will soon have a rail executive board representative from rail operations.*

more formal and proper than the coordinator's center on the bus side. Although, as a bus driver, there is some sense of anonymity even though there may be a bus full of passengers, your every move as a rail operator is subject to scrutiny. Now imagine the kind of pressure you would feel if as a bus driver you ran a stop sign and were placed on one year probation as a first offense.

Our relationship with Sound Transit is evolving and many bus drivers have found new promotional opportunities here. But in fact for those of us hired as rail operators, it has been the union's supervisor representative that has made promotional opportunities difficult. Only recently are there supervisor positions available for interested rail operators to compete along with bus side supervisors.

We have very experienced former bus drivers who jumped through hoops to qualify for rail operator positions, and, similarly, we have some good rail supervisors (former bus supervisors). I believe

some supervisors had a bus side mentality that was initially a barrier to constructive feedback and with communicating performance standards to operators.

It is Sound Transit's and other government rail agencies goal to provide a 98.5% on-time schedule. When you consider the multitude of changes in the track conditions, workers on the right-of-way, cars and pedestrians on the tracks, trains and buses using the same tunnel at the same time and the effect one train problem has on the whole system, it forces the operators and Link Control Center to work even harder as a team. In addition, operating a train is very fatiguing, especially when you don't get sufficient breaks at the Pine Street end of line, (5 minutes), and a very short break (10–20 minutes.) at the airport, if you are on schedule.

Finally, as a result of Rail Operator Chuck Miller's initiative to get the Union to change the current by-laws to reflect the development of rail, we will soon have a rail executive board representative from rail operations. The membership has acknowledged this important change as it moves us closer to have our collective voices heard here at rail by our Union representatives, Metro and Sound Transit.

Michael Cooper,  
Rail Operator, 20062,  
Shop Steward, Fall Shake-up

# Puget Sound Sage's 'Vision for Justice' dinner

By Andrew Jeromsky, Executive Board Officer

I recently attended Puget Sound Sage's 'Vision for Justice' dinner. The honorees for this year were Ecofab, the first private contractor to join the city's residential retrofit program, (they signed up with Laborers' Local 242), the Casa Latina's Worker Defense Committee that's composed largely of volunteers who have restored over \$95,000 in unpaid wages back to employees in 2010, and the bus 42 campaign that worked to restore the route 42 with some success.

The keynote speaker was Attorney Richard A. Marcantonio, a managing Attorney for Public Advocates Inc. (<http://www.publicadvocates.org>). Public Advocates Inc. is a nonprofit law firm that fights

poverty and racial discrimination by collaborating with grassroots organizations, and using both the media and litigation to advocate for fair government policies, equal educational opportunities, affordable housing, and transit equity for all. By mobilizing communities that were being marginalized due to their low income and status, the organization has helped them to recognize and use their collective power to shape public policy.

Mr. Marcantonio has fought to restore transit service to low-income riders in the California. He is co-counsel on *Darensburg v. Metropolitan Transportation Commission* on the behalf of citizens whose bus service has been cut do

to inadequate funding. One of the reasons for the cuts in their bus service was that their light rail system was sucking up all the money.

What I heard at this event confirms what I believe is happening locally. Here then are some quotes from Mr. Marcantonio combined with a few observations. **"When buses run late, people lose their jobs."** When money is spent predominantly on transit infrastructure, the people lose. Agencies must keep operating their existing service. **"Working families are connected to job opportunities."** When you fund Transit Operations, you create 40% more jobs than when those funds go to Capitol investment alone. **"BART tore the Oakland**

**community apart."** Rail is a huge investment that creates fewer jobs than Transit. **"Are all communities sharing equally in their transportation investments?"** A smaller investment in Transit yields more long-term jobs and creates a connected community. **"Buses are factories on wheels. Let's organize them."** Light Rail is passing up potential passengers because there are too few stops, and because of a silent policy that keeps the 'undesirables' off of those precious trains.

Thank you to Sage and all the participants.

In Solidarity,  
Andrew Jeromsky

## Go for the gold.. never NEVER give up !

Brother Dan Boetcher, SB maintenance

How was your fight? I'm not sure what else to call it since that is what it's become over the years, a true battle for so many of us to ATTEMPT to reach gold status for each and every year's healthy incentive program.

What would seem fairly easy on the surface, take the survey then continue with the plan they hand down and after you've completed it you're gold right? Not so fast. I did my survey and since I was trying to quit smoking, my plan was to complete 5 phone calls, say 45 minutes for the survey and maybe 5, 10 minute calls; I'm looking at 2 hours of my time. OK I can do this. Looking back I can now safely say

I probably have some 10+ hours of very frustrated time, countless numbers of phone calls, an appeal form done and faxed in, and only then did I learn that I achieved gold status for next year, I admit, I almost gave in, out of sure frustration and took the silver status they tried to give me. After talking to many coworkers my story isn't so rare. Some even had a gold certificate only to find out they were bronze or silver, having to fight for what they too had earned.

Let's just say the healthy incentive plan hasn't panned-out to be what everyone had hoped. It was pitched years ago to keep costs down and the employee portion from increasing. This worked for a short

while, but if you look at the 2010 - 2012 comparative sheet, overall our deductibles and the percentage of what each category pays, equals far more out of our pockets.

I realize costs have increased, but please keep in mind that a large part of the reason most of us came to work here was for the benefits and the reason they are as good as they are is simply because we and those before us fought for what we have. If cost increases are passed onto us then I can't help but ask why are we still participating in the healthy incentive program on OUR own time?

I was told their web site claims some \$ 21 million dollars in savings due to the plan. Could that be

largely due to those who don't dot the i's or cross the t's, or simply give up and take a status less than gold? Or, when one person achieves gold but their partner / spouse achieves bronze, they both get the bronze status. More than likely, these are the two biggest cost savings.

The only thing I can suggest, until one day when we again make our medical benefits part of the 3 year contract that we all vote on, is to NEVER give up until you have received gold. Oh, and get ready, in a few months we get to go thru it again.

Brother Dan Boetcher  
SB maintenance

## Not to Worry

By Bob Rothwell / Retiree

To all of you who have encouraged me to retire so you can move up on the seniority list, your waiting is over.

I started with the Seattle Transit System in May of 1967. In those days all departments of the city were one, big, happy family. I remember writing a complaint to the City Road Dept about their waste of money, paving new roads and then digging them back up again. I was called into Gordon Young's office, the Transit Supervisor, and he told me that we don't complain about other departments here in Seattle. He wasn't mad or anything, he just wanted me to know. One thing about our one, big, happy family was that if we had trouble or fare evasion on the bus, we would write it up on a RED card. Everything was on a RED

Card. Even if a person didn't pay the nickel zone fare, (you read correctly, a nickel zone fare) you wrote it up and you knew you'd have a city cop checking with you really soon. I really don't remember having very many problems about fare evasion in those days.

Then metro took over. It wasn't long before adults and kids found out that fare evasion and making trouble wasn't a big deal on a transit bus. Then King County Metro took over, and it has been deteriorating even more ever since. My problem is that I take fare evasion too seriously. Driving a bus was no longer enjoyable, and I didn't look forward to going to work. I figured I'd put my 30 years in, get my pension and find another driving job. Then I started operating the Waterfront

Streetcar. I looked forward to going to work, and I enjoyed my job again. I didn't have to take fares. The times I filled in as conductor, there were no hassles about fares, and folks were really nice.

Then the Mayor of Seattle and the King County Executive sold out the Waterfront Streetcar to the money folks so they could build that pile of whatever it is they call a Sculpture Park. I thought it was retirement time again. I didn't want to go through the "fare evasion" thing again. But lo and behold, they put a free bus on the waterfront. I didn't have to go through the fare evasion thing and get all upset. I enjoyed my job. I looked forward to going to work. Then, like Metro does from time to time, they messed up the hours I liked, and so I picked

another line that had those hours. The very first day, I saw fare evasion again.

As many of you know, the excuses are endless why they can't pay a fare, or they just ignore you. Once again, I was not enjoying my job and getting up tight when a fare wasn't paid. I tried my best to have the "Metro Attitude," asking once, putting the "non payment of fare slip" in the fare box, (it's "hit the 3 button" now) and not giving a tinker's damn. But I just couldn't bring myself to having that type of attitude.

So, I have retired. Enjoy the move up. This has been the best job I have ever had, and if management had "taken care of business," it would have been that much better.

# Letters to the Editor...

## What's not seen

Dear Paul,

I'm upset about what I see (and more so about what I don't see) in the T/A. I understand we have to take one kick in the head — that being no COLA next year. So far all of the county unions except the sheriff's deputies have agreed to the same. If everyone else is taking that I guess I can too. The bus drivers are taking a second kick in the head — the fact that our work has been ruined. At the recent shakeup I lost at least three years of seniority from the standpoint of the quality of work that was available to me to pick. Other drivers have estimated that they lost six years. I'm not sure you and the rest of the Union's leadership understand the level of resentment about this that exists in the bullpens. Maybe you do and you're moving Heaven and earth to help us. If so you're not communicating that to me. What do we have, cards that we can put in the schedule racks? And you want us to fill out OSFR's? Remember that if I write an OSFR on a route (like you'll receive in the mail from me tomorrow) I know damn good and well that I'm telling Management something that they already know. In the space of six months our work has gone straight into the toilet. Very little of what I'm hearing from the Union deals with anything other than money. Well, money isn't everything! I keep hearing from the Union that schedules aren't a contractual matter. I think this is a cheap dodge that is being used to avoid dealing with the problem.

Sorry if I'm offending you but I think this needs to be said.

Sincerely,  
Larry Moore

## Ooops

In the November issue of the *News Review* a letter by me which mistakenly attributes articles presenting divergent perspectives about freedom of religious expression (with a topical transit tie-in) to one frequent newsletter contributor. In actuality, the letters in question that I was responding to were

written by two different people — Board Officers Clinton DeVoss and Andrew Jeromsky.

In a late night frenzy of wife, TV, dog, cats, daughter and a flurry of online multi-tasking I impulsively fired off a letter to Recording Secretary Brian Sherlock to share my thoughts.

Regrettably, I mistakenly confused two different perspectives from two different individuals for contradiction from one author. This moment of adult onset autism on my part has led to a misunderstanding which I intend to now attempt to correct by offering my full and unqualified apology to both Clinton DeVoss and Andrew Jeromsky.

These are two gentlemen whose writing, work for the union, and dedication to the profession I admire greatly, and it was never my intent to malign either one — merely to point out what I perceived was a contradiction in ideologies. While that contradiction does exist in general terms (we are a diverse bunch after all), it does not exist as an implied hypocrisy expressed by one individual in this instance.

In my defense (if indeed I deserve one for this particular bonehead move), I spoke with the Recording Secretary prior to publication. He asked me to re-write the letter without the name of the individual whom I thought had authored both articles. He did not mention my error prior to publishing the letter as well as both Board Officers' responses — neither of which pulled any punches in mentioning ME by name. Had the Recording Secretary simply picked up the phone and pointed out my error, I would have smacked my forehead, said "oh, crap!" or some such, and could have re-written a piece that made some valid observations about contradictory views on freedom of religious expression in a transit context. Not only did I unintentionally offend two colleagues whom I admire, but

any valid point that could have been made was lost.

A note to Mr. DeVoss: I'm not a journalist, I'm a bus driver. Nevertheless, as someone who — as you — "puts themselves out there" by making public observations, editorials, and analyses — I probably need to try and act like one. Like you, not being perfect, I do make mistakes occasionally. Like you, I'm also willing to cop to it when it happens.

In your response, you cited this admittedly inaccurate letter of mine "as well as submissions on his blog" as cause to wonder if I take the same amount of care as you to "get the facts right." As a fellow advocate and admirer of the concepts of integrity and factual accuracy, I am sure it is not your attention to help perpetuate any falsehoods that you may be aware of by allowing them

to go uncorrected. I look forward to your participation (and anyone else who cares to) on the Puget Sound Transit Operators blog to correct the record as you see it; as well as to any e-mails, phone calls, or face-to-face communications you'd wish to have with me so that I may correct it where I have erred or missed something. I'm also willing to have my mind changed by exposure to different perspectives. And what the heck — I just really love a good conversation.

Meanwhile, I hope that both gentlemen will accept this my sincere apology and acknowledgement of my mistake of attribution in the November *News Review*. I accept their critiques as offered, and promise to try and do better.

Regards,  
Jeff Welch  
Central Base  
#13204

## Union Member vs Union Member... Who Wins?

By Verita Alexander, Shop Steward

*"So how should you handle another co-worker who seemingly makes your job more difficult? You have many options."*

While attending to shop steward duties I stumbled upon two operators who were filing paperwork against each other. Even the base chief felt that it was something that two adults should be able to work out. Sadly, our union has been seeing way too much of this lately.

Let's be honest, none of us are perfect. Which would you prefer? A) Your chief sitting you down and giving you a write up for a stop sign you ran in the base yard or B) a co-worker making you aware of the stop sign just in case you didn't realize it was there. Doing things like this are a courtesy, no different than a Supervisor walking up to you and informing you of policy without paperwork being written. He/she doesn't have to do that. And recently management has instructed supervisors to forego this courtesy and write up everything that is seen.

So how should you handle an-

other co-worker who seemingly makes your job more difficult? You have many options. Whether it is someone in your classification or not (Operator vs Supervisor, VM vs Operator, Operator vs Operator, etc) it is very beneficial to build relationships with your fellow union members. If you have an issue with another 587 member and walking away is not a satisfying solution, please consider having a shop steward look over the situation with you. This is meant for the smaller, less severe instances such as a road relief leaving a BO bus seat, personality clashes between co-workers, gossip, etc. It can be a little easier to have a shop steward act as mediator than a base chief. Running to management and filing paperwork against a fellow union member should be a last resort.

Thanks for reading,  
Verita Alexander  
Atlantic Base Shop Steward

### 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*

# Reactions to the Task Force

## (Just say NO to privatization)

Andrew A. Jeromsky Executive Board Officer

The Regional Transit Task Force was formed in February 2010 "to consider a policy framework for the potential future growth and, if necessary, contraction of King County's transit system".

Here is my synopsis of its findings and recommendations.

"In 2009 Metro carried approximately 112 million riders...Metro's ridership has grown by 2.3 percent per year in recent years (2001-2008), the highest growth rate among U.S. metropolitan transit agencies...For each year between 2000 and 2009, 93 percent or 94 percent of riders surveyed described themselves as either "very satisfied" or "somewhat satisfied" with Metro's services... although rider satisfaction is somewhat lower in the south county planning area"

**I believe this is because our ridership in that area is being disenfranchised.**

"In 2008, the Puget Sound Regional Council (PSRC) developed the *Vision 2040* and *Transportation 2040* plans for long-term growth and mobility of the region. *These plans project a 42 percent increase in King County's population and a 57 percent increase in jobs from 2000 to 2040...* [The plan] projects that in the next 30 years, the region will grow by roughly 1.5 million people and support more than 1.2 million new jobs...[and] calls for aggressive expansion of local and regional transit, with between 80 percent and 100 percent increases in bus transit, plus 68 new miles of light rail." "The task force concluded that long-term, sustainable revenues for transit service are needed, given the dramatic fluctuations in Metro's primary source of revenue (sales tax), the size of likely service reductions over the next five years, transit's importance to economic recovery, and the need for transit to support the expected growth in population and employment."

**This points up the fact that Metro is too important to fail.**

"Between 2009 and 2015, Metro projects a revenue shortfall of \$1.176 billion."

**That's a big number, but it's still not as big as some estimates of Light Rail's cost overruns.**

"Without other actions, this would mean cutting 400,000 hours of existing service by 2013, and another 200,000 hours by 2015."

**Some of these proposed 'other actions' include continuing...**

"To follow up on the 2009 King County Performance Audit recommendations to further reduce costs, create efficiencies and implement savings strategies."

**That could mean more schedule cuts. The Task Force is using an audit that I, along with others, believe to be flawed due to sampling errors and unaddressed conflicts of interest.**

"As an evaluation tool, performance measures will help Metro understand how it might improve transit system performance, and establish a strong rationale for difficult policy choices."

**In other words, to justify service, schedule or salary cuts.**

"Explore opportunities for alternative service products and service delivery models...including contracting out for some underperforming fixed-route services."

**In other words, privatization, our next fight!**

"The actions taken by Metro and King County in the 2010-2011 biennial budget...will result in ongoing annual savings of approximately \$38 million, and approximately \$30 million in new annual revenues (as the result of fare increases and property tax)."

**That's \$68 million dollars saved every year.**

"King County should clearly explain how and why overhead and internal service charges are allocated to Metro and County departments, and continue to explore ways to reduce overall overhead and internal service charges."

**Oversight of all Metro funds should help with the long-term solvency of the agency and prevent raids, but this recommendation**

isn't worded strongly enough for me. It talks about explanations and exploration, leaving too much room for interpretation and prevarication.

"Sound Transit updated its long-term revenue forecasts in September 2010, predicting that funding levels for Sound Transit 2 will be down by 25 percent, or \$3.9 billion. The agency has concluded that it is no longer possible to complete the entire Sound Transit 2 program within 15 years Voters had approved the \$18 billion Sound Transit 2."

**The Task force recommendations don't directly address the transit funding issue or all the money that's going into Light Rail, (and the resultant threat of privatization posed by Sound Transit.)**

"In 1976 Metro began collecting Motor Vehicle Excise Tax (MVET) to fund transit. In 1999 state voters approved Initiative 695 to roll back the MVET."

**Even though the State Supreme Court struck down I-695, legisla-**

tors were afraid they'd be voted out of office, so they implemented \$30 tabs instead of reducing the MVET to a reasonable level. We're still facing the repercussions of that decision.

"The task force did not recommend specific revenue sources but did describe... three characteristics for a successful long-term revenue strategy: diversity of revenue sources, sufficient size of revenue source to address long-term needs, and flexibility to include a statewide and/or a local revenue source."

**The County Council has passed the buck about transit funding onto the task force, and the task force is sending it back to the council without a specific answer. Both bodies are refusing to just come out and say what needs to be done. TO KEEP METRO SOLVENT, WE EITHER NEED TO START A NEW MOTOR VEHICLE EXCISE TAX, OR STOP EXPANDING LIGHT RAIL, OR DO BOTH.**

The buck stops here.

## Seattle Holiday Lights Tour

Presented by the Metro Employees Historic Vehicle Association - MEHVA



**Saturday,  
December 18, 2010**

**Departs from Central/Atlantic Base, 6<sup>th</sup> Avenue S. & S. Royal Brougham Wy at 7:00 PM**

All King County/Metro Transit employees, their families and friends are invited on a special Seattle Holiday Lights Tour. Your personal guide will be Santa Claus, who will be taking time out of his busy schedule at the North Pole to escort us on a 3-hour tour of the best holiday lights displays in Seattle. Our restored fleet of historic buses from Seattle and King County's past will transport you there as if you were riding in Santa's sleigh.

Fares are \$5 everyone, children 5 and under are free. ORCA, METRO TRANSFERS, TICKETS OR PASSES ARE NOT ACCEPTED. PLEASE, NO FOOD OR BEVERAGES ONBOARD THE HISTORIC BUSES.

**MEHVA HOTLINE: (206) 684-1816  
Mail Stop CAB-TR-0350  
[www.mehva.org](http://www.mehva.org)**

## Vice President Sepolen's Report

By Rick Sepolen



# Hey Shop Steward

**"Hey, Shop Steward!!!"**  
Does that cry from a member put the fear in you? Well, fear not 'cause it's time for Uncle Rick's Shop Steward 101.

At one time or another the members we represent will believe that the agency has treated them unfair. Most members will discuss this "slight" with a person in authority and be satisfied with the answer they receive.

Then there are those who need to be reassured by a shop steward and will approach — Horrors! — you to discuss their situation. Being the trusty dusty A-1 steward that you are you will pull out the agreement and review the pertinent sections of the contract in question with them. The two of you will then decide whether

or not to file a grievance. If it is a yes, having satisfied their concerns the birds will break out into song, the sun will... You know the rest.

Then we have those that are certain despite everything they have been shown or told continue to believe that a wrong must be righted. So what do you do?

Remember, every member has the right to file a grievance. They do not need your permission or that of a union officer to do so. They also do not need a signature from a union representative to on the grievance form. They do need you to help them fill out the form using those contract articles that closely relate to the issue at hand.

After completing this form let them know what they will need

to present to management to demonstrate that this wrong should be righted. Or you can, have them call the Union office for advice.

As an experienced Union officer I will, of course, take it upon myself to deflect it back to you as quickly as I can. Not really. I will discuss their grievance with them, do some research, review any notes you may have provided and then let the member know my opinion.. I will also contact you to keep you abreast of what is happening. If the member decides to continue he/she has the right to do so. Upon receiving the First Step hearing summary, I will review the information presented and decide whether to continue the grievance on to the next step.

If you are uncomfortable with your knowledge of the contract try this: When you are in the bullpen and a discussion breaks out about contract language don't bother joining in. Just listen to the arguments presented. Then when you get a free moment, look up the area in the contract that deals with the matter at hand. If you have questions about what you read please call an officer.

Do this a few times and you will be surprised at how quickly your knowledge of the contract will grow. Which means I won't have to hear, "Hey, Vice President!!!" that often. See, always one step ahead.

As you can see, Hey steward ain't so bad after all.

For those stewards who have not

been trained in the fine art of contract interpretation, I hope to schedule a two day training session shortly after the first of next year. In the meantime here are a few suggestions for you:

If you attend a hearing or sit with a member visiting her/his supervisor remember to take notes. These notes may be very helpful to them in the future. Your chief steward should have copies of the Union note form or you can call us at the union office (206 448 8588) to have copies sent out to you.

If you feel a meeting is spiraling out of control or you do not know what should or should not be taking place ask for a break in the proceedings (your right as a union rep) and call the union office for advice. It will take only few minutes and might make all the difference in the world to the member. Remember, be proactive.

Does a member have to have a union rep in attendance? While we most certainly would like them to do so, it is not a requirement. Any employee may accompany a member into a meeting as a witness. A grievance hearing, however, is another thing and unless a member has waived his/her right to union representation a shop steward or union office will attend.

I hope this lends a bit of comfort and support and contributes to reducing the fear factor when you hear a cry for a shop steward.

### RETIREES CHRISTMAS DINNER THURSDAY, DECEMBER 9, 2010

**Reception: 10:00 a.m. – 12:00 noon**

**Lunch: NOON – 2:00 p.m.**

**THE BURIEN ELK'S LODGE  
14006 1<sup>ST</sup> AVENUE S  
BURIEN, WA**

**The cut-off date for reservations is Friday, December 3, 2010.**

*Please call or write the following to make your reservations and include your name and number of people attending, also include your menu selection of either **Prime Rib or Chicken Cordon Bleu.***

Your annual \$5.00 Local 587 Retiree Chapter fee for 2010 is now due. Mail your check to:

Dave Carter  
9626 31<sup>st</sup> Place NE  
Lake Stevens, WA 98258  
425-377-2019 or 206-910-8311

Al Ramey  
206-243-8504

Sincerely and in solidarity,  
David Carter  
Secretary/Treasurer  
Local 587-R

**\*Monthly meetings are the first Saturday of every month at Barlees, 205<sup>th</sup> 1 Block east of Aurora at 8:00am. And third Saturday at Burien Elks at 8:30am.**

/trg  
opeiu8aflcio

## So you want to be a bus driver

By Dee Wakenight

**T**hese are the questions that should be asked prior to being hired as a bus driver:

How long can you wait to pee? (Points deducted if less than 6 hours)

Are you able to follow insane direction? (Points deducted for a negative response)

Are you a veteran? (Veterans have tolerated insane directions without question)

How long can you wait to pee? (Enter number of hours)

Do you tolerate abuse well? (Points deducted for negative response)

Do you deal well with stress? (Points deducted for negative response)

How long can you wait to pee? (Points deducted if less than 5 hours)

Are you neat and punctual? (Uniform requirements)

Do you have common sense? (Points deducted for affirmative response)

How long can you wait to pee? (Points deducted if less than 4 hours)

Do you believe in a deity? (You will pray if you are hired)

Are you easily amused? (Necessary skill)

How long can you wait to pee? (Points deducted if less than 3 hours)

Do you like/ have children? (This will increase medical costs, deduct points per child)

Do you have an incredibility understanding spouse/ partner? (This will increase medical costs, deduct points, possible mental illness)

How long can you wait to pee? (Points deducted if less than 2 hours)

Are you creative? (Deduct points for each yes answer, they may try to fix things)

Do you have a life? (Deduct points, this shows inability to conform to OUR WAY)

How long can you wait to pee? (End interview if less than 1 hour, impossible to hire, unless they are willing to wear a diaper)

Welcome aboard, we are so happy that you want to be a bus driver.

## Vice President MacAdam's Report

By Don MacAdam



# As the Year Ends

The contract is done; winter and the Holidays are here. You cannot say it at Metro, so I will say it for you *MERRY CHRISTMAS*. It is the time of year to give gifts, so once again we have the undesired certificates *AWARDS* for worst base and worst write-ups of the year. This year, the second annual awards are based on a real year and not a few months. If you want a copy, you can go to the Union's web site and download them ([atu587.com](http://atu587.com)). Although E.M. improved slightly, at the end of the year it once again retains this undesirable title. Worst write-ups are the familiar P. Smail & J. Marcel. How two people can cause such grief and personal suffering is amazing! But, hey, lawyers need a job, too. On a positive note, Mo is the most improved Chief.

A lot has happened this year. While we wrestle with the old guard/old boy system at Metro, I am optimistic that the tiny rudder (called common sense) on the Titanic is now slowly starting to work ... and we will miss that big iceberg dead ahead. Since Maintenance now has a dedicated voice and there are a couple of Metro managers who will listen to ideas that make sense, things can only improve.

Recently, the stupid virus has infected 587 Union members at various bases!!!! Filing complaints with Metro against one another has caused way too many investigations. Keep in mind that unlike charges brought against managers, Metro does not have a problem issuing

discipline to Union members, sometimes Metro will fire both parties.

I was thinking, maybe two times a year or as necessary I will rent those giant inflatable sumo wrestler suits. Those who have problems with one another can go at it until they are too tired to continue.

### \*\*The Chief Story\*\*

Of all the stories I have this one is amazing. A Mechanic arrived at work and found a "Hangman's Noose" on his tool box...he took the noose to his chief with his complaint. The chief said, "I'll look into it" and threw the noose in the corner of his office. The mechanic realized nothing would be done and filed a formal complaint downtown—that's when everything hit the fan. Investigations...news coverage ... doctors...lawyers...lions and tigers and bears...Oh MY!!!!

I happened to be sitting at home watching the news when there before my eyes was my chief standing in the doorway of his Metro office with his white shop coat on twirling the noose for the news camera and said, "I don't know what the big deal is...nobody got hurt!" For some reason that chief was gone for awhile after his news interview, the mechanic received a sizeable settlement along with therapy. However, the chief continued to wreak havoc for several more years.

### What's Going On!!!!!!

Lots going on, lots of decisions due, so as of now this is accurate:

- **18 grievances & 8 arbitrations.**

- As I used this word for Union members I will apply it to chiefs also, stupid: Two Grievances! One member written up for being 5 minutes late based on a clock that was 5 minutes fast! The second member was given a U/A because of the lack of paperwork. He turned in the proper documents the next time, but Metro lost one and issued another U.A.

- **Mr. Marcel** at E.M. is involved in his 3rd or 4th investigation for harassment by your Union & the Federal Government. (He will need Xena the "warrior princess" to help on this one.)

- **James Smith (ESW) termination**—Mr. Smith lost his license and turned himself into Metro as per the law and policies and was promptly terminated (thanks for being honest). Unlike other classifications that have some non-driving positions, there is, according to Metro, no place for him to go until his license is restored. I argued, unsuccessfully, in the contract negotiations for two non-driving positions for this type of situation. While Metro has made accommodations in the past, they were not willing to help in this instance. Is it strange that you get a second chance for drug abuse, but not for a C.D.L. loss?

- **Probationary terminations!** If you are a new Employee and you want to become a permanent Employee (and you are not a relative) you need to follow all the Metro rules to the letter!!! Breaks & start

times to the minute; NO cell phone use; don't take time off. If Metro decides you do not have the "right stuff" you have no recourse except through litigation outside of Metro. I will be happy to send you some guidelines if you are in doubt.

- **My apologies** as last month as I was going to print *The Fantasy World of Metro Management*. The article was a little too angry and I was advised to put it on a shelf for awhile and let it cool off a bit.

- **VP2 man!!!** If you used your (phone) decoder ring last month the secret message was, *God Bless America*. Yes, you crazy secret code ladies (no men) figured it out!

- **A personal plea for help...**a certain shop steward who will remain nameless (Rambo Randy as well as at least one Metro manager) has been giving me grief about the car I use for union business. I have been told I need a proper, *Command Vehicle*. Please help me design & or send a picture of what you think I should use. I will print the best and the worst! Knowing maintenance as I do, I will probably be sorry I asked.

- **Retirements:** Good luck and glad you made it! Dave Hayward (aka Haywire) & Brian Baxter (aka Yak Yak).

- **Funerals** We have lost way too many good people lately...try and keep in mind that death has a pretty good success rate and be a little more appreciative and patient with people who rub you the wrong way.

## Business as Usual or Another Day in the City

It was a cold, rainy day on September 19th as I arrived at the syndicate's compound. The beads of water made the razor wire glisten. I banged on the large metal door, a slot opened and a set of blood shoot eyes said, "State your business!" "I'm here to see the snake!" The eyes disappeared and about five minutes later, the large door opened. Two large enforcers emerged from the shadows. I had run into them before, Wally & Larry were their names. Their job was to make people suffer...or disappear altogether...few were ever seen again. Their motto: "Don't take it personal, it's just business." I could tell by lookin' at them that they were just hoping I would do something... Crazy. I could tell they were packin'

heat. I told them I didn't have a gat but of course they didn't believe me. "Hey be careful ...this is my favorite suit! It cost a thousand bucks!" The last person that messed with my suit suffered. But the guy with duck was not here to help this time. I was escorted to the 4th floor, the penthouse level. It was really nice, the concrete shone like...concrete. I was asked again to state my business... Again I told them I was there to see the "Snake." The Snake arrived escorted by his two henchmen. (For whatever reason, the Snake called one "H" and the other "R." I never asked why.) The Snake looked at me, a sly smile emerged and he said, "You know after what you pulled, you should not have come." I think it was a reference to my evaluations

of the syndicate's crime bosses. He continued...I could point a finger and you would be, let's say, run over by a bus ...these things happen in the city you know."

I told him yes, a lot of things happen in the city...some bad some good...I want to see "Zingy." I know you have him and I want him brought to this room NOW! After a long a pause the Snake laughed, "I am amused by your boldness ...I have always found you to be amusing. Why do you want him?" I told him Zingy had filed a complaint with the Feds as he was being squeezed out of work by a group known as the "Mechanics." (The Mechanics were known for their fierceness. They also were also known to be quite handsome.) The Snake roared with

laughter. "This intrigues me. Bring him up." He motioned to H or R to bring him up. Zingy looked pretty bad like he'd been dragged across the floor of a body shop. He looked at me, managed a smile and said, "I knew you'd come!" I said, "Take the cuffs off!" The Snake nodded and the cuffs were removed. I said, "Let me talk to him alone." He said "Talk to him here!" I said, "No! We will take a quick caucus." The Snake objected. I said, "We will just need a minute." He objected again. I said, "Then shoot me!" He paused. "If the cleanup crew had not left for the day, I would." he murmured.

The Zing and I spoke quietly. He said, "The last guy that tried to help me is gone now. They told me

*continued on page 11*

# The Financial Secretary's Report

By Paul Neil



## November 2010 Membership Meeting Report

I hope everyone had a great Thanksgiving Holiday! I hope everyone had something's to be grateful for, I know I did.

We have now signed a new 10 year lease for our current office. We will be receiving 10 months of FREE rent next year as well as \$100,000.00 in tenant improvements, which means we get new carpets, a paint job as well as some remodeling and the landlord pays for it!. The whole process has taken about a year.

First step was to hire a Real Estate agent to work on our behalf. Next step was to decide whether to rent or buy. We looked a buying first since that is the most time consuming. We applied for a loan to see how much we could borrow and we also toured about a dozen properties between the ship canal and Spokane St. From this group we narrowed it down to 4 properties to take a second look at. Bottom line was the properties we could afford to buy right now were dumps and were basically tear downs.

Once we decided that buying was not an option we concentrated on leasing. We toured several buildings in the area and took bids from

3 properties. At this point I thought we would end up moving to another building in the lower Queen Anne area but our current landlord finally broke down and gave us an offer we could not refuse.

I want to thank the members of the relocation committee(Executive Board members Michael Moore and Dan Thorne) as well as Rob Nielsen our agent who really listened to what our needs were and negotiated a very good lease for us.

Below is the report I read at the November cycle of membership meetings:

### Membership Meeting Report:

In the month of October 2010, we reported 40 new members to the ATU International. 35 are employed at METRO/King County, 4 at First Transit and 1 at Seattle Personal Transit (SPT). This brings are total active membership to 4189. This is an increase of 59 members compared this time last year when we had 4130 active members.

### Bills:

This October was a 2 paycheck month while last October was a 3

paycheck month so most financial figures are lower when comparing year to year.

All financial figures are subject to the review of the Executive Board. In October total income was \$248,044.22 which is a decrease of \$94,116.07 or 27.5% compared to last October.

Per Capita payments totaled \$56,689.30 for the month of October which is an increase of \$1,020.80 over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$186,465.83 which is a de-

crease of \$53,912.43 or 22.4% over the previous October. This amounts to a surplus of \$4,889.09 for the month compared to a surplus of \$46,113.53 for October 2009.

### My activities for the month:

- Still proceeding with finding new office space. We are almost ready to sign a new lease with our current landlord for a 10 year lease.
- KCMetro negotiations are for the most part complete and I will be recommending a "Yes" vote.

## President's Report, continued

will we interfere in the decisions of social workers at PSLA.

How soon financial counseling and/or funds will be available will be announced by our financial secretary at a later date.

I have long believed that as an organization Local 587 has been remiss in not dedicating a larger portion of our revenue for charitable purpose. We currently receive a little over 3 million dollars in annual revenue and only donate \$3,500 to area food banks (we also dedicate a small amount of money to community events); that's approximately

0.001 of our revenue. I think it's time we make charitable giving a separate line item in our budget and will be asking our budget committee, executive board, and membership to consider how much to give and where to allocate those funds when drafting and adopting the 2011 budget.

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

## WORK SITE VISITS

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

Dec. 1st	South Facilities	5:30 am – 6:30 am
Wednesday	Link Light Rail	12:00 noon – 3:00 pm
Dec. 10th	South Lake Union Streetcar	11:00 am – 1:00 pm
Friday	Seattle Personal Transit	1:30 pm – 4:00 pm
Dec. 16th	Component Supply Center	1:30 pm – 2:30 pm
Thursday	South Vehicle Maintenance	2:30 pm – 3:00 pm
	South Operations	3:00 pm – 4:30 pm

## Bulletin

November 22, 2010

To: All Local 587 Members

From: Paul J. Bachtel, President /  
Business Representative

Subject: King County Metro Contract Negotiations Update

On Thursday, November 18, 2010 members of Local 587 employed by King County Metro ratified an amended three year labor agreement. The process for implementing the agreement is as follows:

1. Representatives of the Union and King County work to finalize the drafts of the contract and MOAs for signature. This process involves making changes for clarity, proofreading, consistency and formatting. This process is time consuming. For example, every cross reference in the contract is checked for accuracy. We are presently at this step.
2. The final document is sent to the King County Prosecuting Attorney's Office for final review.
3. The contract and MOAs are printed and presented to the Union for signature.
4. A fiscal note is prepared in cooperation with the Office of Labor Relations, Metro, and the King County Budget Office.
5. A transmittal package, including a proposed Ordinance, the Collective Bargaining Agreement, the legislated Memorandum of Agreements, the fiscal note, and various internal transmittal letters and forms, are sent to the County Executive for signature.
6. The transmittal package is then stamped in with the Clerk of

the County Council.

7. The following week, the proposed Ordinance is formally introduced.
8. Councilmembers and Legislative Analysts review the package. Legislative Analysts prepare a staff report, in cooperation with the Office of Labor Relations.
9. The Ordinance is presented to the Committee of the Whole for hearing.
10. The Ordinance is then sent to the full Council for a vote.
11. Eleven days after the vote of the full Council, the Ordinance becomes law and the contract may be implemented.
12. During the transmittal process, meetings will occur with central Payroll and Benefits to identify the steps that will be needed to implement the new contract.
13. Metro will conduct a review of the contract and develop a plan for implementation. This plan will be discussed extensively with the union. If it is decided to do an early or delayed implementation of any provisions of the contract, it is best to memorialize an agreement in writing between the parties.

When will this process be complete? I anticipate late January or early February. Thank you for your patience.

# The Recording Secretary's Report

By Brian Sherlock



## Schedules and Driver's Seat Sanitation

Finally, we get a solution! King County would like you to know that many months of telling them the schedules don't work has resulted in numerous meetings and, as you expected, a solution that should go "swimmingly" well. The fix is the new "Caution — Wet" safety banner. So, to the route 70 series driver who brought me a schedule not giving a break for the first 9 hours (yes, he gets one shortly before the end of the shift): Feel the love! Your concerns have been addressed. Not being able to hold it any longer will no longer be an embarrassment. It's policy, and now you have a way to respond to the problem.

**Not brought to you by "The Onion." This is from our own "The Chive."**

In negotiations, your bargaining team tried very hard to get a schedule solution. We were not able to find something that the Council would accept and that would work. The problem is the obvious and difficult to get into contract language: Transit planning should be left to transit planners. In their defense, I believe that the Council had no idea what kind of mess they would create. The software vender Hastus had a far larger role in shaping the audit results than anyone truly familiar with making our system work. The Council got the impression that a magic wand — make that a computer joy stick — could be waved and make the revenue shortfall go away. Just a minor little tweak here

and there could allow them to avoid service cuts and the political fallout that might shorten their careers in office. The little problem is that Seattle is the most educated city in our country. People here can actually read schedules and their complaints had driven the previous shape of our service by demanding that the schedules actually mean something. The Council target of having up to 10% of routes start late (yes, you read that right — 10% start late) will not meet the standards of our community, whose jobs will be on the line if they're late up to 10% of the time. If one of our members was late that often, the Council and Executive would not reverse their termination by insisting that being on time 90% of the time is perfectly acceptable in transit. I hope that the 30,000 cards we handed out so far, in the opening salvo of our efforts to assist the public in getting good transit will not give them the uncomfortable



feeling that they need to get out of the way of our excellent group of schedulers and planners. Ignoring their advice has never worked, is not working, and will be reversed.

### Sound Transit

I've been curious for quite some time about the appearance of an unhappy marriage between Sound Transit and their sub-contractor KC

Metro. Bad blood and a long series of exceedingly poor managerial decisions have previously defied explanation. As we've come to know their board members and managers, some have been good to deal with and reassuring about their intent. They led me to suspect that the fly in the ointment had flown out of the King Street Center. However, after several years of examining this question, I've come to believe that, although we've failed to find a candidate for sainthood in the Ivory Tower, Sound Transit is being managed by a group with almost no rail experience and, perhaps, a seriously Freudian case of, excuse me, "Service Package Envy." I'll leave you with just one example: can you imagine a single business school on this planet, or any other, who would suggest having two managers doing each of the same top operational jobs? I don't mean teams working cooperatively, to prevent the kind of stupid decisions that have occurred so often; I mean two people doing exactly the same job, stumbling over each other, working every bit as well as the fitting of two bodies into one chair has ever worked for business purposes. I want to reassure you that I would never even allude to the only good reason for two people occupying one chair. But that just could be what results from this kind of Sound Transit management.

On a happier note, from the bottom of my heart, I wish you all a very happy holiday season. I can think of no one who deserves it more than you, our hard-working and delightful brothers and sisters.

## Business as Usual, continued

he retired, but I'm a little skeptical about what that means. "I told him don't worry I'm getting you out of here right now! He smiled, paused and said, "No! Not yet. I've made contact with the other inmates here. We're talking and planning how to correct the problem. We have a plan and it's working...so far. Thanks, but if I need you...I will let you know!" "Are you sure? This place isn't the Ritz you know." "I'll be fine. I just hope you can get yourself out!"

Just then H & R came forward, grabbed Zingy and told him to get back to work! As he disappeared the Snake hissed, "What should I do with you? You may be popular with the three best bosses but they're not here. You seem to have gift of... irritating certain individuals. I think I would be doing the syndicate a

favor if you did not irritate any one again." H & R returned without Zingy. The Snake motioned for them to bring me into his office. I told H & R they were going to have to pay to get my suit pressed...they didn't smile. "Well what to do with you. You have been a bit of a thorn, you know."

"Look," I said, "This story is already way too long and I need to go!" I took off my hat and let it fall to his desk. There was a perplexed look on the Snake's face. I said, "Look out the window!" As the Snake turned around, he registered great surprise as there was a very large green dot on his chest...and a small but well-armed attack helicopter in whisper mode just outside the window. "That is Wing commander, Rick" I said (AKA the President).

Rick wanted him to know he was serious, so he shot a passing seagull (or maybe it was a pigeon) out of the sky...nothing left but feathers. The Snake swallowed hard as the helmet actuated gun refocused on his chest. "I'll be leaving" I said. H & R were not sure what to do. Don't worry guys I'll be seeing you again soon. Snake if I'm not out of this compound soon H & R will need a new boss, but it's not like they'd care. As I left the compound and the big door clanged shut behind me

I thought to myself, "I hope Zingy knows what he's doing, I will do what I can but I will need some help on this one." My command car driver "Rambo Randy" Steinman was not waiting and that concerned me.

I waved to Rick as he flew by. Maybe I'll buy Rick a nice watch for saving my neck...again.

Oh well another grievance hearing at E.M. in an hour...I probably won't be welcome there either...but that's not my problem.

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

# A Report From The ATU International Convention 2010

By Linda Anderson, Executive Board

I attended the ATU International Convention at the end of September, and took notes. There were several highlights for me. Here are two of them.

The first is a sort of "state of the union" speech given by the outgoing International President, Ron Heintzman. Mr. Heintzman stressed that privatization efforts are under way in various states, where state legislators and transit boards are being lobbied to privatize transit nationwide. The ATU International wants to the locals to notify them the minute there are such efforts, in order to counter them aggressively.

Heintzman also stressed that if the Republicans take control of Congress, under John Boehner, there will be NO funding for mass transit. Obama and the Democrats have passed some bills for transit even in these tight economic times.

He talked about raids on ATU locals by the Teamsters. After a long fight, the ATU International has secured an agreement with

the Teamsters to stop the raids. Richard Trumka, head of the AFL-CIO helped ATU in this effort. If the Teamsters do not abide by this agreement, ATU will not sit idly by. We will fight back—it's a two way street. Ron Heintzman stressed that we need to make sure that workers know that what we are offer and what we provide is better representation and follow-through for our members.

Another highlight for me was remarks that were made by Ed Wytkind, President of the AFL-CIO Transportation Trades Dept.

Wytkind said that defeating McCain was important because McCain has been one of the biggest privatizers of all time. And if the Republicans take control, they will once again try to repeal our protections under 13C. Wytkind praised Obama for reviving the debate about the importance of mass transit, and for the Recovery Act which directed billions to mass transit. He asserted that not one dime for transit would have come from Sarah Palin.

Wytkind pointed out that all the talk about big government versus small government obscures the real choice: are we going to be a nation of builders, or a nation of borrowers? In the past we put together a transportation system second to none and it made our country number one. What happened since then? Since then we have been told to not do the hard work of making sure to invest in the future, just keep driving on our choked highways, let roads and transit deteriorate. We have been encouraged to deregulate, borrow, and consume, and as a result we have gone from the world's biggest lender to biggest borrower, and let transit systems fall into crisis. Transit should be a growth industry! And when we don't invest in transit, who gets hurt?—not the wealthy, with the biggest tax cuts and biggest garages. No, the people who get hurt are the tens of millions who built this country and ride transit to work.

Wytkind said it's time to stand up and point finger at those who re-

ally got us into this economic ditch, and make this country a nation of builders again. It's time to fight for operational funding for transit, and that when we tell people this they will support us. People do not support the Wall Street CEO bailouts, or outrageous oil profits, but they do understand building highways and transit. The people get it, but not Wash DC. People understand bus drivers needing safety, benefits, protection from privatization. We're fighting for skilled workers and safe transit.

This rebuilding will take long term commitment—our parents and grandparents did it, we need to go forward and do it too. Obama said we will not rebuild the middle class if we do not rebuild the labor movement. Wytkind said, "Obama is willing to lose the election rather than his soul. When's the last time we had a president who did that?" In closing, Wytkind encouraged us all to "stand and fight...to bring prosperity to all Americans not just those with wealth and power."

## So You Voted, Now What?

Submitted by Sara Franklin

On Tuesday, November 2nd union members across the country, in every state voted by mail or at their polling station to elect candidates to serve in local governments, State Houses and the 112<sup>th</sup> Congress. The labor community from flight attendants, to school teachers, to transit workers did member to member education by volunteering to knock on doors and making calls to our union brothers and sisters on behalf of those candidates, who are pro-labor and will effectively legislate for working men and women. During this General election period I had the fortunate opportunity to participate in the 2010 WSLC Labor Neighbor Program which is a grassroots political action effort staffed by union members. My schedule consisted of doorbelling from Bothell to Puyallup and phone banking in the evenings at a designated Union call center. In addition I did transit worksite visits and speaking at Charter meetings of our sister ATU locals. I worked with members from other unions who were dedicated and worked tirelessly to GOTV (Get Out the Vote). It was a rewarding and exciting experience.

In Washington State, we were successful in our efforts that initiatives I-1082 and I-1100/1105 did not pass. Our hard work and votes also secured the re-election and the new

election of many pro-labor, pro-union and pro-transit candidates.

So what's next? It's very simple.... stay involved. If you haven't been involved, now is your time. Exercising your right to vote is not meant to be the final solution to any election, but the start of a broader message that your vote has consequences. We just don't give our vote away.... WE EXPECT RESULTS!

### WAYS TO GET INVOLVED:

- Find out who your elected Representatives are in your Legislative and Congressional District and communicate with them regularly as you follow their progress representing working men and women. This information can be found at [www.leg.wa.gov](http://www.leg.wa.gov)

- Get involved in your Legislative/Congressional District

- Attend the Martin Luther King Labor Council and ATU 587 Charter meetings that occur monthly

- Attend your local City or County Council meetings

- Signup to attend ATU 587 Lobby/Legislative Day in Olympia (to be announced)

- Read the ATU 587 "News Review" and visit the COPE webpage at [www.atu587.com](http://www.atu587.com) for regular updates and announcements.

**THANK YOU TO EVERYONE WHO VOLUNTEERED AND A SPECIAL THANK YOU TO CARRIEMYERS AND DON MEADOR OF LOCAL 843 BELLINGHAM!**

## Critical Incident Stress Management and the SAFE-R Model

One of the concepts the CISM Team learns from the training provided by the Union and Metro management, is the use of the SAFE-R model. S represents Stabilize. Stabilize the individual and the situation. A represents Acknowledge. Acknowledge that there is a crisis. Acknowledge that there is professional and confidential help available. F represents Facilitate. Facilitate discussion in a one-on-one intervention. Facilitate problem solving. Facilitate a plan for

the individual. E represents Encouragement. Encourage acceptance of the event. Encourage utilization of resources.

Encourage use of coping skills. And finally, R represents Recovery or Referral. The individual recovers from the event, or is referred to a higher level of intervention.

If you have had an upsetting incident, don't hesitate to call the CISM Team. We care, and we can help. The CISM Message Line is 206-263-3761.