

ATU Local 587 News Review

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VOL. XXXIV, NO. 12

The President's Report

by President,
Paul J. Bachtel



Operator Fatigue

The recent use of a few Part-Time Operators on a Husky Saturday (in direct violation of our Labor Agreement) not only raised hackles, it begged the question of why what has long been the most desirable overtime is going unfilled and threatening the cancellation of some trips? Base Planners report far fewer Full-Time Operators seeking overtime. Anecdotal evidence suggests Full-Time Operators are experiencing heretofore unprecedented levels of workplace stress due to inadequate break time and forced overtime, resulting in an unwillingness to work voluntary overtime.

When I served as Local 587's Recording Secretary there were months when I had no passing's to report in our obituary column, *In Loving Memory*. Now we are reporting more deaths of active members than at anytime in our history. Most notably, two of our Report Operators passed in the last year. When I learn a member is in the hospital I try to call or visit. Members are reporting job stress as a causal factor in heart attacks and other stress related illnesses.

We've also seen an increase in the number of our Members with diabetes and/or complications from diabetes created by schedules which do not allow them to eat and/or exercise in a way that would help deter/manage diabetes.

Quarterly, we meet with King County Metro (KCM) senior management to review accident statistics. September 2011 statistics reveal a 43% year-to-year increase in pedestrian accidents and a 47% year-to-year increase in major accidents. It's only by the grace of God that none of these recent accidents have resulted in a fatality.

Obviously, Operator fatigue is a primary factor in both Operators' health problems and the increase in accident rates. Your Union Officers haven't been sitting on their hands. Thus far, actions include:

We made Local 587's support of initiative campaigns contingent on funds being allocated to schedule maintenance. Although the recent passage of the Congestion Reduction Charge includes funds for schedule maintenance, it will take multiple shake-ups for schedule improvements to be realized. Local 587's

support of Seattle's Proposition 1 was also based, in part, on funding being included for schedule improvements.

Last year, I appointed Executive Board Officer Linda Anderson and Minority Affairs Officer Ray Campbell to serve on Metro's scheduling committee. Although Linda and Ray have been successful in stopping additional cuts, little to nothing has been done to improve the present schedules other than an effort to shift recovery time from weekends to weekdays.

Our Public Relations Committee has attempted to improve schedules by slowing the system down with its "We Put Safety First" campaign. We recently expanded that effort to include our members driving paratransit work.

We brought our concerns before the King County Council with members testifying about their abysmal working conditions.

As much as I appreciate all of the efforts, I know Operators are still facing a public demanding to be taken to and from work or school on time somewhere near the pre-

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The Month at a Glance

Business of the Membership

Executive Board Report

November 22, 2011

At the November 2011 cycle of membership meetings, the following business was addressed:

Membership approved the recommendation that the grievance of Ernie Kirschnick be pursued to arbitration.

Membership approved the recommendation that the grievance of Frederic Segelbaum pursued to arbitration.

Membership approved the recommendation that the grievance of Thomas Miller be pursued to arbitration.

Motion: By Brian Glassley directing the Vice President of Maintenance to send a letter regarding the unprofessional conduct in walking out of the Vehicle Maintenance pick. Motion failed.

Motion: By Brian Glassley directing the Vice President of Maintenance to modify sections 8 & 9 of the MOA to include Leads in overtime before O.B.S employees and attached the annual sick leave certification for 30 days or terminate. Motion failed.

Motion: By Andrew Galbraith to move forward with charges against Leif Engebo by forming a Trial Board. Motion failed.

Motion: By Bill Clifford to overturn the Board's decision to conduct a referendum vote of the four Transit Operator classifications (Rail, Streetcar, Full-Time Operator & Part-Time Operator) seeking the will of membership in determining if the union should sign a memorandum of agreement modifying the labor agreement between Amalgamated Transit Union and King County which would credit Part-Time Operators transferring to the Full-Time Operator classification, after having previously served in the Full-Time Operator classification, with seniority credit for previous time served in the Full-Time Operator classification, provided that any break in service was less than seven calendar days was **not approved by the membership.**

Editor's note: The referendum vote will be done by mail in early December 2011.

November pot draw winners are Anthony Byers at the Charter meeting, Fiona Frisch at the Morning meeting, Paul Hausman at the JTA meeting, Gerald Severance at the Afternoon meeting and Barbara Dixon at the CTS meeting. Terry Donovan lost the rolling pot; next month rolling will be \$150.

The following Officers were present: President Paul Bachtel, Vice President J.Rick Sepolen, 2nd Vice President Don MacAdam, Financial Secretary Paul Neil, Recording Secretary Judy Young, Ray Campbell, Linda Anderson, Eric Butler, Clint DeVoss, Bob Eash, Kermit Gipson, Ninus Hopkins, Andrew Jeromsky, Ray Mason, Chuck Miller, Lisa Nault, Hal Poor, Neal Safrin, Michael Shea, Patrick Stevens, Dan Thorne, Michael Moore was on vacation and Dee Wakenight is out ill.

Motion: By Clint DeVoss, that Amalgamated Transit Union, Local 587 (ATU) and its Officers are directed to notify King County and negotiate in good faith with King County involving overtime assignment in the On Board Systems (OBS) project Memoranda of Agreement (MOA). In negotiating in good faith with King County, ATU is further directed to seek a separation in the assignment of overtime between OBS project Employees and Base Employees including Lead Em-

ployees to the extent that all Base Employees will be offered Base overtime before Base overtime is offered to OBS project Employees and all OBS project overtime will be offered to OBS project Employees before being offered to Base Employees.

Motion: By Kermit Gipson for ATU Local 587 to donate \$500 to support Iowa, Minnesota, and North Dakota AFL-CIO State Federations. 1300 workers at American Sugar Crystal facilities in those states have been locked out of their jobs since August 1st. Bakery, Confectionery, Tobacco Workers and Grain Millers, AFL-CIO represent these workers.

Motion: By Linda Anderson, that the Executive Board endorse the "Occupy the Capitol" resolution submitted by Linda Averill as printed in the News Review and adopted at the Martin Luther King Jr. County Labor Council.

Membership Meetings:
Tentative Agenda

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

JEFFERSON TRANSIT
Monday, December 5, 2011
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

MORNING MEETING
Friday, December 2, 2011
10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

CLALLAM TRANSIT
Tuesday, December 6, 2011
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

WEDNESDAY MEETING
Wednesday, December 7, 2011
3:30 p.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

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

In Loving Memory...

"He who doesn't fear death dies only once."

~Giovanni Falcone

Vernon Adler, a retired King County Vehicle Maintenance Employee, whom last worked at Ryerson Base as a Mechanic

passed away on November 3, 2011. Brother Adler retired on February 1, 2005. He joined Local 587 in November of 1988.

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

ATU Local 587 News Review

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 First Transit.

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Minority Affairs Office
Vehicle Maintenance Position #1
Vehicle Maintenance Position #2
Vehicle Maintenance Position #3
Facilities Maintenance
Supervisors
Special Classifications
King County Units Outside KCM
Transit Operator Position #1
Transit Operator Position #2
Transit Operator Position #3
Transit Operator Position #4
Transit Operator Position #5
Transit Operator Position #6
Transit Operator Position #7
Transit Operator Position #8
Clallam / Jefferson County
Rail Representative

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NINUS HOPKINS
NEAL SAFRIN
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ANDREW JEROMSKY
HAL POOR
LINDA ANDERSON
RAY MASON
ROBERT EASH
CHUCK MILLER

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WEINGARTEN RIGHTS STATEMENT

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

Letters to the editor

Letters/contributions must include printed names, signatures, work ID numbers, addresses and phone numbers that can be verified during working hours. Letters that cannot be validated will not be published. All articles/letters are subject to editing and should be limited to 1000 words or less. Not all letters can be published due to space limitations. Cut off is the 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

December Labor History Calendar

Submitted by Bill Clifford

1945 — Division 587 Shop Steward Program initiated.

1 Dec

1914—Famed labor song "Solidarity Forever" written by Seattle's Ralph Chaplin for a hunger march in Chicago (on January 17, 1915) to the tune "The Battle Hymn of the Republic."

1955—Rosa Park refused to give her bus seat in front to a white man, Montgomery, Alabama. She set off a successful yearlong bus boycott by blacks and sparked the Civil Rights movement of the next decade.

1966—Comedian Dick Gregory convicted in Olympia, WA, for his participation in Native American fishing rights protests.

2 Dec

1859—The state of Virginia hung abolitionist John Brown at Charleston, VA, for his leadership of a plot to incite slave rebellion. Brown's poorly planned October 16 raid on Harper's Ferry federal armory seemed desperate and pointless, yet within two years the nation was at war over the issue of slavery. Within four years slavery was officially abolished and Brown was hailed as a martyr to the cause of emancipation.

1956—After a 10-day walkout, an injunction forced ATU 587 employees back to work. On the same day 587 members also rejected management's offer of an additional 6 cents per hour for drivers. 587 wanted an across-the-board increase of 25 cents for all employees. After the vote, the Transit Commission unilaterally

changed the handling of AC time, cashing out AC in excess of 40 hours. 587 got an injunction against that abuse of the contract.

3 Dec

1906—US District Court sentenced American Federation of Labor (AFL) officers Samuel Gompers, John Mitchell and Frank Morrison to prison for violating an injunction against boycotting Buck Stove & Range Co. On appeal, the Supreme Court ruled that the injunction was improper because it was sought by Buck Stove and not by the court. Retried in 1912, Gompers was again found guilty but the Supreme Court later ruled that the statute of limitations had passed.

4 Dec

1867—The Grange organized to protect farmers' interests.

1970—Cesar Chavez jailed for 20 days for refusing to call off United Farm Workers lettuce boycott, Salinas, CA.

5 Dec

1955—Two largest American labor organizations merged to form the AFL-CIO, with membership about 15 million. George Meany elected president. Asa P. Randolph and Willard S. Townsend, both African Americans, were elected vice-presidents.

1955—The Montgomery Improvement Association (MIA) was formed to coordinate the Montgomery bus boycott (see Dec 1) and Dr. Martin Luther King, Jr., was elected president. Boycott ended in victory 21 December 1956).

1983—Brother Raymond Phillips of ATU 1043 in Cleveland was run down by a Greyhound driven by a scab driver.

6 Dec

1869—Meeting of first national black labor group, the Colored National Labor Convention, in Washington, DC.

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 (K of L) founded in Philadelphia, as a secret society open to all members of the producing classes except "parasites" including stockbrokers, gamblers and lawyers. Founded by Uriah Stevens and five other garment workers. Stevens, a tailor who once studied for the Baptist ministry, led the order for the first few years. The K of L did not begin to grow until it dropped its secrecy.

10 Dec

1906—Industrial Workers of the World (IWW) sponsored the first sit-down strike in the US, at a General Electric plant in Schenectady, New York. The labor movement fully adopted the sit-down strike in the 1930s, with the Flint Sit-Down Strike being one of the most famous actions.

2011—Full moon. The weekend, holiday parties, family stress, darkness and bad weather. You know the drill: Be careful out there.

12 Dec

1973—Women members of United Steelworkers of America (Local 1066) protested sex discrimination, Gary, IN.

13 Dec 1924—Death of Samuel Gompers, 74, president and founder of the AFL, in San Antonio, Texas.

14 Dec

1957—Seattle's Dave Beck, General President of the International Brotherhood of Teamsters, convicted of embezzling.

15 Dec

1941—The AFL labor union pledges there will be no strikes in defense-related industry plants for the duration of World War 2.

1965—Labors AFL-CIO pledges "unstinting support" for the US war effort in Vietnam. The AFL pledges that there will be no strikes in defense-related industry plants for the duration of the war.

17 Dec

1892—Division 4 of the Amalgamated Association of Street

Railway Employees of America (ATU) founded in Tacoma. Tacoma Carmen's Association was represented at the founding convention by Frank H. Terry, who was the International's first vice president. Division 4 foundered and Tacoma tried again in 1903 with Division 330 of the Amalgamated Association of Street and Electric Railway Employees of America. Division 330 disappeared after an unsuccessful strike. (The International changed its name again in 1934, becoming -Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America—and again in 1964 to the Amalgamated Transit Union.)

19 Dec

1983—Greyhound strike settled. CEO Fred Currey, encouraged by Reagan's destruction of PATCO and Frank Lorenzo's union busting at Continental Airlines, came after ATU members with a series of unfair labor practices and scab replacements. ATU struck. ATU members gave up about 15% of their pay package. Another strike in 1990 lasted three years and nearly bankrupted both ATU and Greyhound. As a result Fred Curry lost his job as head of Greyhound and ATU President Jim La Sala jumped on the interest-based bargaining bandwagon.

20 Dec

1899—Delegates to the AFL convention in Salt Lake City endorsed a constitutional amendment to give women the right to vote.

1970—The Occupational Safety and Health Act (OSHA) took effect.

2005—Thousands of workers began what was to be a two-day strike of the New York City transit system over retirement, pension and wage issues. The strike violated the state's Taylor Law; TWU Local 100 President Roger Toussaint was jailed for ten days and the union was fined \$2.5 million.

21 Dec

1790—Samuel Slater's thread-spinning factory goes into production, Pawtucket, Rhode Island, marking the beginning of the Industrial Revolution in America. By 1830, 55 per cent of the mill workers in the state were youngsters, many working for less than \$1 per week.

22 Dec

1897—A group of building trades unions from the Midwest meet in St. Louis to form the National Building Trades Council. The Council disbanded after several years of political and jurisdictional differences.

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.

24 Dec

1913—"The Italian Hall Disas-

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Arbitration Update

- Ray Beltran:** Grievant forced upgrade. Settlement discussions underway.
- Patricia Jackson:** Grievant termination for alleged misuse of company funds. Settlement reached: as part of the settlement Union agreed to treat the terms of this settlement as confidential. In response to inquiries about the result of the Jackson grievance Union agreed to answer that "the grievance was resolved to the mutual satisfaction of all parties."
- Marcella Nelson:** Grievant termination for alleged misuse of company funds. Settlement reached: as part of the settlement Union agreed to treat the terms of this settlement as confidential. In response to inquiries about the result of the Nelson grievance Union agreed to answer that "the grievance was resolved to the mutual satisfaction of all parties."
- Christopher McClure:** Grievant suspension for alleged negligence in derailment, schedule pending.
- Frederic Segelbaum:** Grievant termination for alleged gross misconduct, schedule pending.
- Thomas Miller:** Grievant failure of Metro to upgrade a Mechanic to Lead enabling skimming of Local 587 work by a Local 587 member working in a Local 17 capacity, schedule pending.
- Ernest Kirschnick:** Grievant termination for alleged violation of Metro policy, schedule pending.

Our Wake Up Call

Ken Brix, Central Base Operator

With the County Councils recent signing of the \$20 license tab fee, our funding is in place for the next two years. While we can all breathe a sigh of relief, we should remember that this funding is only TEMPORARY! Even with repeated sales tax increases, fare increases and a license tab increase, OUR LONG TERM FUNDING HAS NOT BEEN FOUND! I think it is clear we have a problem with our funding at Metro and we need to start addressing it. Things could easily get worse with the local economy and our sales tax revenue. In addition, Federal budget cuts could affect us greatly. Overall, we should not go back to business as usual but rather recognize we have a PROBLEM and start working for a SOLUTION!

We should all realize how close we came to some very serious SERVICE CUTS and LAY OFFS! As it has been the case with Pierce and Snohomish Transit, hundreds of our co-workers would have lost their jobs! In addition, we would have taken a very good system and turned it into a VERY BAD SYSTEM over night! Lost routes, crowded and unreliable service would have forced more people into their cars and added to congestion. STRESS on our operators and delays would increase! Such a system could easily lose the support of the public. It could even lead to a demand for another system altogether! After all, we just saw State Liquor Stores thrown out in place of private!

As a Steel Worker at Bethlehem Steel ('73-'91) I know what it is like to be in a business that is uncompetitive and in decline. The West Seattle Plant sold twice ('86 and '91), the first sale resulted in substantial layoffs and the last affected virtually everyone. The kind of stress I felt when I was laid off was ENORMOUS. It's PHYSICAL AND EMOTIONAL! A job is not just about a paycheck, it's about DIGNITY AND RESPECT! I do not want to be a part of another business in decline! I don't want to see my co-workers go through a layoff like I did! I feel we should start working on a solution to

our funding problems NOW!

Here's some thoughts I have on finding a solution to our funding. First, let us remember who and what we are, a PUBLIC SERVICE! Once again, the PUBLIC has been asked to dig deeper in their pockets to fund us. While I believe we are still seen as a good system, we are also seen as a PROBLEMATIC one. We can't live within our means and deliver on our promises. In addition, we are seen as overpaid by many. It's been reported that we are amongst the highest paid transit workers in the nation. Let's understand the public concerns, show our appreciation for their support and work even harder to keep it! Support is like respect, you're not GIVEN it — you EARN it!

If we are amongst the HIGHEST PAID transit workers in the nation, then we should recommit ourselves to truly being amongst the BEST transit workers in the nation. No matter what end of the Metro system we work in we can all be BETTER PROFESSIONALS. If you are an operator like me, then give the public the safest, smoothest and timeliest ride you can. It is not easy, especially with reduced recovery time but at least we are PAID for our breaks! Many people work 9 to 5 hours, which includes an UNPAID lunch break. I don't think too many of us would want a 9 hour day for 8 hours of pay! In addition, let us be EXTRA COURTEOUS. Let us also work within the system to improve it. Fill out the reports (don't need a 60 footer, bad special event reroute) as nothing gets done in this business without DOCUMENTATION.

Additionally, I think we should all be open to the idea that a solution to our funding may come down to a choice between SERVICE CUTS AND LAYOFFS or more WAGE AND BENEFIT CONCESSIONS on our part. If so, we won't be alone, ALL business public or private has had to adjust to the REALITY of this economy! It's been called THE GREAT RECESSION and it's left widespread devastation in its wake! Globalization and technology have eliminated millions

of high paying manufacturing and administrative jobs and they won't be coming back! Also, huge public and private debt has limited what the government and consumer can do. We have a housing market that just keeps getting worse (our house dropped \$35K last year.) Finally, poor demographics such as approximately 82 million baby boomers (and I'm one) means seniors who spend less!

The results of the last several years are the WORST ECONOMIC DOWNTURN IN 75 YEARS with 14 million unemployed (and probably as many underemployed)! Poverty is on the rise while the top 1 or 2 % income soars! Household income has dropped 10%. Those still in the workforce have made huge wage and benefit concessions. The AVERAGE JOB created since the recession PAYS \$19K PER YEAR! Millions are underwater in their homes or are being foreclosed on! Against this backdrop we at Metro have fared pretty well. Yes we've had some layoffs and a wage freeze. However, an AVERAGE OPERATOR makes \$50K PER YEAR (including part timers)! I make in the mid \$90K range, for about a 58 hour week and I've been in the workforce nearly 5 decades, WE ARE WELL PAID! However, to me, there are BIGGER ISSUES at stake than the size of my pay check. Do we CARE about SERVICE CUTS AND LAYOFFS and the FUTURE of business? If so, then we should be open to the idea that WE may need to be part of the SOLUTION!

Paul Bachtel, our president, has said that we would have to take a \$20K cut (per employee) to close the present funding gap. I don't think we could realistically take that kind of cut. However, like the car tab fee, a compromise would work. Let's say, we were to take a 10% wage and benefit cut (a figure used by both our Governor and our President when discussing state and federal cuts). To achieve a cut of that size, ALL CONTRACT ISSUES and then some would have to be on the table. For example, the Aerospace workers and Autoworkers have a two tiered wage

system. We could achieve something similar by simply delaying wage step increases. Also, 4 or 5 year contracts save negotiating costs. If we'd taken the 4 year deal the union favored in '07, we'd have all gotten a 3% RAISE IN NOVEMBER! Some of us feel, a good contract is BETTER IF IT'S LONGER! Also, annual pics, (we could solve the problem of advancement, with move ups.) Other ideas that might work to bring down costs are substantial increases in the fee to cover spouses on medical and substantial increases in co pays. 40 hour per week guarantee instead of 8 hours per day (we could negotiate it for some other work hour guarantees). Shorter vacations (I get 5 weeks, take 3 and bank 2), fewer holidays and furloughs (at least we get a day off). Finally, a wage cut to bring the total to 10%. While no one WANTS to take a cut, for some of us THE ALTERNATIVE MAY BE WORSE!

Hopefully, the economy and sales tax revenue pick up and we're not faced with such a difficult decision. However, keep in mind that what we make is not just our wages and benefits, it's how much we work. We'll MAKE MORE if there are no service cuts and we WORK MORE. Even with a cut, we could still be amongst the highest paid transit workers in the nation, because others will face the same funding issues. And let's not forget, the public will have the service they have so generously supported. In return, we will keep their support; protect our jobs and the future of our business.

I appreciate your time in reading this piece. I've tried to use my nearly 5 decades in the work force including military service, 18 years at Bethlehem Steel, 21 years here at Metro as well as a variety of other jobs, to provide some good information on our funding situation. I'm just saying, let's be open to the idea that a small sacrifice may pay big dividends. It won't be an EASY decision but it might be the RIGHT decision. I hope you will give it some consideration.

SINCERELY, KENNETH EDWIN BRIX, CENTRAL BASE OPERATOR

December Labor History, continued

ter," Calumet, Michigan. Strike-breakers barred the doors from outside and then raised a false fire alarm at union Christmas party. In the ensuing stampede, 73 (roughly half of them children) were crushed or suffocated. Woody Guthrie described the tragedy in his song, "The 1913 Massacre."

2011—Brother Nick Claus makes major OT.

25 Dec

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

1914—Until the commencement of hostilities in August 1914, unions, socialists and other progressive organizations had sworn they would not support the nationalist drive

to enter the impending Great War. Most caved in by the time the first cannons fired, but the working men who filled the trenches resisted the erosion of the internationalist sentiment. Just after midnight on Christmas morning, the majority of German troops ceased firing guns and commenced to sing Christmas carols. At certain points along the Eastern and Western fronts, the soldiers of Russia, France, Britain and Germans (some with brass bands) joined in joyous singing. At the first light of dawn, many of the German soldiers emerged from their trenches and approached the Allied lines across no man's land, calling out "Merry Christmas" in their enemies' native tongues. At first the Allied soldiers suspected it to be a trick, but soon climbed out of their trenches and shook hands with the German soldiers. The men

exchanged presents of cigarettes and plum puddings and sang carols and songs. The Christmas Truce lasted a few days. Documentation is fragmentary since it was contrary to direct orders and the legal penalty for such fraternizing with the enemy was death! But even in this brutal war, peace was found on this day by ignoring political and military authority.

26 Dec

1877—Workingmen's Party reorganized as the Socialist Labor Party.

1996—The largest series of strikes and walkouts in South Korean history, involving hundreds of thousands of workers, took place to protest new labor legislation allowing companies to lay off and fire workers more easily and to avoid paying overtime in a more flexible work system.

27 Dec

1916—Steelworkers struck in Ohio demanding the 8-hour day and an increase in wages. The strike ended in the New Year in their favor; the U.S. government needed steel for armaments.

28 Dec

1944—President Franklin D. Roosevelt ordered the Army to seize the executive offices of Montgomery Ward and Company after the corporation failed to comply with a National War Labor Board directive regarding union shops.

30 Dec

1905—Governor Frank Steunenberg of Idaho assassinated by a bomb explosion. Steunenberg had become governor of Idaho on a Populist Party "defend the working man" ticket and then proceeded to call on federal troops to crush the 1899 miners strike.

New Orleans APTA News Review Report

By Brian Sherlock

Every three years, APTA, the transit agency association, has a conference that we attend. I don't know of any other locals or even the International being represented at this extremely important event. The purveyors of everything from coaches or parts to entire turnkey transit systems are there pimping their wares. There are also presentations on issues like funding, the politics of transit and employees' "ability to work." Unfortunately, the presentation on ending employment for the half of employees forced out due to disability was not offered along with anything covering preventing those tragic and often unnecessary outcomes. Nonetheless, attending helps us see changes coming and allow direct access to those who hear too little about what our members need to reduce industrial injuries, accidents, and other problems.

Unfortunately, the global economic downturn has resulted in our industry making little to no progress, over the last three years, on our member's needs. Locally, however, testing at the University of Washington has shown that our high-tech looking air-ride seats deliver more shock energy to the operator than if we rode on the floor! Additional testing of alternative designs is needed and I spent quite a bit of time at the conference promoting more studies of both active seats which use motors to isolate us from whole body vibration and fixed seats which don't bounce but use other methods to do a better job of real isolation. I obtained agreement from three manufacturers to supply new prototypes to the UW for testing. The University also has two new designs to test. Hopefully, KC will again contribute to this effort along with other funding sources.

Federal research has shown that it costs 3 to 5 times the annual wage to replace each operator disabled and numerous other investigations indicate half of us will suffer that fate. This is far beyond the risk of average jobs. I approached the director of TCRP, the gold standard in transit research within the US, and he was aware that it was nearing 20 years since they did a study on operator disabilities and equipment options for their reduction. He wants to assist us in generating a research proposal in this vital area. We have a huge confluence of interests here. Throughout the conference I found that surprisingly few of our nation's transit managers or manufacturers are aware of the human or budgetary impact of these mostly preventable problems. The huge amount of revenue wasted is ironically the good news, as it represents savings available from research and making the changes needed to keep us healthy.

Several research institutes are also interested.


In the early days, management obstructed our involvement. The current management team is unusual in recognizing these problems and the imperative of promoting research while working together in getting manufacturers to listen to our needs. It is great to see a more insightful view which acknowledges our long-term interests being far more shared than in conflict. We are currently working with Metro to conduct a seminar at next year's APTA conference, covering liability and disability reductions. Hopefully, we will be able to raise the visibility of problems long unanswered.

The next procurement is begin-

ning and I can hardly contain my delight at reporting our having gotten agreement from management to bring in an Ergonomist and a Human Factors Engineer to evaluate the next coaches. One does the physical interface to our work area and the other does the cognitive interface. Metro has understandably resisted viewing us as equipment developers and notable forays into that realm have been debacles. Just look at our history on radio systems.... Nonetheless, with each procurement, we seem to customize everything but the frame and skin of the bus. Hence, we are in the complex system development business! We have finally cracked open the door to recognizing that fact and bringing in the experts needed to compliment

our extensive in-house skills.

In closing, all this cooperation with management about procurement needs uncooperative balance so, in your interest, I have put my wallet on the line and confronted our General Manager. I suggest that he drive the old "GM Fishbowl", a coach designed in the late 1960's from our historic fleet. The bet is to then drive anything in our current fleet and, show that it is either better to drive or safer. That is a span of over 50 years and in a show of weakness, I have already given away the fact that the seat design is what Europe is already going back to. So, help me out and don't tell him about the windows or mirrors, or ... 50 years of progress and a bet is on the line!



AMALGAMATED TRANSIT UNION

LOCAL 587

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CONFERENCE BOARD
AMALGAMATED
TRANSIT UNION
LEGISLATIVE COUNCIL
KING COUNTY
COALITION OF UNIONS

Bulletin

November 15, 2011

To: All Local 587 Members

From: Paul J. Bachtel, President / Business Representative

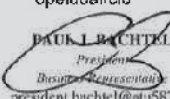
Subject: Charges filed alleging "Gross Disloyalty and Conduct Unbecoming a Member"

As President, it is my duty to give notice, that pursuant to Section 22.3 of the Constitution and General Laws of the Amalgamated Transit Union charges alleging "Gross Disloyalty and Conduct Unbecoming a Member" have been filed against Brother Jordan Tchernev.

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

- Charter meeting: Thursday, December 1, 2011, 8:00 PM, in the Seattle Labor Temple, Hall #8.
- Friday Morning meeting: Friday, December 2, 2011, 10:30 AM, in the Seattle Labor Temple, Hall # 6.
- Jefferson Transit meeting: Monday, December 5, 2011, 7:00 PM, in the Port Townsend Rec. Center, Port Townsend, WA.
- Clallam County meeting: Tuesday, December 6, 2011, 7:00 PM, in the Vern Burton Memorial Building, Port Angeles, WA.
- Wednesday Meeting: Wednesday, December 7, 2011, 3:30 PM, in the Seattle Labor Temple, Hall # 6.

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

 <small>PAUL J. BACHTEL President Bachtel@atu587.com president.bachtel@atu587.com</small>	<small>JRICK SPOLEN Vice President Assistant Business Representative vsjrickspolen@atu587.com</small>	<small>DON J. MAC ADAM Vice President Assistant Business Representative Maintenance vdonniacadam@atu587.com</small>	<small>PAUL B. NEIL Financial Secretary Treasurer pneilfinsec@atu587.com</small>	<small>JUDY J. YOUNG Recording Secretary Correspondence to "In Transit" jyoungrecsec@atu587.com</small>
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Letters to the Editor...

Union Class Warfare?

November 15, 2011

Around the base in recent weeks, I could hear the fear from a small number of full-timers, and although the comments were often whispered, their agitation and dread was so thick you could cut it with a knife. They described part-timers, under current contract seniority as sort of a swarm of locusts about to attack the ranks of full-timers, devouring their work. At the recent union meeting in which full-timers announced their referendum to stop and punish this insect like invasion, one full-timer was almost choked up to tears as he described part-timers taking their own seniority intact and trashing the established full-time seniority list.

A former recording secretary, describing this invasion threat of part-timers, clearly implied that 55 of them could move from part-time to full-time, using their years of part-time seniority, shoots up the seniority list, and cut that number of full-timers down. But she lied. Actually, the number of part-timers who could do this is under the present seniority system is 8 and never more than eight. While under that same system the potential number of full-timers who could move to part-time when they are bored, aged, burned out, sick, disabled, or plain worn down-and in the process bum aside part-timers in their seniority- is 1700.

The number 8 is trivial, it is nothing, but what was really showing itself, really coming out in the open with the referendum sponsored by full-timers at the meeting was the same old ingrained discrimination against part-timers. It was the exposure of a common and chronic full-timer belief that part-time was created only to take away full-time jobs and that part-time, in principle or practice, is always a threat. Under the referendum, the full-timers at the meeting expect to have the right to invade the ranks of part-timers

at will, which shows again in gross terms that part-timers have always been vulnerable to being bumped, dislocated, laid off, and sacrificed for the full-time high seniority union agenda. The union meeting was about a group of full-timers making it clear yet again that part-timers are second-class union members. It was about their demanding that part-timers pay full dues year after year and yet be guaranteed nothing in terms of fair representation equal to their numbers. It was about preaching seniority and union democracy, yet offering these things conditionally to part-timers and at the revocable will of full-timers. Not one of the full-timers at the meeting would have shed a tear for part-timers if the whole lot of us were laid off tomorrow. So much for solidarity.

I recall very well when I was hired on in 93". It took 4 years and 4 months to go full-time, but after 4 years, I couldn't see the end of waiting and so I gave up and got another part-time job. I am the only one left from my transit class because all the others were starved out while waiting for the distant full-time promise to arrive. Did any full-timer give a crap? No way. I remember being homeless and living well below the poverty level while many full-timers who made 10's of thousands of dollars in overtime drove by my tired old van, with its broken heater and sagging mattress in back. But at the recent meeting the full-timers cried about how they had paid their dues, as if the rest of us don't know what dues are; well, I'm 63 years old and I've paid my dues too and full-timers have been fairly paid, indeed, for paying their dues. I am asking for this hostility and discrimination against part-timers to end once and for all. I am asking for the hypocrisy, which by the referendum allows full-timers to move at will into part-timer ranks but prohibits the same opportunity for part-timers, to end now. Discrimination is not just about race, religion, gender and other protected-class categories, it is also about what the full-timers at the union meeting were doing, which is using full-timer seniority, just as bigots would use the color of your skin to deny fair and equal treatment to members who should instead be treated as brothers and sisters. The referendum is a kind of class warfare, using the full-timer ranks and seniority as the rich use money, to dominate and control, and to justify privilege and entitlement. The referendum is about revenge, of punishment over-kill, for the piddling prospect of barely more than a half-dozen operators going from part-time to full-time, while holding on to their original part-time seniority date.

And in this union fight, of one group of labor turned against the other, we see again the self-serving hands of the management, all those high-rise floors of highly educated, over-paid, paper-shuffling administrators and experts. Their slick

divide-and-conquer strategy, their work as seniority agitators in our dispute, shows again their role in the continued decline of union power, decade after decade. Management creates and encourages competing factions and prods them to dispute. They erode unions with fear and uncertainty and let them batter themselves into powerlessness with the baseball bats of conflict, competition and selfishness, while management waves before us its ever-shrinking carrots of pay, privilege, benefits and job security.

By Jim Russell

Seniority is all about fairness and protecting our personal options

The seniority system we have for operators has always been and remains deeply flawed, both as terrible contract language and by preventing you from exercising options that could make or break your career and retirement. The last contract greatly improved the language but brought two serious problems. First, the membership was intentionally not allowed sufficient time to review the complex changes prior to a vote. Second, separate seniority dates were established for each operator classification, which resulted in unbalanced options to move between PT and FT as well as bus and rail. The vote scheduling was due to our having a history of false claims torpedoing contracts. This is a very serious problem when only a microscopic percentage of our members attend meetings to debate the issues. Sadly, we have to pay to get representatives out in sufficient numbers in all our workplaces and that would have been extremely costly at a time when our funding was in doubt. However, I would strongly prefer that our leaders never choose such short notification and that we face falsehoods and misperceptions directly, while keeping the members informed.

There are two basic views of seniority. One seeks to exclude others from stepping ahead of you in a given classification. The other seeks to include us across classifications and widen our choices. At first glance, the exclusion principal can seem most appealing; it prevents someone stepping ahead of me and taking my place in line. If your life never changes, this is the best option. Life, however, is all about change and extremely few of us will be best served by minimizing our options. The clearest example is the fate of one half of all operators who are forced out due to disability, unable to work till retirement. In a past negotiation, I analyzed the 8 previous years of turnover and in those 8 years, only 35 operators made it to 30 years and out. Stand

at the window and watch us limp in with pads and braces; bus driving is an extremely high disability career. Losing a spot or two on the pick sheets is a relatively small issue. A senior operator being unable to go from full-time to part-time with enough picking seniority to hobble to a decent retirement is a huge issue that too frequently means the difference between spending your 'golden years' going to the store or going to the food bank. A senior part-time operator may also find themselves in trouble when facing retirement and the need to improve earnings in the last 5 years to avoid a future of serious poverty. If either chooses a seniority system based on exclusion, they gain protection of a few pick spots early in their careers and guarantee many bleak futures at the ends of our careers.

The current anger over this issue is well-founded. However, the extreme rush to a ratification vote will not be repeated soon, and in future contracts the common feeling of being blindsided will not be so thoroughly justified. However, if we are to move forward, it will have to be this kind of incremental modification, a process that will always be painful as contract language tries to keep pace with a changing workforce and workplace. We need to broaden, not reduce your options and this, however imperfect, is a step in that direction. I implore you, my brothers and sisters, to take a close look at your future as those more senior limp to the sign-in window. Ask them about retirement and please protect your future beyond the next pick. Vote to maintain the incremental contract changes and demand still better in both the next version of seniority language and open dialog with members.

Brian Sherlock

Editor's Note: There's a certain irony in the fact that Brother Sherlock was the Recording Secretary during the vote he writes about and as such was responsible for conducting the contract vote including the scheduling of that vote. Perhaps Brother Sherlock is unfamiliar with our bylaws, in particular Article VI (Duties of Officers), Section 5 (Recording Secretary), Paragraph (d) "The Recording Secretary shall have charge of all elections."

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

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

Unity Why it is so hard!

By Clint DeVoss, Executive Board Officer

“Unity” is the idea that, as a group we share common needs and goals. More than that, “Unity” is also the idea that if we act as one, we can achieve many of our shared goals. “Unity” is so hard because we are different people. Each of us has different cultural and racial backgrounds, different education levels, different knowledge, different religious beliefs, different political beliefs, and different personal needs. We also share the same need of food, shelter, and the other things; or the means of regularly getting enough money to get food, shelter, and other things.

Now more than ever we need to have a “Unity” of purpose to maintain our standard of living and keep the jobs and working conditions that support that standard of living. Yet, we are a house divided against itself. In Operations some Full-time Operators continue to pit themselves against Part-time Operators; in Vehicle Maintenance and Facilities Maintenance groups are making personal attacks against other union members. All of us as a group have serious problems facing us, problems that could change what our future looks like and not for the better. When we are a house divided against itself, we are our own worst enemy.

We have SERIOUS problems facing us. The economy tanked starting in 2007 and has yet to recover. Tax revenues that support our jobs have nose dived and not recovered. Union State workers have been forced to take a 3% pay cut, and may have to take another 3% cut. Transit employees at Community Transit and Pierce Transit have had massive layoffs (38% and 42%). If we were to have layoffs of equal size many of you would be back where you were 10 or more years ago; working nights at a base where you do not want to be and you would be the lucky ones. Around 107 Mechanics, 56 Equipment Service Workers, 15 Lead Mechanics, and 5 Dispatchers would have been laid off and would be seeking a job in an economy where jobs are hard to find. AND layoffs are not the biggest of our problems.

The biggest problem we face is the prospect of having our collective bargaining rights diminished or completely taken away. Before you say it, I am sure that the public employees in Wisconsin said the same thing again and again: **IT CAN'T HAPPEN HERE! It did happen there and it could happen to you, here.** Most years a bill is put before the Legislature that strips us of the right to arbitrate issues and more. Think about what your contract would look like if METRO could just say no and we had no recourse but to accept whatever they offered.

Currently, we are the only Transit agency in Washington State that is getting a raise and a COLA. Still, we have members that ask their union officers how badly did we get “screwed” or worse, accuse the union of being good-for-nothing. The reality is you should be thanking your lucky stars that you lost nothing and are still working. That is very likely to change in about two (2) years when the CRC (\$20 car tab fee) ends and we will again be facing a 15-20% reduction in service. That means for Operators, that there will be no more Part-timers and some of the Full-timers will be on five (5) hour guarantees rather than the eight (8) hour guarantee you currently enjoy. Vehicle Maintenance will have between 38-50 fewer Mechanics and 20-26 fewer Equipment Service Workers. Overall, VM would see a reduction of between 90 and 120 people. If there are more revenue problems, it could be worse; we could look like Community or Pierce Transit, with a loss of 240 people (40% reduction).

What you can do to stop this slide over the cliff is to work with your union, support union issues,

and above all stop acting like someone else’s gain is your loss, even when you have gained something too. Back stabbing selfish behavior is diminishing the chances for a reasonable and good outcome for all of us to take into the future.

What you can do to support yourselves, your union, and union labor is to **vote and vote union**. If a candidate does not support union issues, **DON'T VOTE FOR THEM**. Support and encourage your co-workers to do the same. Financially support the political arm of our union by generously donating to the COPE committee, that committee works to support candidates and issues, which furthers our common goals. The big companies and anti-labor people give big bucks to support candidates and campaign issues that would badly hurt us; we need to support our own issues. If we do not, then we have only to look at Wisconsin to see what will happen. Without political action we would have already seen 15-20% layoffs because the CRC (\$20 car tab fee) would not have been enacted.

Please try to make differences through your actions that will maintain the jobs and the working conditions we enjoy. If we do not make this effort it will cost us dearly in the future.

During the next few months we will see a number of holidays from different religions and philosophies, we should give thanks for the blessings that we have. While Ramadan has passed we should learn from some principles put forward during that time; that patience, humility and toleration serve a necessary and valid purpose in our lives. As each of you travels through life try to have the patience to understand your co-workers, the humility to understand that your co-workers have just as hard a time understanding you, and the knowledge that each of us is made better by the toleration of other people’s views and ideas.

Happy Holidays!
Clint DeVoss
Executive Board Officer



Let's Talk Transit

You are invited to join your Union Brothers and Sisters for
ATU COPE Lobby Day, February 8, 2012

We're going to have a great time, as well as lobby about important transit union issues. Box lunches and orientation are included.

Leaving Central Base at 8:30am, transportation will be provided to Olympia to meet with our Washington State Legislators, and will return to the base at approximately 4:30pm.

Please register via US Mail or Metro in house mail using the form below.

If you need to take time off to attend, put your name in the Lay Off Book at your work site. Unpaid courtesy detail can be arranged for a limited number of participants who are not guaranteed to get the day off. **See you at Lobby Day!**

Any questions please contact the COPE Committee at 206-448-8588 or email at cope@atu587.com

Please fill out completely—we need your home address and contact information!!

NAME _____

E-MAIL _____

HOME ADDRESS (WHERE YOU'RE REGISTERED TO VOTE--NO P.O. BOXES)

STREET _____

CITY _____ ZIP _____ LEG. DIST. (if you know it) _____

METRO ID# _____ WORKSITE _____

PHONE _____ CELL PHONE _____

Send this Form To:

ATU COPE Lobby Day
2815 Second Ave, Suite 230
Seattle, WA 98121

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2012 Officers Election Will Be Here Soon

Submitted by the Election Committee

The 2012 Election of Officers is fast approaching and your Election Committee is ready to go. We are working to make sure that all members have an opportunity to participate and be informed about the upcoming elections.

The Election Committee is responsible for a number of important tasks throughout the election cycle. First and foremost, it is the duty of the Election Committee to make sure that each election is run fairly. This means that we are required to follow the rules and regulations for Union elections that are outlined in three important legal documents: Labor Management Reporting and Disclosure Act of 1959 (also known as the Landrum-Griffin Act), the Amalgamated Transit Union Constitution and General Laws, and the Bylaws and Rules of Order of Local 587. These documents charge the Election Committee with responsibility for election security, the production, and distribution of the

ballots, voting instructions, the voters' pamphlet and with all general administration of the elections.

Here are a few things to know about the upcoming elections:

All full-time Officer and Executive Board positions will be open. Nominations will take place during the March 2012 monthly meeting cycle.

Campaigning for the Primary Election will begin on March 8th.

The Primary Election will be held on April 17th.

The Final Election (between the top two candidates for each office) will be held on June 5th. If there is a need for a Run-off Election (an exact tie between two candidates), it will held on June 25th.

As in the 2009 Officer Elections, the 2012 Elections will be conducted by mail-in ballots. *It is important that each member keep their mailing address current and notify both their employer and the Local 587 office of any changes!*

Now is a good time for those in-

terested members to start thinking about becoming a candidate. If you would like to run for office, here are some things you need to consider:

All candidates and nominators must be members in good standing. This means that a member must have two years continuous membership in the Union and be current on all dues, fees and assessments in full to be eligible to be a candidate.

The Election Committee will be offering candidate information meetings during the February monthly cycle of Union meetings to provide information and answer questions for all members interested in running for office.

We will have Candidate Packets available at the February meeting cycle. The packets contain important information concerning rules and timelines for candidates to follow.

The Election Committee will be putting together a Voters' Pamphlet to be mailed out during the

Primary Election. The Candidate Packets also will contain important information about how to submit a candidate statement and photo, for the Voters' Pamphlet.

Stay tuned and look for more information about the 2012 Election in the January *News-Review*, on your Union Bulletin Board, and on the Elections page of the ATU 587 web site.

We look forward to serving our fellow Union members, both as candidates and voting members.

Your 2012 Election Committee

Alana Sorem, Chair
Teri Allen
Heather Raleigh
Paul Tefft

Questions? Please contact the Election Committee at the Local 587 Office (206) 448-8588 or by email: ElectionCommittee@atu587.com

Mobilize for militant mass action at the November 28 opening of the special legislative session in Olympia

WHEREAS Washington has the most regressive tax system in the U.S., with the poorest individuals paying the largest proportion of their income in taxes and the richest individuals paying the least;

AND WHEREAS Washington is facing a third year of severe cuts to education and human services, as well as layoffs, reduced hours and chopped benefits for public workers;

AND WHEREAS Governor Gregoire has called a special session of the legislature beginning November 28 to implement another \$2 billion in cutbacks that could include throwing 450 people out of nursing homes, eliminating home care for 11,700 disabled and elderly people, and eliminating institutional care for people with developmental disabilities;

AND WHEREAS mass mobilizations in the Middle East, the U.S. Midwest, and the Occupy Wall Street movement show the power of unified action by unions, youth, working and poor people, seniors and the disabled;

THEREFORE BE IT RESOLVED that the Martin Luther King Jr. County Labor Council encourage its affiliates to organize their members to participate in protests and occupations with other labor and community activists beginning on November 28 in Olympia. These actions should demand that state legislators:

Oppose all cuts to jobs, services, and education!

Restore services, jobs and benefits by taxing Microsoft, Boeing, Starbucks, Amazon and other huge corporations and Washington's richest individuals!

Pressure the federal government to end U.S. wars and redirect trillions in military spending to job programs, unemployment benefits, education and social services!

Submitted to the MLKCLC Executive Board for adoption at the 11/16/11 general meeting.

Rodolfo Franco, President, Washington Federation of State Employees Local 304

They say cutback, we say occupy the capitol!

Submitted by Linda Averill, Atlantic Op, 8816

After three years of brutal state budget cuts, Gov. Gregoire is announcing that more cuts are on the way. As the *News Review* goes to press, the Legislature is preparing a special session to axe \$2 billion from the state budget. This, even as Boeing, Microsoft, Nordstrom and other wealthy corporations have enjoyed decades of generous tax breaks and subsidies.

If the cuts go through they will be brutal, especially on top of cuts already made. Highlights include elimination of Basic Health, Hundreds of millions of dollars in cuts to educational programs that fund kindergarten, schools in poor districts, higher education. Home health for the elderly, assisted living for 17,000 seniors, home and institutional care for nearly 3,000 people with developmental disabilities will all be cut. And the list goes on.

For the last three years, Sisters Organize for Survival, a campaign of Seattle Radical Women, has organized protests to stop the cuts, and played a crucial role last year in pushing for protests, especially to save Basic Health. The result was a week of actions in April But it is quite clear that more staying power and clearer demands are needed in order to change the Legislature's game plan.

In that spirit, this year, SOS is joining with other community groups and labor in calling for going to Olympia and occupying the Capitol. SOS will raise the following demands to legislators:

- Oppose all cuts to jobs, services, and education;
- Restore services, jobs and benefits by taxing Microsoft, Boeing, Starbucks, Amazon and other huge corporations and Washington's richest individuals;
- Pressure the federal government to end U.S. wars and redirect trillions in military spending to vital services and aid to the states!

While our union and public transit in King County are not on the immediate chopping block, it would be foolhardy to think we can exist as an oasis in the storm, especially when we are looking to Olympia to create a stable funding source for public transit statewide. The bottom line, in my humble opinion, is that our union needs to join forces with other labor and community organizations that are putting a push on our legislators to go after the bucks where they exist, and that is at the top, not the bottom.

It is high time our Legislature overhauled this state's regressive tax structure — the most regressive in the U.S., and find ways to make wealthy residents and companies contribute a lot more to public coffers.

To find out the most up to date information about occupations, protests, and marches around Olympia, go to www.occupyolympia.org

And come to the union meetings in December to support a resolution that puts our union on record supporting a strong response to the Legislature's budget-cutting plans. Hope to see you in Olympia!

Vice President MacAdam's Report

By Don MacAdam



The secret War...

As I have been known to occasionally complain about BAD Chiefs & Supervisors, you should also be aware of some GOOD things that are accomplished behind the scenes. Most of these you will never hear about. Even now I cannot disclose the names or issues for fear of possible reprisals from upper management against managers working outside the normal disciplinary process. How is this accomplished, you may ask? With much difficulty and divine intervention would be my reply! Much of this has to do with a personal concern for the Employee's continued employment & or well being by a manager. Someone has done a good job for many years and suddenly starts to fall apart or has been through a traumatic incident. The other part of the equation is the Union's willingness to assist Metro & the Employee (Union Member) in working through the problem to effect a change that benefits both the Employee and Employer.

Many times discipline is used by unmerciful managers as a trophy to hang on their wall. A good manager will weigh the issue and consider the intent of discipline. By using the benefit of a doubt (also called mercy) and in consideration of a good employee's past record, managers will build gratitude as well as loyalty. An Operations manager who recently retired was known for working

behind the scenes. He would actually come to the Union office to ask for help in difficult situations. It was also revealed to me that once this manager disciplined you, there was nothing that the Union could do to cancel the discipline because so many opportunities had been afforded to the Employee. A long time ago, a Union president told me the "system works." If you screw up enough, Metro will get rid of you. So, for those of you thinking you are bullet proof ...you're not!

So, I thank all you managers who took the time to help an employee in trouble. As we say in Maintenance, "what goes around comes around." I wish you a Merry Christmas and a Happy New Year and peace of mind. And, I look forward to working with you in the future.

M.O.A.s = Means Of Argument
 Sometimes members making motions have "Tunnel Vision" they only see the change that they want. Many caused by greed or other considerations. As your Union Rep. I must not look at what is politically expedient but how this change will affect the past practice, the current as well as the future working conditions. These agreements usually take a long time to write. Maintenance has, for years, lived in fear of secret M.O.A.s signed by a Union Officer who is now out of office; and, that we are now bound to that agreement without any say in the matter. The cancellation or flush clauses we have only recently put in these agreements are for our protection. They are for major disagreements such as if we get "blindsided" by Metro in an area we never discussed and Metro wants to exploit. We can always discuss changes needed with Metro that make sense. But we need to carefully pick our battles! Everything does not need to be crisis! However, using M.O.A.s as a bargaining chip with threats of cancellation for minor changes will put an end to any future agreements that may benefit the Union work force. I have been concerned that Metro may have involved itself through our own Union members in our Union business. In that I would receive a call from Metro requesting that we change new contract language which I would deny. Then, motions would come to the floor to cancel the M.O.A. with the language Metro wanted to get rid of! Then again, maybe it's just a coincidence? Due to the current cancellation (or political) climate in Maintenance, Metro is now demanding that these future agreements must be harder to cancel than a vote from the floor of a Union meeting. Our intent to protect maintenance with cancellation clauses was never intended to work that way. While it is my job to advise you on these matters, **I leave the final decisions to you**—good or bad it's your choice! I know that we have not had much say in matters

in the past. As we will have to live with the final outcome, I feel that it is very important that you have a say in your working conditions. I have not designed any clever political plans or "loaded" a meeting to make sure the votes come out the way I think is best. In times past, we have turned down the better contract, only to vote to accept a lesser contract. Emotional issues that are injected by politics or from Metro appear to be the driving cause to overturn these agreements. It is

my hope that **all of you will study** the topics as they come up, do not believe everything you hear, and have a little faith in your Union officers and act appropriately.

What's Going On!

Terminations: 2; Grievances: 23; Arbitrations requested: 5; Retirements: Rich. Zelinsky; Deceased: "Roy" Vernon Adler (retired in '05).

Amalgamated Transit Union, Local 587, Resolution of support for Occupy Wall Street/Occupy Seattle:

Submitted by Bill Clifford, Shop Steward, Ryerson Operations

Whereas Wall Street investors and CEOs have been making record profits and bonuses while millions lose their homes and jobs in a continually worsening economy, and

neapolis, LA, Lansing, Portland and Arcata, have expressed support for Occupy Wall Street and/or Occupy Seattle,

Whereas deficits are projected for public agencies and will likely result in further cuts and deteriorating working conditions for ATU members, and

THEREFORE be it resolved that ATU 587 stands in support of the protestors at the Occupy Wall Street/Occupy Seattle encampment efforts to highlight this widening inequality.

Whereas Occupy Wall Street encampments highlight the injustice of the widening inequality in the US, and

Be it further resolved that the ATU 587 leadership will cooperate with other labor organizations of the Martin Luther King County Labor Council in assisting the Occupy Seattle effort and in sharing labors' concerns with Occupy Seattle.

Whereas such individuals and organizations as Seattle City Councilman Nick Licata, TWU 100 in NYC, AFT Local 1904, Philadelphia 1199, AFSCME Council 5, the AFL-CIO Young Worker Summit, the Teamsters, AFL-CIO President Richard Trumka, WSLC Executive Director Jeff Johnson, MLKCLC Executive Director David Freiboth, the UAW, the Seattle Education Association, the Inland Boatmen's Union/ILWU, and the mayors of Min-

Be it further resolved that ATU 587 will sponsor a portable bathroom for the use of Occupy Seattle for one month (not to exceed \$250), and

Be it finally resolved ATU 587 will encourage its members to go down to Occupy Seattle whenever possible.

And...

November 18, 2011

By Channing McFadden

The ATU 587 go on record in support of Occupy Seattle, Write a letter of solidarity to be read to the General Assembly, Write to the Mayor that ATU 587 supports the free speech and

freedom of assembly of Occupy Seattle and expects these rights to be upheld, and that ATU 587 will encourage members to attend and participate wearing union jackets, patches, etc.



Many members do not know how much work goes into a contract! The old days of smoking cigars and getting half (or all drunk) hammering out an agreement overnight are long gone. This picture is the result of our last contract negotiations. This is merely the paperwork I deemed worth keeping after the contract was completed. It does not represent all the computer work and other documents stored. These are only "my documents" leftover after a year's negotiations.

~Don MacAdam

The Financial Secretary's Report

By Paul Neil



December 2011 Thank You

Thank you to all of you who donated to the ATU Food Drive. You helped make the holidays a little better for your ATU Brothers & Sisters in Pierce and Snohomish counties where hundreds of our Union brothers and sisters have been laid off or had their hours cut. The idea for the food drive was totally **Recording Secretary Judy Young's** and she was the one who put it all together so please thank her the next time you see her.

Starting December 24th, all King County METRO mem-

bers will receive a 0.7% wage increase. They will see this increase reflected in the paycheck they receive on January 19, 2012. Top step for Operators will be \$29.13 and for Mechanics \$33.33. There will be a bulletin out shortly detailing all of the steps for all classifications. The next COLA & wage increase will occur during the pay period that includes November 1, 2012. The wage increase will be 0.6% and the COLA will be 95% of the cost of living increase per the formula negotiated in the contract.

Financial Secretary's October 2011 Membership Meeting Report

New Member Applications submitted to the ATU International in October:

In the month of October 2011, we reported 20 new members to the ATU International. 1 at Clallam Transit, 4 at SPT and 15 at King County METRO. This brings our total active membership to 4078. This is a decrease of 111 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 October total income was \$230,551.25 which is a decrease of \$17,392.79 or 7.0% compared to last October. The primary reason for the decline in income compared to last October is that members at King County METRO paid ½ months dues plus half of the Grievance Arbitration Assessment instead of a full month's dues.

Per Capita payments totaled \$58,021.38 for the month which is an increase of \$1,332.08 or 2.4% over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$210,266.94 which is an increase of \$22,747.89 or 12.1% over last October. This amounts to a deficit of \$37,737.07 for the month compared to a surplus of \$3,735.69 for October 2010.

As of the end of October, the figures for this year compared to last are: Income up 0.3%. Per capita's up 3.7%, all other expenses are up 1.2% and the surplus is \$97,020.70 this year versus \$133,165.44 or a 27.1% decrease over last year.

My activities for the month:

Went on 5 base visits at Bellevue, North, South, South Facilities, Central-Atlantic and East. At all bases I spoke with members in both Operations & Vehicle Maintenance. I also visited NRV.

Spoke for the Union at the Operator of the Month luncheon on 10/12.

Unlike all the transit agencies around us who are laying off 100's of ATU members, KCMETRO is hiring again thanks to the CRC passing. I signed up 29 new PT Operators in October as well as Radio Installers and Operators at SPT. Several of the new PT Operators have been laid off or been reduced to a part time status at other properties.

I presented Kristopher Osgood his assault reward of \$1500.00. As you may recall he was the citizen who came to the rescue of a member's family who was assaulted on a Rt. 120 coach at 3 & Pine by a knife wielding maniac. If he had not intervened, there is a very good chance someone would have been killed. As it was the brother of our member was knifed and had to be taken to Harborview Hospital. Kristopher is a former Marine who saw 2 tours in Iraq and is a father. He is also a Boston Red Sox fan.

On Friday October 21st, I attended along with a majority of the Executive Board a workshop sponsored by King County Labor Relations called "Nut & Bolts". This workshop was concerning how negotiations work and was interesting.

Seattle Holiday Lights Tour

Presented by the Metro Employees Historic Vehicle Association - MEHVA



**Saturday,
December 17, 2011**

**Departs from Central/Atlantic
Base, 6th 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

The Recording Secretary's Report

By Judy Young



Worst Manager of the Year?

Recently, members employed at First Transit completed a management evaluation where they were asked to comment about their working environment. The evaluation concluded that members are subjected to poor leadership and an overall hostile work environment.

This evaluation confirms that management is bias and has no genuine interest in its employees. The majority of the comments made depict numerous accounts of retaliation, unfairness, favoritism, disrespect, and managements complete disregard for policies/procedures and the union contract.

Listed below are a few of the comments made by our First Transit members:

"Upper Management does not care about any one of us here and is okay with making rules to suit their personal needs without regard to the employees."

"This company does not appreciate its employees and does not have the employees' interest in mind. This place has no structure and poor leadership."

"We want to keep the switch shift policy. This will allow for us take care of personal appointments without being penalized with points."

"Managers are unfair, do not have sense of decency, and do not respect the employees. Please we need help to save our employees and their families."

"This has turned in to the worst place I ever worked! Upper Management is the worst Management I have ever worked for. Two faced just plain evil. I love my co-workers and enjoy my job, but the poor unfair management is forcing me to seek employment elsewhere."

"Rules are made "Just because I said so." This could be a great place to work, but not under this management!!!"

"Point system is not managed in a fair way. Points are deducted even for well documented emergencies. Death of a co worker has been mentioned 3 times in these comments. The fear of God for using too many points preventing people from being able to take care of their personal health issues."

"I believe any organization is as effective as its leadership and leaders should lead by example. It is clear that the leadership here at First Transit does not get the concept of true leadership. Upper Management creates a hostile unprofessional work environment. Pitting depart-

ments against each other rather than inclusion for all. Upper Management should acknowledge a job well done show more compassion and appreciation for the employees. Openly listen to the concerns of the employees and make a valid effort to address and improve upon them (Like real companies do). "

"There is no comfort level in going to my manager directly for personal or work issues, because there is no confidentiality. Many of us love our jobs and the people we work with, but there is no longer a sense of security as decisions that affect us are being made for her personal gain or satisfaction in retaliation."

"Upper management has a very bad attitude and speaks down to everyone; she is on a power trip. She has temper tantrums and makes unusual requests of certain Employees that she has chosen to target."

"Thank you for doing this. Many of us are not clear on what the Union really means. Management clearly

blames the Union for the decisions that they make and when they cannot blame the Union, they blame Corporate for their own decisions. Many employees are so confused because of how misinformed they are. We want to see more Union presentation in the office so we can ask our questions directly. Rather than listening to the garbage from Management."

"The morale of the employees has sunk to an all time low due to the management. People are singled out to be examples in discipline, there is favoritism and discrimination. When the GM has to deal with reality she becomes defensive and lethal. GM is a Jekyll and Hyde at the drop of a hat and encourages her managers to act the same. Since the Union came on board she has clearly drawn the line that it is us the employee against the company, in every instance. No one in management can be trusted and it is our livelihoods at stake!! Everyone is leaving some really good people. Those who have been devoted to

working at First Transit loved their jobs and the people they worked with have been forced to leave due to the hostility and mistreatment of employees."

I have included an Evaluation chart which shows that of the 42 responses 34 "Strongly disagree" that First Transit has a strong and fair leadership and 33 "Strongly Disagree" that upper management is genuinely interested in their success. The results conclude that of the total employees surveyed, 90.48% "Strongly or moderately disagree" that management portrays a healthy work environment that encourages its employees to succeed.

Janis (Webb) Goode, First Transit General Manager, should be awarded the Worst Manager of the Year award hands down. She has definitely earned it when 67.50% of the responses "Strongly or moderately agree" that the working conditions at First Transit are so hostile that they are actively seeking alternative employment.

FIRST TRANSIT MANAGEMENT EVALUATION RESULTS							
Definitions of Leadership: Upper Management: Janis/Tracy Manager: Immediate Supervisor Management: All	Scale:					76 Total Employees 42 Responses Received 40 Not Sure/ Don't Know Answers 10 Total Questions Not Answered	
	1. Strongly Agree	2. Moderately Agree	3. Moderately Disagree	4. Strongly Disagree	5. Not Sure/Don't Know		
Description/Survey Item:	Totals According to Scale:					Total Responses:	Percentage Totals:
1 I feel that Upper Management treats employees with respect and dignity	1	3	8	27	3	42	7.15% Strongly or Moderately Agree 83.34% Strongly or Moderately Disagree
2 I feel that I can speak up for what I believe in to Upper Management without retaliation	3	2	5	32	0	42	9.53% Strongly or Moderately Agree 88.10% Strongly or Moderately Disagree
3 General Manager Goode's (Webb's) behavior can only be described as unfair and hostile.	24	4	0	7	6	41 + 1 No Answer	68.30% Strongly or Moderately Agree 17.08% Strongly or Moderately Disagree
4 I feel the staff is fairly evaluated by Management	3	1	5	28	5	42	9.53% Strongly or Moderately Agree 78.58% Strongly or Moderately Disagree
5 I am recognized for a job well done or I am recognized for my accomplishments.	2	6	9	24	1	42	19.05% Strongly or Moderately Agree 78.58% Strongly or Moderately Disagree
6 We are kept informed of issues that affect us.	1	5	5	31	0	42	14.29% Strongly or Moderately Agree 85.72% Strongly or Moderately Disagree
7 My working conditions are so hostile I'm actively seeking alternative employment.	23	4	5	8	0	40 + 2 No Answer	67.50% Strongly or Moderately Agree 32.50% Strongly or Moderately Disagree
8 Management is consistent with discipline.	3	3	2	25	6	39 + 3 No Answer	15.39% Strongly or Moderately Agree 69.23% Strongly or Moderately Disagree
9 First Transit has strong and fair leadership.	1	1	4	34	2	42	4.77% Strongly or Moderately Agree 90.48% Strongly or Moderately Disagree
10 I can discuss problems or concerns freely with my manager and/or upper management.	1	7	3	29	1	41 + 1 No Answer	19.52% Strongly or Moderately Agree 78.05% Strongly or Moderately Disagree
11 I am involved in decisions that affect my work and my work environment.	5	2	6	29	0	42	16.67% Strongly or Moderately Agree 83.34% Strongly or Moderately Disagree
12 Upper Management is genuinely interested in my success with First Transit.	1	1	5	33	2	42	4.77% Strongly or Moderately Agree 90.48% Strongly or Moderately Disagree
13 I am working in a company where the staff is happy and friendly.	3	7	5	27	0	42	23.81% Strongly or Moderately Agree 76.19% Strongly or Moderately Disagree
14 I feel that my work load is appropriate.	5	12	8	17	0	42	40.48% Strongly or Moderately Agree 59.53% Strongly or Moderately Disagree
15 I feel that I can do my job freely without stress.	3	4	9	25	1	42	16.67% Strongly or Moderately Agree 80.96% Strongly or Moderately Disagree
16 I trust my leader, Janis Goode (Webb).	1	1	2	32	6	42	4.77% Strongly or Moderately Agree 80.96% Strongly or Moderately Disagree
17 I enjoy working at First Transit.	3	9	10	19	1	42	28.58% Strongly or Moderately Agree 69.05% Strongly or Moderately Disagree
18 I would like to see more Union Representation at the work site.	27	4	3	3	4	41 + 1 No Answer	75.61% Strongly or Moderately Agree 14.64% Strongly or Moderately Disagree
19 My Manager treats me with respect and dignity.	6	10	12	12	1	41 + 1 No Answer	39.03% Strongly or Moderately Agree 58.54% Strongly or Moderately Disagree
20 I enjoy working for my Manager at First Transit.	5	7	13	16	0	41 + 1 No Answer	29.27% Strongly or Moderately Agree 70.74% Strongly or Moderately Disagree
21 I trust my Manager.	5	4	8	24	1	42	21.43% Strongly or Moderately Agree 76.19% Strongly or Moderately Disagree

You Both Know Better

By Joshua Laff

September 22, 2011, Metro Transit Safety put out a "Safety Reminder" for all tunnel Operators. This flier implied a threat of suspension for any Operator stopping past a stop bar on a red light in the tunnel. Even while the flier identified this as "a light violation," the threatened discipline is not in accordance with our Contract.

Suspensions can be given for two types of infractions, Major Infractions and Serious Infractions. Major and Serious infractions are explicitly

stated in the Contract (Article 4, Section 3 – p.15), and this clearly is not one of them. Some terms that might be considered amorphous, such as "misconduct," "negligence," or "serious performance problem." Stopping a couple of feet in front of a stop bar does not meet any reasonable interpretation of those terms, regardless of the effect it has on tunnel sensors.

And management knows better. Metro management routinely attempts to re-write and/or circumvent the Contract through threat-

ened discipline, especially in "amorphous" areas. Shop Stewards and Union Officers see this regularly and this kind of disregard has been tried in particular in the tunnel before. It seems management's strategy is, if you throw enough crap at the wall, some of it eventually will stick. Any Union member receiving discipline will find it in their best interests to always at least discuss the issue with someone knowledgeable about the Contract (e.g., current/former Shop Stewards, E-Board members, some Supervisors). You never have to accept unjust discipline; you always have the right to file a grievance.

great deal of precision and professionalism to make it work. Causing the wrong signal to get triggered creates problems throughout the entire tunnel, creating delays while Supervisors track down and correct the issues occurring.

And Operators know better. Especially in the staging area where it seems most of the problems are happening. The stop bar is not moving. It is not changing colors. It is not throwing out decoys or playing hide-and-seek. It just sits there in the same location 24 hours a day, every single day, meaning the same thing as it meant on the first day of Operator training: "Stop three-to-five feet behind me." Since the Operator is in the staging area, the bus is not traveling so fast that an Operator is likely to misjudge braking distance. There are no hills where an Operator might not correctly anticipate braking power. The signal light isn't suddenly changing from green to red, catching Operators off guard. Going over the stop bars at IDS staging may not be misconduct, negligence, or a serious performance problem, but it is most definitely a lazy lack of professionalism and Metro has the right to issue a minor infraction for it.

The Other Side of the Coin

I am not entirely unsympathetic to management's position. By combining bus and rail service in the tunnel, we are doing something very complicated. We are not simply combining two completely different modes of transportation, we are also combining the state and federal guidelines that regulate each and the engineering necessary to make it all fit together. This requires a

RETIREES CHRISTMAS DINNER THURSDAY, DECEMBER 8, 2011

Reception: 10:00 a.m. – 12:00 noon • Lunch: NOON – 2:00 p.m.
THE BURIEN ELK'S LODGE • 14006 1ST AVENUE S., BURIEN, WA

The cut-off date for reservations is Friday, December 2, 2011. 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 2011 is now due. Mail your check to:

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

Al Ramey
206-243-8504

Metro Employees Recreational Activities Association

MERAA 2011 Holiday Celebration

Saturday, December 17, 2011

6:00pm - 1:00am

Bell Harbor Conference Center

(221 Alaskan Way Seattle, WA 98121)

\$35.00

- Cost Per Ticket/Per Person
- Limited Tickets Available
- MERAA is not responsible for lost or stolen tickets; no refunds.

Buffet Dinner | No Host Bar

Music provided by Robin Summerrise

Photos by Na'im Hasan

Door Prizes! (Must be present to win.)

For Tickets Contact
Your MERAA Representative:

www.merada.org | 206-684-1978

President's Report continued

dicted schedule not knowing that their professional drivers are not being provided adequate time to use a comfort station let alone take a break.

No doubt inadequate recovery time will be a major issue in the next KCM contract negotiations. In our last negotiations with Clallam Transit System we were successful in gaining new language guaranteeing a fixed amount of recovery time. Whether we demand language guaranteeing a fixed amount of recovery time or an increase in guaranteed break time, I believe our membership will not ratify a new agreement without improvements in schedules. Our present

KCM contract doesn't expire for two more years and continuing to work under current conditions simply isn't tolerable. As much as I don't want to anger the public during an economic downturn, the time has come to turn up the heat.

KCM managers are you listening? Do we have to begin active work actions to solve this problem? Is your inaction a call for the Union to park buses? Would a one-day strike convince you a problem exists? The ball's in your court, I see no other options.

In solidarity,
Paul J. Bachtel
President / Business Representative

WORK SITE VISITS

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

December 13th Tuesday	Bellevue Operations Bellevue Vehicle Maint.	4:00 am – 6:30 am 6:30 am – 7:00 am
December 19th Monday	East Operations East Vehicle Maintenance	4:00 am – 6:30 am 6:30 am – 7:00 am
December 20th Tuesday	North Facilities	5:30 am – 6:15 am