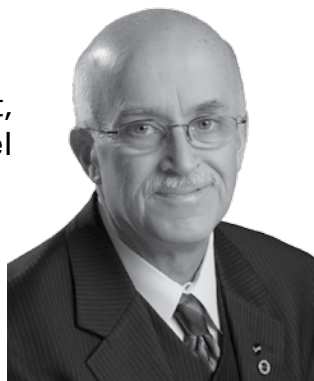


The President's Report

by President,
Paul J. Bachtel



Healthy Incentives

With the New Year comes an opportunity to take part in a new and improved King County Healthy Incentives program administered by WebMD. This year promises to have its own machinations with a revised website and different options for earning the lowest cost Gold status. As in years past, a prerequisite to beginning the Healthy Incentives program is completion of a health assessment. Following completion of a health assessment you will have the option of participating in the Healthy Incentives program. Data can be submitted to the Healthy Incentives program either through the WebMD website or on paper. **The Union strongly recommends you chose the paper option.**

Last year's Healthy Incentives program featured a website that was confusing even to the computer literate, offered an array of mid-program revisions in a failed attempt to improve the website's usability, and was followed by an appeals process designed more to indemnify King County from liability than to right the wrongs

committed by Healthy Incentives administrators at WebMD and/or King County managers.

This year we can expect no better. In preparation for this year's fiasco, 2nd Vice President Mac Adam and I attended a demonstration of King County's new and improved Healthy Incentives website. In all fairness, the new website, still under construction during the December 3 demonstration, did appear to improve usability with an easy to follow step-by-step process. The programs we reviewed had fewer requirements and seemed simple to follow, although the plan still requires inputting data each week for 10 weeks within a 26-week time period.

The problems that weren't resolved are primarily because of a lack of understanding of who we are, what we do for a living, and the time and patience we have to input pointless data to reduce our benefit cost. Healthy Incentives wasn't designed for blue collar employees. It was designed for office employees who can and do fill out their weekly Healthy Incentives report from their

office computers (on agency time no doubt) with reminders built into their Microsoft Outlook calendars so as not to miss a week. That's not to suggest the office employees haven't experienced difficulties. More than one office employee has reported having entries lost by WebMD with no apparent explanation or correction. This leaves those inputting data from a computer, blue collar or office, with only one viable option. Print a paper record or save a PDF file of every entry to document the evidence needed to prove compliance. Without proof of compliance, there is little chance of having an appeal sustained. For most participants, the requirement to document all entries makes submitting their Healthy Incentives report on paper a much better option.

The Union is strongly recommending the paper option for all 587 members:

With the paper option an employee can fill in data from previous or future weeks. The computer option doesn't allow inputting data from previous or future weeks. With the

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The Month at a Glance

Executive Board Report

December 28, 2010

At the December 28, 2010 Executive Board Meeting, the following business was conducted:

Motion by Michael Shea:

To continue the Full Time Officer compensation as currently computed.

Motion by Andrew Jeromsky:

To donate \$4,000 to the Pierce Transit save our busses campaign.

Motion by Ludwig Becker:

To donate \$3,500 to the Jefferson County Residents for Transit, in support of their .3% tax increase initiatives.

Motion by Paul Neil:

To set the monthly dues at \$57.80 for members employed by public agencies.

Motion by Paul Neil:

To set the grievance/arbitration assessment at \$40.04 to be collected in 2011 for 2010 expenses.

Motion by Judy Young:

That up to \$8,500 of vending machine proceeds be donated to the ATU 587 retiree chapter upon submission of receipts with the remaining balance going to the Community Bank.

Motion by Paul Neil:

That ATU Local 587 authorize the payment of \$3,500 for the Retirees Christmas Dinner.

Business of the Membership

At the December cycle of membership meetings, Chuck Lare moved to set the COPE incentive budget at \$20,000. The membership chose not to concur.

The following members were November pot draw winners:

Jason Skidmore, charter meeting, Chuck Lare, morning meeting, Paul Hausmann, JTA meeting, Claudia Girard, Clallam County meeting and Jon Vander Woude, at the afternoon meeting. The Clallam County Rolling Pot of \$575 was lost by John

Hamrick. Next month it will be \$600.

Holiday Gift Cards were won by: Andrew Jeromsky, Tonya Martin, David Harger, Warren Yee, Paul Griffin, Anthony Byers, Ray Mason, Ed Hilton, Ray Campbell, Sarah Franklin, Dustin Wood, Jeff Doppman, Joe DeFlury, John Ross, Michael Marti, Bruce Tiebout, James Curneen, Carol Headley, Grace Johnson, Barb Dixon, Ed Stanard, Sandy Fangen-Ross, Jim Goff, Robert E Lee, Kyle Parrish, Craig Phinney, Anthony Engrissei, Elaine Monzon

Membership Meetings: Tentative Agenda

CHARTER MEETING
Thursday, January 6, 2010
8:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, January 10, 2010
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

MORNING MEETING
Friday, January 7, 2010
10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

CLALLAM TRANSIT & PARATRANSIT
Tuesday, January 11, 2010
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

WEDNESDAY MEETING
Wednesday, January 12, 2010
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...

Socrates said that death may be the greatest of all human blessings. Thankfully, this month none of us was thus blessed!

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

KEEP YOUR ADDRESS CURRENT!

(A request from our Local 8 Union office staff)

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

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

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

ATU Local 587 News Review

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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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	King County Units Outside KCM	Supervisors	ERIC BUTLER
	Transit Operator Position #1	Supervisors	NINUS HOPKINS
	Transit Operator Position #2	Supervisors	NEAL SAFRIN
	Transit Operator Position #3	Supervisors	MICHAEL MOORE
	Transit Operator Position #4	Supervisors	DEE WAKENIGHT
	Transit Operator Position #5	Supervisors	LISA NAULT
	Transit Operator Position #6	Supervisors	ANDREW JEROMSKY
	Transit Operator Position #7	Supervisors	RANDY STEVENSON
	Transit Operator Position #8	Supervisors	LINDA ANDERSON
	Clallam / Jefferson County	Supervisors	RAY MASON
		Supervisors	LUDWIG BECKER

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 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:

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

Nomination And Special Election Notice

Amalgamated Transit Union Local 587

NOTICE OF NOMINATIONS:

Nominations for the Recording Secretary/Correspondent to *In-Transit* will be accepted from the floor of the January 2011 membership meetings as listed on page 2. Per Article 14.10 of the ATU Constitution and General Laws as amended in 2007, nominations will also be received for any other office vacated by an incumbent who resigns to run for another vacated office. The term of office will be the balance of the term until June 30, 2012.

As is stated in the Local 587 by-laws, any member who has at least two years continuous membership and is a member in good standing, having paid all initiation fees, dues and assessments in full, can be nominated and run for office.

In order to be a candidate for office in the Special Election, any incumbent Local 587 officer, executive board member or other elected representative desiring to fill a vacancy for the remainder of the term must submit his or her resignation at or before the opening session of any of the above meetings at which nominations for the vacant office are received and prior to the close of nominations for that office and thereafter any such vacated offices shall be included in the Special Election. All such resignations shall be effective upon the completion of the Special Election process.

No member's name shall be placed on the ballot unless the member is present and accepts the nomination at the meeting when the member was nominated, or has signified in writing in advance of the nomination a willingness to

accept the nomination for the position for which nominated. *All written acceptance of any nomination must be received by the Recording Secretary by 5:00 PM on Thursday, January 6, 2011.* Written acceptance of any nomination is subject to verification by the Special Election Committee. Members may also self-nominate subject to the above conditions.

No member can be placed in nomination nor appear on the ballot for more than one position. The acceptance of any nomination automatically declines all prior nominations. Once a candidate has accepted a nomination and subsequently declines that position, that candidate may not be nominated again for that same position during the Special Election cycle. Once a candidate has accepted a nomination, such candidate may not withdraw his/her nomination after the close of nominations for the Special Election.

Persons interested in running for office are encouraged to attend a candidate information meeting which will be at the Labor Temple Hall #6 at 6:00 PM on Thursday, January 6, 2011. In addition, members of the Special Election Committee will be available prior to each meeting in the January cycle of meetings. Candidate Information Packets will also be available at these meetings.

NOTICE OF SPECIAL ELECTION:

Notice is hereby given that ATU Local 587 will hold Primary and General Special Elections for the purpose of electing candidates to the position of Recording Secretary/

Correspondent to *In-Transit*. In addition, the elections may include other elected offices that come open by the resignation of an incumbent during the nominations process.

DATE OF RECORD:

Members who are in good standing as of January 14, 2011 are eligible to vote for both elections. *Because these are mail ballot elections, if your address has changed, please notify the Local 587 Office at (206) 448-8588 or by mail to:*

ATU Local 587 - 2815 Second Ave, Suite 230, Seattle, WA 98121 (note: DO NOT send ballots to this address!)

ELECTION DATES:

Primary Special Election February 22, 2011

Ballots for the primary election will be mailed to each member during the first week of February. *If you do not receive a primary election ballot by February 11th, please contact the Local 587 Office at (206) 448-8588 to request a duplicate ballot.*

General Special Election March 29, 2011

If a General Election is needed, ballots for the general election will be mailed to each member during the second week of March. *If you do not receive a general election ballot by March 18th, please contact the Local 587 Office at (206) 448-8588 to request a duplicate ballot.*

CASTING OF BALLOTS:

The Primary and General Elections will be mail-in ballots ONLY. We will provide a postage-paid envelope and secret ballot envelope to return the ballot.

Ballots must be mailed to the designated ATU 587 Election Committee Post Office Box using the provided postage-paid envelope with the bar code visible and legible. If a plain envelope is used to mail the ballot, the voter's name and address

must be written on the outside of the envelope. Only one ballot per envelope!

Your name on the return ballot envelope will identify you as an eligible voter. The bar code in the lower left corner of the return ballot envelope will be used by the Special Election Committee for sorting ballots and determining voter eligibility at the ballot count. Your vote will remain secret because the secret ballot envelope containing your ballot will be separated from the return ballot envelope and mixed with other secret ballot envelopes before it is opened and the ballot counted.

Ballot secrecy can only be preserved if you personally mark and mail your ballot. Do not allow anyone else to mark or handle your ballot or see how you vote. Do not put any identifying marks on the ballot or secret ballot envelope. Do not give your ballot to anyone else for mailing. Do not hand-deliver or mail your ballot to the union office.

Mail your ballot in sufficient time for it to be RECEIVED at the designated ATU 587 Election Committee Post Office Box before the date of the election. Only those ballots RECEIVED by the close of business at that post office on the date of election ("close of business" means "the time when the Post Office has completed processing and distributing Business Reply Mail into Post Office Boxes") will be counted. *Important! Federal Regulations do not allow for ballots to be hand-delivered or sent by inter-office or US mail to the Local 587 business office. POSTMARKS DO NOT COUNT!*

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

Arbitration Update

- 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.
- Mario Musni:** (Pigeongate) Grieved suspension for alleged violation of King County policy banning weapons (slingshot) in the workplace; schedule pending.
- 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.
- Jamie Bonnar:** Grieved the lack of a VM Technical Information Process Specialist (TIPS) III overtime assignment process. Union withdrew grievance following contract ratification which provides an overtime assignment process for VM TIPS III classification Employees.
- Jon Salkeld:** Grieved issuance of a letter of expectation in violation of the discipline section of the collective bargaining agreement; schedule pending.
- Richard Graf:** Grieved termination for alleged gross misconduct; Union prevailed. Brother Graf reinstated with a back pay award.
- Cory Rigtrup:** Grieved suspension for alleged falsification of a Metro document and violation of the King County policy on nondiscrimination and anti-harassment; decision pending.
- Jimmie Dean:** Grieved suspension for alleged Gross Negligence in the performance of his job duties; schedule pending.
- Jerry Rankin:** Grieved failure of Paratransit Services to provide contractually agreed upon benefits; schedule pending.

A Short FYI on Complaints

We are far from the times when "the customer's always right." In addition, the current complaint system is in need of some updating. It is true that most of us will not make it on the list of operators with the highest number of complaints nor be subjected to random ride checks and audits that could result in PRs. Yet this system concerns me as more stress is put on our transportation system and operators. Just around the corner are fare hikes, construction slow downs, more cuts in recovery time, the viaduct saga, additional zone colors on third and the continual flux in route movement. Along with some of this, there will be discontented customers.

Whether or not you are a Shop Steward, you need to know the basics of this complaint system. This is generally what happens. The complaint is received by your Chief and you are given a "see me," usually with the complaint attached. You go over it with a Shop Steward and/or

bring one with you to see your Chief. Before you leave that office be sure to get a copy of what was recorded and especially what the final code that the complaint was filed under on your records. Basically, codes #2 and #5 are truly on your record and are negative; you can live with all the others. It is your responsibility to know what's on your record and understand that complaints are measured in a rolling year. Two safety related complaints in a year can warrant service audits and ride checks. It takes five customer service complaints in a rolling year to warrant such. You don't need to lose sleep over it, but a little extra knowledge doesn't hurt.

If you have any question about the complaint system, please see a Shop Steward or email me your questions.

Thank You for Reading,
Verita Alexander
Atlantic Base Shop Steward
Email: verita.atu587@gmail.com

Re-Prioritizing the Third 'S'

By Jeff Welch, Central Base #13204

"Our schedulers should be writing transit safe schedules but more importantly, our drivers should be observing safe driving practices 100 percent of the time. Schedules and safe driving practices should be working in tandem to enable safe driving and adherence to the schedule."

~King County Metro General Manager Kevin Desmond

Safety. Service. Schedule. Those three words greet all new hires—before they're even hired. They appear in classrooms at the South Training Center in Tukwila. They appear in work areas at every base. They're repeated in memorandums and pretty much every conversation with the Safety department, training staff, Chiefs and Base Supervisors.

Those three words express the core value expectations of all Operators, in order of priority. Safety is/was the number one priority of each and every driver. Service to customers second. Schedule third. We're still being *told* that safety comes first. However, what drivers (and their passengers) are seeing and experiencing in schedules re-worked to improve "efficiencies" it is clear that Schedule has replaced both safety and service as priority 1.

The Audit

There are a wide variety of reasons that a bus may be running late from a given schedule point, nearly all of which the driver has no control over. Many of these can be explained to customers as frustrating realities of the daily commute interrupted by circumstances outside their view. One reason can be a bit more challenging to explain to customers, and is having the biggest impact on drivers everyday working conditions: the way in which schedules are written.

Last year's performance audit of transit made some specific recommendations, some of which (increase use of overtime as well as use of part time Operators to fill vacant work) have been addressed in the recent Tentative Agreement ratified by drivers and vehicle maintenance workers. Another recommendation was already well underway — to find efficiencies in schedules to deliver a higher number of service hours without increasing costs. To that end, King County instructed Metro to purchase additional software modules for their scheduling system to find such "efficiencies", and each service period more routes and runs have been subjected to the "Hastus treatment".

Central to the idea that efficiencies can be found in schedules was and is the claim that King County Metro buses spend too much time in layover/recovery mode. That is — the time between trips that buses use to catch up to subsequent legs of a shift if running late. These periods are also when drivers get vital rest, restroom and meal breaks. Some — but not all — layover/recovery time is designed to be "down time" for the driver to prepare the bus for the next trip

(change signs, search for lost articles, change transfers, inspect the coach), and to have a bit of personal time in what is often a long, grueling day. The King County Council — acting on recommendations from the audit — decided that drivers have had too much of this "down time" compared to other transit systems, and ordered the purchase and implementation of Hastus software.

What Drivers — and Passengers — are Seeing

As more and more routes and runs are re-worked according to the Hastus metrics — more and more buses are routinely (or worse — unpredictably) running late. While these schedules provide contractual minimum break periods on paper, in practice this is more and more often not the case.

As recently testified by union officers and other Metro drivers to the Regional Transit Committee, drivers are going without breaks — even to use the restroom for a few moments. Buses are running late not only during shifts — but towards the end as they return to base. This costs the County money as drivers are compensated for the additional time they spend on the road past their pull-in time. Customer complaints about schedule issues are on the rise not only with customer service, but at the street level aimed (often angrily) at Operators, and even as calls directly to the ATU 587 offices.

Drivers Face Hobson's Choice

Drivers are told that if they are running late at their layover/recovery point where they are entitled to a break to go ahead and take that break — and run late on the next leg of their trip. Schedule administrators making this recommendation do so knowing that this puts drivers in an untenable position: risking angering their customers, drawing complaints, and running even more late at their next turnaround point. Most drivers will not deliberately take a break and run late for a variety of reasons, among them:

• We care

We are in the business of providing transportation services. We are professionals who desire to be seen and treated as such, and care that our customers are well served. Making a decision to deliberately run late in order to take a break — no matter how badly needed or contractually entitled — goes against this value.

• Unhappy customers increases chance of conflict

People waiting for more than a few minutes past an expected schedule time for a bus can get quite angry. That anger is invariably (albeit undeservedly) directed at the driver as they enter or leave the bus. Angry passengers making unkind comments or acting out in other ways to overtly let a driver know that they are unhappy can create distraction, impact the immediate morale of the operator, and at worst lead to serious conflict.

• Unhappy customers increases complaints

Unhappy customers can be motivated to call, write, or e-mail

a complaint about a driver. Those complaints may be related to scheduling, or in a heightened sensitivity mode the customer may be motivated to be more critical of other aspects of the driver's behavior, driving habits, etc. Some may even invent complaints based on fantasy or sheer spite which the driver must ultimately respond to in the presence of a base chief, regardless of how unjustified they may be.

Drivers who run late — deliberately or not — risk direct negative reaction from the public. This may take the form of a nasty comment, a more passive aggressive grunt or ignoring of a "good morning!", fare evasion, a complaint or ultimately if someone is worked up enough, an assault. A driver seen at a layover location past their departure time reading a newspaper, talking on the phone, napping or leaving the restroom will doubtless be a major target for customer complaints, even if that driver is taking a deserved (and entitled) break and deciding to deliberately run late in order to take it.

In short — when schedule administrators recommend that drivers who routinely experience schedules that rob them of their breaks "take them anyway and run late" — who are they kidding?

What Drivers Can Do

ATU 587 officers involved in the recent contract negotiations were unable to bring the scheduling/break issue to the bargaining table. County negotiators were clear: their mandate from the council was a commitment to the audit recommendations, including using software to realign schedules for "efficiencies". But that does not mean that post-contract, we are powerless.

As advocates for quality public services Operators in tandem with our organizing body can and should continue to bring the scheduling issue to the tables that remain. The new contract officially establishes what already existed unofficially: a Scheduling Committee whereby representatives from the Operator workforce can work together with scheduling administrators to improve scheduling issues. So far — and in the near future — it is unclear whether or how some of the more egregious inroads against Operator rest periods can be improved given the continued Council mandate.

A Coordinated Safety Focus

Drivers can — and probably should — start looking at raising awareness about scheduling issues. Much like teachers who advocate for smaller class sizes and better textbooks and equipment, our membership and our member organization has means to help raise awareness about scheduling issues. One such tool might be a Coordinated Safety Focus (CSF).

A CSF is first and foremost coordinated. An organized action lead by the labor organization and involving all willing Operators. By focusing on safety in a coordinated fashion, many of the scheduling problems that are masked by drivers cutting

corners with their own breaks and other operational details would be magnified by educating the workforce — and the public — of the importance of safe operation of the buses they ride every day.

A CSF could include (but not be limited to):

- Drivers taking all scheduled/entitled breaks, even if their subsequent trips run late. Rather than being left up to individual drivers motivated by customer pressure, we would en masse have the backing of our fellow operators, of our union, and hopefully of the public as we do exactly as administrators suggest we should.

- Observe all operational safety details — such as not moving the coach until all passengers are seated or facing forward with a proper handhold; taking the time to secure all wheelchairs in 3-point securements; not starting to open or close the front door unless the coach is at a complete stop; stopping for a full 2 seconds at all stop signs and locations; making all 2nd stops in downtown zones if 3rd bus back; 5mph or less in all turns; 5mph or less for all trolley buses through special work (including the entire length of the University and Montlake bridges)

- Completing a full pre-trip inspection at the start of every trip (remember CDL class?), including road reliefs where no time is given to do adjust your seat much less inspect your coach

- No blanking signs when your follower catches up to you (impacts trolley buses on runs like the 10 a lot)

- All free right turns are optional. Maximize safety by waiting for a green light, and watching carefully for pedestrians as you turn.

- Don't enter any intersections on a yellow light. Learn to watch pedestrian signs for "cold green's" and lay back to wait for the next green light.

A Coordinated Safety Focus engaged in workforce-wide would help re-focus Metro priorities BACK to safety, and ultimately enhance both service to the public and schedule efficiencies by requiring Hastus — a software program seemingly incapable of taking the human condition into account — to re-align itself with reality.

Note that all of these points are things that we're directed to do already (see Kevin Desmond's quote). A heightened focus on these rules and best practices should be greeted by management, administrators and the public as an intended ownership of drivers and our labor organization to ensure that safety is indeed (again) Priority 1 at Metro. While auditors, councilmembers and schedule administrators have responsibilities to provide for efficient and economically sustainable transit services, the ultimate responsibility for the safety of our passengers lies with those of us behind the wheel, throttle, and wrench.

What's The Union Doing About Metro's Schedules?

By Linda Anderson, Executive Board, for the Public Relations Committee

Last March when the Operators Committee looked at the Membership survey results, we were not surprised that the number one issue for both Part and Full Timers was the bad schedules and the erosion of our recovery time. Since we get no coffee breaks, lunch time, or even time to use the rest room in the same way as people in other jobs, cutting our recovery time has made most of us pretty angry.

During negotiations with Metro, Local 587 was not able to solve this problem. The King County Council is in control of the issue. It is the Council that ordered Metro to cut recovery time and rewrite schedules. Our Members voted for the contract in the good faith that the Union would continue to pursue this issue and not let it drop.

The Union has had three committees dealing with the schedule issue: the Operator Negotiating Committee, the Joint Labor Management Scheduling Committee, and the Public Relations Committee. As a member of all three committees, here is my report on what the Union is doing and to ask YOU to help us.

Help Us Keep You Informed

We will be asking for you to volunteer your email addresses at the pick so that we will have a much faster, cheaper and easier way to keep Members informed of what we are doing and opportunities for helping as you are able. Please strongly consider filling out the form and turning it in. Being organized in large numbers is our greatest strength as a union, and this email list will help us be strong.

We Need Your Help! Join Us To Speak At The Rtc Meeting In January

The last time we spoke at the Regional Transit Committee meeting, the Chair, Councilman Larry Gossett, invited us back with our suggestions. The PR Committee will be back! We will be "talking data" and raising some important policy questions, but you do not need to bring anything but your personal experience. If customers have been harassing you over schedules you can't keep up with, if you are unable to care for your basic needs for food, water, time out of the seat to stretch, a few minutes to yourself, ability to use a restroom, if you are under pressure from your follower, if you're getting to the end of the line past your leave time with passengers waiting...come and talk about it. These are the things that RTC members can relate to as human beings. Otherwise, schedules and recovery times are percentages on paper to them, and it is hard to know if we are just grumbling or if the cuts really went too far. They are trying to preserve service hours, but they need to be told by lots of drivers, not just a few union officers, that they have gone too far! Come and speak. The meeting is in the King County Courthouse, 10th floor. The date and time are not yet set, but will be posted on the County website in early January. Wear your uniform.

Time Studies At The Ends Of The Lines

Metro Operations Manager Jim O'Rourke has assigned Executive Board Officers Ray Mason and Ray Campbell to check out the ends of the lines of routes to time how long it takes to walk to the nearest comfort station and back. Ray and Ray will be asking Report Operators and others to help them by pointing out the worst terminals for routes at each base. This will give us some concrete times that it takes to actually use the bathroom on different routes. This will allow us to clearly demonstrate specific locations where there is the need for more recovery time and/or a closer comfort station. The Schedulers told Ray and that this will give them something concrete to calculate into the recovery time.

Cutting The Red Tape For New Comfort Stations

At the last meeting of the King County Regional Transit Committee, the PR Committee mentioned that there is sometimes opposition to putting in new comfort stations and port-a-potties. The many cities throughout the county each have their own regulations which stand in the way. We asked the RTC members to help, since they are public officials from various cities in King County. Some of the RTC members told the PR Committee that they would work with us to help clear the red tape in their jurisdictions to help us get comfort stations. Thanks! The Union is working to establish pathways in Metro and the RTC to make these changes happen.

Reaching Out To The Public

The 587 Public Relations Committee and Member volunteers are continuing to inform the public of the problems Operators have on the road with not getting adequate breaks. The PR Committee started last summer by talking about this fairly extensively at a meet-and-greet we put on for reporters. We have continued by working with community groups, at rider input meetings held by Council Members, and with our "Fix the Schedules" information campaign with riders. We are currently in discussions with community groups that advocate for transit, such as Puget Sound SAGE, the Community Coalition for Economic Justice, and the Rainier Beach Empowerment Coalition. These groups are talking about setting up a Riders Union. The PR Committee is informing these groups of our scheduling problems and listening to their issues around transit.

Negotiations, And The Labor-Management Scheduling Committee

During the contract negotiations with Metro, the 587 Operator Committee put forward an extensive proposal for ways to fix the recovery time and comfort station problems. We gave Metro a whole menu of different options for fixing things, ranging from a real guaranteed meal break,

to increasing the 5 minute breaks to 10 minutes, to allowing loop routing from the end of the line to a comfort station, to adding a 5 minute pulse time into the schedule at a stop next to a rest room, to changing the terminals so they ended by a bathroom, to adding bathrooms at the ends of the lines. Do one, do all, mix and match, do SOMETHING. But Metro refused, because the County Council was telling them to economize on recovery time, and all of our proposals involve spending more money. Even adding a comfort station costs money. Well, what can I say? People still have needs! The problem is at the Council level, and we all have to work together to fix it there.

The one thing the Operator Committee asked for in negotiations and did get, is the Joint Labor-Management Scheduling Committee, with three Union Representatives on it. It helped that we already had a temporary committee that Ray Campbell and I are on. Now, we will be able to add a third 587 Member. So far, the committee has provided us a way to get and share information, and make minor adjustments. Again, however, the schedule problems will have to be fixed at the County level.

Our Members Are Helping

Quite a few of our Brother and Sister Operators have been working hard to pursue the scheduling issues. The PR Committee would like to thank the members of "Shop Floor" and PR volunteers for all they have done. They have handed out thousands of fliers to our riders at tunnel entrances, park and rides and transit centers. They have gone to transit meetings to speak out, and have held meetings at the bases and collected ideas from our Members. Thank you!

We have gotten a number of questions and suggestions from Members that we have taken to the Joint Labor-Management Scheduling

Committee. I plan to report fairly extensively on that committee and its responses in the next *News Review*.

More "Green Sheets"

While scheduling has never counted the number of Operator Service Request forms they get regarding schedule problems, they have told us that they have received a lot more this shakeup than usual. This is important. We need everyone to keep documenting the problems. When we speak to the County Council, it makes a difference to have as much documentation as possible to back up what we are saying.

On Time Performance, Accidents, And Customer Complaints And Oji Claims

As a result of our campaign, the County Council did receive more schedule related complaints. However, according to data we received from scheduling, customer complaints at Metro are down. We will look into this further. So far there is no trend in increased accidents or On the Job Injuries, although we will continue to monitor these.

On Time Performance, however has fallen. On Time Performance between Spring of 2009 and Spring of 2010 averaged just under 80 percent. Since the beginning of Summer Shakeup 2010, it has fallen. During Summer Shakeup 2010, it fell to 77 percent. As of October, On Time Performance was at about 74 percent and November is expected to be about the same. This is well below the Council's goal of 80 percent.

Stay Tuned

I will keep reporting on the scheduling issues, but more importantly, please stay tuned to the Union bulletin board, sign up for email updates, fill out your paperwork on bad schedules, and come down to the January RTC meeting. See you there!

MERAA



Metro Employees Recreational Activities Association

MERAA sponsors several activities for King County Metro Transit employees and their families. MERAA provides discount tickets to Wild Waves, Movie theatre, Kentucky Derby Day at Emerald Downs and other events thru-out the year.

MERAA IS SEEKING NEW BOARD MEMBERS

General Meeting Notice
 Tuesday, January 18, 2011
 Ryerson Base
 1220 4th Ave South, Seattle
 7:00 p.m.

This shall serve as an official notification from the proper MERAA Executive Board Officer

Letters to the Editor..

Metro Drivers Are More Professional

To whom it may Concern:

I am an Electronics Technician with King County Metro at Atlantic Base and have been with the county for about two years now. After moving up to this Base after a voluntary move up, I discovered that there is bus service that is available to me from my home in Snohomish. I have tried several Sound Transit routes 510 (Community transit), 511 (Community Transit), and 522 (Operated by King County Metro). After experimenting with these routes I can immediately see the contrasting differences how each transit agency operates and manages these routes. I did notice that Sound Transit route operated by Metro treated me better in my opinion. I also consider Metro Transit Operators more professional and appreciative.

I observed that some of the Sound Transit Drivers are not appreciative of the courtesies attended to them by the Atlantic Base. I noticed that some of the Community Transit drivers that use the Massachusetts layover and walk on to the base like they own it. One rainy afternoon I asked a Sound Transit Driver (Community Transit operated coach) who was parked at the Massachusetts layover if I could board his coach. The driver could have cared less and made me walk across the yard in the rain to meet him at the first bus stop at sixth and Atlantic. While a Metro Driver would have probably been sympathetic and let me board the coach. This clearly was a wake up call that the Metro working employee relationships and conditions are superior to other transit agencies in my opinion. I am sure that my feedback will probably be labeled as biased since I work for Metro, but is the way I see it.

Steve Burling
Electronics Technician
Atlantic Base

Toll Assistance?

I am writing to inquire as to any discussions regarding some assistance or subsidy with the upcoming 520 tolls for Metro Employees who will be commuting daily to East and or Bellevue Bases this coming spring.

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

The current proposal, to my understanding, is \$3.50 each way. And for many if not most employees who come to the Eastside bases, 520 is the only viable option. So let's consider the case of the Part Time Operator who lives on the Mainland and either works a Dual Tripper or ATL or Vacation relief. Said operator who "double commutes" would be paying \$14 per day; \$70 per week. Seems a bit stiff, doesn't it? And for point of reference, I would be one of these "double commuters".

With part time pick coming up soon, now is the time to see if some accommodation can be made. Perhaps full subsidy would not be possible, but it would certainly seem feasible and helpful if some assistive relief was available.

Some may argue that persons can choose to work elsewhere to avoid tolls. However, for many part time operators, perhaps some full time as well, who are lower in seniority and pick toward the end of the last day, this is not possible. Usually, in the last few hours of part time pick, it is Bellevue and East bases that are the ONLY bases remaining. Thus these operators must go there, and those that try to supplement their 2.5 hour picked work with ATL work would be looking at that \$14 daily charge. Can we get some help?

Michael Brancheau
East Base - 11152

The Influence of Money in Elections

I am encouraged by and grateful for the article President Paul Bachtel recently published entitled "The Value of Political Activity." I hope to raise some important questions about how we spend our union members' dollars. Despite some of my disagreements with our President, I want to applaud

him for facing this controversial subject and to make clear that I'm not attacking Paul or any member of COPE. Rather I am criticizing a political system that increases voter apathy and alienation and leads to poorer choices for voters to support. I am criticizing a system that caters to the minority of Americans who hold the most wealth and who wield the most political influence, which results in policy decisions that don't reflect the will and needs of the majority of Americans.

It is disturbing how our political campaigns are presently conducted and financed and I hope that Paul's article will bring more attention to this timely issue that affects the quality of life of all of us. Policies and leaders would better represent the needs of the people if corporations and special interest groups were blocked from financing political campaigns — a responsibility that should be left to the public.

By "public financing" I am not referring to an individual voter making a donation to a candidate's run for office. I am referring to the public at large collectively financing the political campaign process so that all candidates have equal access to resources to run their campaigns — including media coverage.

Describing the influence of money in American Politics "The Ultimate Field Guide on the U.S. Economy" states, "In American elections, you get what you pay for. In 1996, winners of seats in the House of Representatives spent more than twice as much as losers did....With money playing such a decisive role, it's no wonder many registered voters don't turn out on election day." In essence, whichever candidate carries the biggest financial stick wins.

But should we wait for our government to change the campaign financing system before we change our own practices? Do we need our government to create a level playing field for all political parties before we stop escalating the problem by trying to outspend our opponents?

At one of our recent membership meetings, President Bachtel acknowledged our flawed political system and that while it was unfortunately affected by money, we had to accept the game and play along, namely helping to finance the campaigns of pro-transit candidates to ensure their victory. Do we really have to? Do the ends justify the means? Are there not other ways to educate and sway voters without getting our hands dirty? And could the money COPE spends on pro-transit candidate campaigns be spent more effectively — such as educating and involving the public about specific legislation and issues? I think it would be worthwhile to examine these questions.

Now while my criticism of COPE may be partially responsible for Paul writing his article, I wish to clarify my position so that other ATU 587 members don't lump me together with the supposed "many", that Paul refers to, who "believe it's inappropriate for partisan interests to affect governmental change" and who "see such involvement as corrupting the process." I think it's incredibly important that our Union be involved in the political process, but disagree with the practice of using Union money to finance the political campaigns of individuals.

Paul lists a number of great accomplishments of the ATU that pertain to specific transit policy changes (It's unfortunate that there is no initiative to enforce the "yield to buses" law and little public will to obey it). I wish to thank the Union for their efforts and diligence in protecting our rights and helping improve the quality of our jobs.

The problem with financially supporting candidates, as opposed to issues, is that these candidates are not voting on transit issues alone. When Union dollars are used to support the election of a politician we are not simply supporting that politician's pro-transit position, we are supporting all of that politician's non-transit decisions as well. With so many important issues at stake in addition to transit, such as education, healthcare, unemployment, and housing foreclosures—we can't afford to just look at a candidate's position on transit issues alone.

Daniel Kramer,
Ryerson Operator

SPT Emergency Rides

Dear Editor,

During November's snow and ice, this Seattle Personal Transit (SPT) Access operator was handed a schedule featuring several "Emergency Riders." These riders, identified by first name and initial only, were all to be dropped off downtown at the Exchange Building. This member, who got himself to work, was being told to transport employees of KingCo Metro Accessible Services to their work due to "emergency."

It so happens that this member has been in discussion with management about emergency evacuations ever since the aftermath of Hurricane Katrina in 2005. His concern has consistently been that Union members, trained to transport disabled persons, should get a premium above the lowly regular paratransit wage for performing what clearly amounts to hazardous duty. He has

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Letters from King County

Dear ATU Local 587 Officers & Executive Board Members,

I congratulate ATU Local 587 and Metro transit employees on successfully negotiating a contract that helps put Metro Transit on more stable financial footing over the next three years and into the future.

With transit riders across the region facing a devastating loss of up to 20 percent of the transit system over the next four years, transit employees have stepped up in a big way to help save the system. Transit employees' willingness to forgo COLA increases next year and to accept substantially reduced COLA increases in 2012 and 2013, as well as other workplace concessions, will help bring down Metro's operating costs now and well into the future. The contract negotiated between ATU and the Executive aligns with the recommendations of the County Auditor and the Regional Transit Task Force and will help our region build a more sustainable transit system.

The Great Recession is blasting a \$1 billion hole in Metro's budget between 2009 and 2015; however, that devastating shortfall cannot be balanced solely on the backs of our transit employees. You have done your part; now it is time for

leaders across the region and state to do theirs and meet this challenge. While we will continue to find new ways to make Metro more sustainable, including implementing the recommendations of the Auditor and the Regional Transit Task Force, we must find new stable funding revenues to keep our transit system intact and serving the mobility, economic, and environmental needs of King County.

King County's transit employees are the lifeblood of our public transportation system, providing mobility for those who are transit dependent and an environmentally-friendly alternative to congestion for commuters. Metro employees are truly a tremendous asset to King County, and I commend you for your leadership in negotiating this contract.

Please kindly pass along this note of appreciation and congratulations to your membership—if appropriate by publishing it in your newsletter.

Thanks again for all you do.

Sincerely,
Larry Phillips,
Councilmember
Metropolitan King County
Council, District Four

Dear transit employee,

Earlier this fall, experts told us to brace for a challenging winter due to a La Nina weather pattern, but few of us could have predicted the snow and ice that hit our region in the days before Thanksgiving.

Thankfully you handled the surprise early winter weather with good grace and patience. You admirably served the public and kept buses running whenever possible. I have heard many stories of operators braving gridlocked traffic with full buses for seemingly endless hours, keeping riders calm, offering shelter to stranded motorists, and expertly negotiating treacherous driving conditions.

The morning after the snowfall, I visited the Transit Control Center and heard several of your voices over the air as you radioed in road conditions and updates on the status of your routes. I met with volunteer troubleshooters working to get help for stuck buses, and spoke with radio operators who had been talking to drivers facing challenges out on the road. Your overall patience and positive attitude was impressive.

Because of you, our customers were able to get to jobs, reach critical medical services, and return home safely to their families and loved ones. Thank you for all that you have done, and will do, to keep our riders moving in the coming winter weather. We are truly a better county because of your service.

Let me also take this opportunity to thank President Paul J. Bachtel and his negotiating team for bargaining so diligently on your newly ratified three-year contract. By stepping to help preserve transit service to the public, you have helped King County Metro establish credibility with legislators and others across the state. That will be important as we work together to pursue sustainable funding for public transit.

The recent storm was no doubt the first of more to come this season, but you have shown once again that you have the professionalism and the sense of duty to perform a tough job, and serve the residents of King County, no matter what mother nature throws our way.

With gratitude,
Dow Constantine
King County Executive

Letters to the Editor, continued

also argued in the two most recent contract negotiations that such duty should be at the option of the driver rather than compulsory.

This driver urges brothers and sisters to be mindful that it has always been up to us to judge whether what we do is safe or not. Recall our so-called training focused on liability concerns and how things could come down on SPT and/or individual employees. Remember also that we are subject to discipline if we fail to immediately report any potential incident.

I wish to make known to concerned parties my firm conviction that the word "Emergency" should set off the warning lights. The pertinent point is not in determining if a course of action is hazardous. The prudent course is to avoid the potential possibility of being bit in the ass.

The bigger picture leads me to wonder who it is behind which desk who determines just what constitutes an emergency. My inquiries about liability have gone unanswered. I hope that none of my brothers or sisters are directed into a lava flow, tsunami, etc.

Sincerely,
John Ross, SPT Shop Steward

Too Much Fun!

I wanted to express my gratitude for all of those involved in organizing the holiday party and all those who attended the holiday party aboard the Royal Argosy Cruise liner on Saturday December 11th. This was my first time attending a MERAA event and I was amazed by the overabundance of good company dressed to the nines. While having so much fun socializing on the two floors of the Argosy Cruise, I almost forgot to find time to eat. The DJ kept both dance floors moving and the bartenders swiftly served drinks. Not much talk of work came up because family/friends, holidays, dancing and getting to know one another were naturally more appealing. I had forgotten that I was amongst co-workers, especially on the dance floor. It felt more like a mixture of family and close friends, joking with each other over a drink. I have to admit that waiting in line to have pictures taken was very entertaining as well! I would like to urge you all to attend the next holiday party or MERAA event. If you need more information on MERAA, visit the website at www.merara.org.

Verita Alexander
Atlantic Base Shop Steward

What? A Special Election?

Our Recording Secretary, Brian Sherlock, has resigned effective February 6th, 2011, and a Special Election has been called to elect a new Recording Secretary to fill the remainder of Brother Sherlock's term of office which ends June 30, 2012.

Nominations for the Recording Secretary position will be accepted during the January 2011 membership meeting cycle. It is important to understand that when a Special Election is called to fill an office vacated in the middle of a term, the ATU International Constitution and General Laws require any incumbent officer of our Local who wishes to be nominated for the vacant seat to first resign from his/her current position. His/her position then immediately becomes open for nominations. We will not know exactly how many additional positions may become open, or who will be nominated for them, until the nomination process is completed at the end of the last meeting on Wednesday, January 12th.

If new officer positions do become open for nominations during the nominations process, a nominee has the option of declining the position he/she has currently been nominated for, and accepting a nomination for any newly opened position. If a nominee accepts a new nomination for another position, he/she cannot return to any position from which he/she has resigned or which he/she has declined during this process.

All potential nominees are encouraged to attend a candidate information meeting which will be held at the

Labor Temple in Hall #6 at 6:00 PM on Thursday, January 6th, prior to the first (Charter) membership meeting. In addition, candidate information packets will be available at the Local 587 office. Also, members of the Election Committee will be available to answer questions before each of the January membership meetings.

Other important dates to remember in this Special Election...

- Friday, January 14th - Date of record for both elections (final mailing list of eligible voters)

Note: if your address changes after this date, be sure to notify the Local 587 office!

- Tuesday, January 18th - Candidate statements for Voter's Guide are due in the Local 587 office no later than 5:00 pm.

- Early February - Primary Election ballots mailed

- Tuesday February 22nd - Primary Election vote count

Note: Mail your ballot in sufficient time to be received at the designated Special Election PO box by this date. Important! DO NOT mail or hand-deliver your ballot to the ATU Local 587 business office. POSTMARKS DONOT COUNT!

- Early March - General Election ballots mailed

- Tuesday, March 29th - General Election vote count

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

Your Election Committee,
Paul Tefft, Chair (Atlantic Base)
Sara Franklin (South Base)
Alana Sorem (North Base)
Craig Trick (East Base VM)

Recovering Our Recovery Time – One Plan

By Andrew Jeromsky, Executive Board Officer

On October 22, the PR Committee, (Chair Linda Anderson, Neal Safrin and I), along with Paul Teft, Verita Alexander and Chuck Lare, testified before the Regional Transit Committee. (Video of this meeting is available online at the King County website.) Part of the meeting agenda was "Responding to the 2009 Performance Audit: Scheduling Efficiencies in 2010." Transit Committee Chairman Larry Gosset requested that we bring creative efficiency ideas back to management and the committee. I salute everyone who is working to achieve just that, and ask that anyone who can, please attend the next meeting. As of this writing, (mid-December), the 2011 schedule has not been set for the RTC because it is going through a shake-up of its own. Their reorganization should be finished by the 2nd or 3rd week in January. If anyone wants to receive updates about this, e-mail me at jeromskyatu587@gmail.com.

I don't need to tell any of you the schedule cuts went way too far. On time performance slipped from Metro's stated goal of 80%, to 77% in August 2010. (Who knows how low it is now.) Currently, Metro has exceeded its recovery time reduction goal of 25% and is actually operating at 23.8%. The annual hours savings target of 75,000 hours has also been exceeded by 5,744 hours.

As a result of the drastic cuts, there is 1.2% to give back to sched-

ules and there can be less emphasis on hours savings for the next three shake-ups. Cold comfort, but there it is. Additionally, because of our operator's input via the Service and Facilities Reports, extra time is supposed to be added to the Spring 2011 run cut.

Operators have got to have reasonable breaks, whether it's for lunch, using the restroom, or attending to the maintenance of the rest of our personal health. The obstacles are of course the recession, the County's reaction to it (the audit), and the lack of a stable funding source for Metro. Unfortunately, the legislature isn't going to address the funding issue anytime soon. So the immediate question is what can realistically be done with the current resources available?

Any increase in recovery time for operators happens at the planning and scheduling level. Unfortunately, planning is being hamstrung by the lack of funds as well as the audit's efficiency requirements, while the schedulers' office is being pulled in several directions at once and could use more scheduling and support staff. **There is also no budget for schedule maintenance.** Any increase in recovery time at one time-point results in a reduction at another. How do we change this? We have to get the public on our side so they will in turn influence the politicians.

In order to get the public on our

side, Metro has to appeal to what the public wants. For the rush hour commuters, who make up 62% of Metro's ridership, that means getting to work and back home on time. Stop consolidation benefits commuters, as well as operators, by speeding up trips and increasing on time performance, but it works to the detriment of off peak riders who must walk farther to and from the bus stop.

One of the groups honored at Puget Sound Sage's Vision for Justice dinner, was the save the route 42 campaign. They are fighting for route retention and against stop consolidation. As of this writing (mid Dec.) the ridership in the South end is attempting to form a riders union. I hope they succeed and manage to recruit members from the entire region including our local. Grass roots groups are forces to be reckoned with, and politicians listen to them.

Local 587 and our Metro counterparts must have the attention of the council as well, and we have to have the public support to do that. If we combine forces with the public, we will have a better chance for a permanent funding solution. Therefore, any practical plan must have something in it for all of our ridership.

I suggest increasing recovery time during the rush hours by using headway based scheduling, (it's currently being used by Rapid ride, as opposed to clock-face and

cycle-time headway), while continuing stop consolidation on all major routes. This would at least provide longer breaks for operators during rush hours.

During the rest of the day, maintain clock-face headway **and retain, or even slightly expand, existing service by the use of scheduling efficiencies, but only during off peak hours.** While not ideal, it would represent a partial victory for everyone involved. The council gets the savings it needs, operators get some recovery time, commuters would get to work and home on time more frequently, and some service will be maintained for our off peak ridership.

The alternatives are untenable. If funding isn't found, more service will be cut and Metro will be more vulnerable to privatization, 13c agreements notwithstanding. The following quote is from the *Regional Transit Task Force Final Report*, page 4, "Explore opportunities for alternative service products and service delivery models... **including contracting out for some underperforming fixed-route services.**" And this is from the *Governor's Committee on Transforming Washington's Budget: Ideas to Pursue*, Page 5, item #7: "**Privatize transit,**" and page 6, item #9: "Make publicly owned transportation facilities, like ferry terminals, **open to the private sector and for public-private partnerships.**" (One

continued on page 11

Say Cheese!

Submitted by Judy Young, Executive Board Officer

Recently, more Operators and First Line Supervisors are receiving infractions from area jurisdictions of King County for running red lights and exceeding the speed limit.

While operating a King County owned vehicle the responsibility of the infraction becomes that of the vehicle operator per King County Administrative Policy FES 12-1 and King County Operation Procedure # 97 which partly states:

"The Notice of Infraction will be sent to the employee's worksite. The employee will be identified through worksite records. The Chief or Supervisor will inform Operators or first line Supervisor that they are responsible for challenging the violation in court and/or paying the fine. Employees are responsible for prompt payment of any fines related to the infraction. The employee is also responsible for any late fees unless there is a delay in the County's notification to the employee of the infraction.

For ATU 587 members, a PR will be issued for a minor infraction in Category 17 — Traffic Code Violations. Specific codes for the PR will depend on the nature of the photo enforcement infraction. If the employee challenges the infraction in court and it is dismissed, the PR will be voided. The PR can also be

challenged through the grievance process."

It is important to know that photo enforcement violations do not get applied to your driving record. The violations are not recorded by the Washington State Department of Licensing. Ticket violations range from \$100 to \$124. Fees for late payments are accumulated if payment is not received or a hearing date is not set prior to the due date indicated on the notice, a \$25 or higher late fee charge may be added to the fine.

Failing to come to a complete stop before making a right turn as required by law will generate an infraction. If you are already in the intersection the camera will not capture that time but, if your front tires cross into the intersection after the light turns red, it's an infraction.

You may request a mitigation hearing if you agree you committed the infraction yet believe the circumstances may be such that the court could reduce or waive the penalty. A hearing to contest the infraction is permissible however; the burden of proof is the responsibility of the city that issued the infraction. Witnesses are allowed including the officer who issued the ticket at a contested hearing. Witnesses are not allowed at a mitigation hearing.

All locations may not be listed; here are some major intersections to be aware of within King County:

Renton

N. 3rd and Sunset N
SW 43rd and East Valley Road
Rainier S. and S. Grady
Sunset N / SR 169/ Bronson Way N
Renton High School
McKnight Middle School
Talbot Hill Elementary School

Federal Way

348th and 9th
348th and 16th
Pacific Highway and 320th

Auburn

8th St and Harvey Rd
Auburn way 15th
Auburn Way and 4th ST
Auburn Way S and M ST
K St NE and 14th St NE
Cross Street and Auburn Way
South Chinook Elementary School
Mt. Baker Middle School
Dick Scobee Elementary School
Lea Hill Elementary School
Arthur Jacobsen Elementary School

North Seattle

Roosevelt NE and NE 45th
NW Market and 15th NW
15thNW and NW 80th
Stone Way and NW 40th
Aurora and NW 85th

Central Seattle

6th and James
5th and Spring
Denny and Fairview
Broadway and E Olive
Broadway and E Pine
Boren and James
23rd and E John
9th and James

Bellevue/Redmond

148th Ave NE and Bel - Road
148th Ave NE and Main St
148th Ave NE and Redmond Way
156th and NE 40th St
Union Hill and Avondale Rd
Einstein Elementary School
Stevenson Elementary School
Lake Hills Elementary School

Lake Forest Park

Bothell Way and 155th St NE
165th St and Bothell Way

South Seattle

Rainier and S Orcas
Cloverdale and 14th S
Avalon and 35th SW
35th SW and SW Thistle
Rainier and S Massachusetts
SMcClellan and Martin Luther King
Martin Luther King and SMcClellan
NE 45th and Union Bay Place
(Five Corners)
Northgate Way and 1st Ave
130th and Aurora
NE 80th and 5th NE

Vice President MacAdam's Report

By Don MacAdam



Happy New Year to all!

Now, what did we get in this last contract? Many of you may not be aware that we took a lot of time and went through and sorted all the current and old MOAs—about 150! Some were incorporated into current contract language and many were retired so we will have no more surprises in the future. If it was not discussed, it's a dead MOA!

(M.O.A. stands for Memorandum of Agreement. It is an agreed to addition to the contract by Metro & your Union.)

1. MOA on 4-10s, Time Standards & Purchasing New Components: this will allow 4-10 shifts where it will work throughout the V.M. system. Metro argued that 4-10s do not work in Maintenance and may not be cost effective. So this may be your only chance in this decade to show that we can make it work. We will be establishing guidelines for those of you who choose to pick these positions. If we cannot make it work, we will not get a second chance.
2. Time standards evaluation for 4-10s: Metro is going to try and measure if 4-10s are working or not. Both Metro & the Union will be working together to establish these standards.
3. Major components: Metro & the Union agree that rebuilds for engines & transmissions will only be performed by the Union.
4. Component Purchasing: Metro agrees that that the Union will assist in reviewing the formulas which will indicate when it is more efficient to purchase re-manufactured or new sub-components. If we do not agree, the component will not be purchased.
5. Termination of this MOA: Metro or the Union may terminate this MOA at anytime with 90 days notice OR if the problem sited is not corrected. Both parties will revert to previous (or old) contract language.

MOA on Bus Wraps installation: We are in an odd position as our current Employees have been offered this work but have turned down the training and the work. So, Metro & the Union agree to see if it will be cost effective to allow new or current Union members to be hired to install & remove advertising bus wraps. If it is more cost effective to have the work done by the advertising company, then this work will be performed at each base. **HOWEVER**, advertisement installations and removal will not create a hardship by displacing employees work areas in a way that negatively affects operations. This also includes chemical odor from cleaning the outside of the coach and those sign scraps all over the floor. Metro will attempt to locate

dry areas outside the buildings. Mechanics shall not be displaced from bays where they are working in order to allow for the installation of a bus wrap. And, Metro will try to maximize installations on night shifts. Many people are not aware that as per an old MOA on bus wraps that this has been occurring at Atlantic Maintenance for years but remains out of sight in the fuel and wash building. So by allowing bus (advertising) wraps at all bases we gained the following four items:

1. Metro agreed to add article 17 (that's V.M.) to the annual Sick Leave Certification list in Article 11, Section 1 D. This certification form will only have to be turned in once a year. (Instead of with every sick leave doctor's slip currently required to be turned in within 5 days of your return to work.) This certification form has been the cause of several U.A.s in V.M. The certification form you sign states "that your sick leave is for a reason permitted by paragraph A." (Page 56 in the current contract).
2. New foot gear checks: Every March you will receive, by separate check, \$250.00 (it will be taxed) for the purchase of your work boots or shoes. You are no longer required to go to a Metro-approved vendor. If you find a pair on sale, you may keep the difference. You are still required to meet the safety standards. If your boots should for some reason become unwearable within the year you purchased them and you still have your receipt, Metro will give you an additional voucher not to exceed \$200.00 so you may buy another pair of boots.
3. O.T. for T.P.S.III (clerks): As Metro had ceased to honor the way clerks were given O.T. and after several grievances & an arbitration request, we have agreed to the following...O.T. for clerks will be by base seniority. If there is a vacancy system wide and O.T. is required, it will be by classification seniority.
4. Training:
 - a. Metro cannot alter your shift for training without your permission.
 - b. Training, when possible, will occur during your normal shift hours.
 - c. Metro understands the need to start training on Swing & Graveyard shifts.
 - d. If you are in a training class off your normal shift and the class is cancelled for any reason, you will be permitted to leave with no loss of pay.

The above items are all tied to the BUS WRAP M.O.A. Because of the sensitive nature with the possibil-

ity of non-union workers doing the installations, I have done two things:

The bus wrap M.O.A. can be cancelled by either party with 90 days' notice, or if the problems cited cannot be resolved!

This M.O.A. will automatically expire at the end of the contract!

IF THEM.O.A. IS CANCELLED..... we will revert to current contract language. So we are not locked into this agreement for more than 90 days. If you, the Membership, should desire to "pull the plug", we can!

What's Going On!

Rumor Control

1.) Yes, Mr. Brian Sherlock, as you have heard, is resigning. An election will be held in January

2.) Metro Wreckers will still be towing NRV vehicles. This tempest in a tea cup was caused by a mistake made by Metro. However, I am pleased that Union Members were quick to challenge and ready to file grievances to protect our work! We just need to make sure of the facts before we act. We have 15 days to do fact finding & to file.

3.) I cannot substantiate the rumor that Elvis is actually a 587 mechanic at Metro.

4.) Looking for senior Mechanics to sit on a CSC component purchasing (3 or 4) as mentioned in the above article.

C.O.P.E.—Many of you have been donating to our C.O.P.E. fund! All your gear or "awards" that are due you are at the Union Hall as we have been sadly forgotten once again.

Arbitrations: Jones—Vacation settlement should be done by the time you read this, in time for the Vacation pick and it will allow you to pick partial blocks of weeks.

J. Bonnar—arbitration withdrawn by 587 as clerks now have O.T. language.

Musni—(pigeon gate) still active. Letters of expectation—still a pain trying to get these settled or dropped.

R. Graff—*Won!* Rich has returned to work with a half years back pay. We did not win all we expected. However, it's too bad the six months' pay cannot come out of his Chief's salary!!!!

C. Rigtrup—arbitration went well.

We have been successful in Grievances this month: Dawson, Rivers McDaniels, Pine, Tahl & Basen. Our thanks to Mr. Slade & Ms. Kilborn & Mr. Eeds, Mr. Antonio.

Rail-aux on & off by Rail Chief Survey forms: The majority of surveys received by your Union indicate that Chiefs should not be doing this type of work.

Some grievances were withdrawn by the Union and there are

currently one new requests for arbitration by James Smith.

Grievances filed by Mr. Gravel & 31 V.M. Members—as there was no contract violation and after discussions with Union attorneys, I withdrew the Grievance after first step.

Ethics complaint filed—N0. 2010-02183—after consideration by the K.C. Ombudsman's Office the finding was that there was no evidence to suggest that there was "any act which is in conflict with the performance of official duties" Order* No reasonable cause to believe the K.C. code of ethics was violated.

Lead accommodation request on going.

HEALTHY INCENTIVES! It is time once again (stop swearing!) as the web site is still under construction and even though it appears that it may be easier to use, Your Union suggests the following: 1.) Request & fill out the paper copy. 2.) Make a copy of the document before you send it. 3.) Send it registered mail with receipt or conformation of delivery to Healthy Incentives. This will make sure your information is not lost, and if it is misplaced you can prove that they received it and you can resend a copy of what was lost. And stay GOLDEN!

WORST BASE OF THE MONTH? We don't have one at this date. And that's a good thing! I once gave myself the worse union screw up award for the month maybe I should start one for V.M. Board officers also?!

Marcel Investigations -Ongoing

In November, I was notified that my tool box was gone! Before I notified the police, I found out that Mr. Eeds had removed my box, had the lock cut off my file cabinet & removed all my personal property and union documents without my permission....If there is one thing Metro should have learned from the Graff arbitration, it was "Don't Touch My Tool Box!" A letter outlining Metro's actions was sent to the Prosecutor's Office by our attorney who was more angry than I. Would it have been too much trouble to call me first?

SNOW SCHEDULE—A new commandment I give to Metro from V.M.:

No one with less than 20 years' experience and who has not worked through at least 3 snow storms shall make any decision regarding what equipment is sent on the road or what goes up or down steep icy streets like Queen Anne Hill!!!!

As usual **All** the Maintenance departments went above and beyond the call of duty to take care of all the...let's just say inappropriate ("DUMB") decisions made. How does that go... "Those that refuse to learn from past snow schedule errors will be forced to..." I would

continued on page 12

The Financial Secretary's Report

By Paul Neil



January 2011

Annual Dues Increase

The Local By-Laws provide in Article VIII "Dues and Assessments", Sect 1:

"The dues for each member of Local 587 shall be based upon two (2) times the average hourly wage for represented employees in effect on January 1st of each year. (The average hourly wage shall be computed by adding the top hourly wage of the lowest and highest represented job classifications, and then dividing this figure by two (2)."

The top hourly wages on January 1, 2011 were \$45.86 for Senior Schedule Planners at KCMetro. The lowest paid represented position is Customer Service Representative at Paratransit Services in Port Angeles at \$11.94 per hour.

Summing and dividing by two yields \$28.90 for the average hourly wage, 2 X \$28.90 equals monthly union dues of **\$57.80** per member. This represents an increase of \$0.44

or 1.6% over the current dues of \$57.36. This applies to all members employed at public agencies.

The by-laws provide that members employed at private employers shall pay the minimum dues set by the ATU International which are currently \$47.90 per month and will be adjusted for inflation July 2011.

In solidarity,
Paul B. Neil
Financial Secretary/Treasurer
Local 587

Below is the report I read to the membership at the December cycle of meetings.

Financial Secretary's December 2010 Membership Meeting Report

In the month of November 2010, we reported 29 new members to the ATU International. 19 are employed at METRO/King County, 8 at First Transit and 2 at Seattle Personal

Transit (SPT). This brings are total active membership to 4200. This is an increase of 83 members compared this time last year when we had 4117 active members.

Bills:

All financial figures are subject to the review of the Executive Board. In November total income was \$205, 286.78 which is an increase of \$8,609.64 or 4.4% compared to last November.

Per Capita payments totaled \$57,795.10 for the month of November which is an increase of \$2,333.70 over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$159,369.20 which is a decrease of \$11,950.40 or 7.0% over the previous November. This amounts to a deficit of \$11,877.52 for the month compared to a deficit of \$30,103.86 for November 2009.

My activities for the month:

- Our new lease is signed! It is for 10 years in our present location

and includes 10 months of free rent worth over \$70,000.00 starting in January and an allowance of \$100,000.00 for improvements in the office such as new carpet, paint and improved security.

- Made several worksite visits for the contract vote. I believe the membership was very wise to vote "Yes".
- Our auditor is here this week finishing the 2009 audit and starting the 2010 audit.
- I attended with our Office Manager Norma Appel an advanced class on using QuickBooks which is our accounting software. We learned of some features that we can use to improve office procedures.
- On the 19th I took a software class on Office Suite 2007 with the other officers and staff.
- Attended with the other officers the Mark McLaughlin memorial services. This was the first official Mark McLaughlin day under the new KCMetro contract.

Annual Grievance Arbitration Assessment

December 13, 2010

Each grievance that the Union pursues to arbitration (the last step of the appeal process) must be approved by the membership at our monthly union meetings. The membership *also* pays the costs of those approved arbitrations annually, on a per capita basis, as required by Section 21.15 of the International Constitution and General Laws. In addition, Workers Compensation attorney fees are included as provided for in our Bylaws, Article VIII, Section 5.

During 2010 Local 587 paid a total of **\$123,599.69** for the 19 grievance the membership voted to take to arbitration and **\$44,582.98** in workers compensation attorneys' fees for a total assessment of **\$168,182.67** to be collected in 2011.

To determine how much each member will be assessed, the total assessable cost of **\$168,182.67** is divided by the total active membership and is then rounded to an even number.

Total assessable costs: **\$168,182.67**
Total active members: 4200
Cost per member: \$40.0434
Rounded to an even number: \$40.04

The arbitration assessment this year is **\$40.04**. A notice will be sent to the members at each property informing them of when the Grievance Arbitration Assessment will be deducted. Attached is a list detailing the expenses of each Grievance Arbitration and Workers Compensation case.

Please note that one of the guiding principles of Local 587 is that an injury to one is an injury to all regardless of job classification or work location. A demonstration of this principle can be found on the list of arbitrations. Of the three most costly arbitrations in 2010 the most costly is for a Transit Operator at Metro/King County, the second for a Mechanic at Metro/King County and the third for a Service Supervisor at Metro/King County.

If you have any questions, please contact me at the Union office.

In solidarity,
Paul B. Neil
Financial Secretary/Treasurer
Local 587

2010 Grievance Arbitration and Workers Compensation Expenses

Grievance Arbitrations

Dean Borders	\$175.00
Alan Freeman	42,118.77
Richard Graf	19,771.48
Bart Harris	280.00
Antonio Hernandez	1,671.10
Don Hutton	4,845.00
James Jones	11,704.56
Paul Kriskov	70.00
Dan Linville	9,325.39
Nick Malkow	1,732.50
Lisa McShane	
- Letter of expectation	13,875.60
Lisa McShane - OT grievance	52.50
Mario Musni - Pigeon gate	3,468.75
Jerry Rankin	330.00
Cory Rigtrup	954.25
John Ross	682.50
Jon Salkend	157.50
Jeff Stambaugh	507.50
George Williams	11,877.29
TOTAL	123,599.69

Workers Compensation

Charlene Alexander . . .	\$1,852.69
Suzanne Bailey	1,796.72
James Boyle	1,374.54
Suzanne Burgess	1,624.24
Dave Carter	42.00
Nelson Cooper	1,439.07
Lillette Davis	4,269.59
Peter DiMartino	1,581.93
Cynthia Gregory	1,892.01
Paul Griffin	942.13
Regina Jackson	1,869.83
Greg Klasen	2,977.29
Michael Larson	7,341.56
Don Mac Adam	616.00
Trenton MacLeod	84.00
Craig Manley	8,507.22
Porter Mathis	779.33
Leo Moseley	260.00
Robert Rettmer	1,417.39
Jocelyn Reyes	28.00
Tyler Schultz	3,475.90
Thuline Tolliver	42.00
Paulette Washington	369.54
TOTAL	44,582.98

GRAND TOTAL \$168,182.67
Divided by 4200 Active Members \$40.04

The Recording Secretary's Report

By Brian Sherlock



Layoffs, Quality of Life and The Road Ahead

I am concerned that our members have not yet become aware of the real scale of funding problems ahead in King County. Unlike past downturns since the great depression, we now face an extended series of unfolding economic problems. At their core is a collective failure to invest in our future. My worry is that the lucky confluence of factors which fueled a half-century of success have largely been played out and we are only beginning to glance at the needed changes and sacrifices ahead. My fear is that with each new problem, we will continue to try protecting self-interest while ignoring the most fundamental fact that we are all in this together. Our futures depend on how well we take care of one another.

Seattle is the most educated city in the nation. If intelligent and informed change is to come, it must

work here if it is to work anywhere. For that to happen, you and I need to get involved and demand long-range planning that balances infrastructure like Transit and funding sources that best support our future. Sound-byte analysis will always fail to see common good and will focus instead on selfish measures. That is what led to banking deregulation without balanced responsibility and "tax reduction" that instead shifted the greatest burden to those with the least wealth.

There are glimmerings of hope in a confluence of interest between the TEA party and Democrats looking for rebalanced taxation. We are now adding 10,000 baby boomers per day to the ranks of retirees. They will be a tsunami demanding more equitable balance in funding government functions. The change with which we grapple is our long

range future and it needs to be shaped in our most educated city. It needs to be shaped here.

In our Union, as in our region, we need recognition of the scale of coming problems. In our Union, as in our nation, we need an honest focus on our shared future in the place of the self-interest that has brought our future into doubt. The intellectual skills for this challenge

are most available here. It is you and I who must recognize the scale of these issues and move us back to our strengths: caring for each other, not just ourselves; working for a shared future, not just our own; and putting our backs into protecting one another. Through that comes not just the insurance of self-interest, but also the far greater joy of serving our future.

Friends At The Work Place

By LaTonya (RED) Plummer, Atlantic Base

It's a new beginning to let old things stay in the past and putting a smile on your face. Wow a New Year already, I'm ready for the challenges and changes that life has to offer I'm ready for life, I will keep my promise to live life and not let life live me I will love myself with ever breath that I take I will give myself plenty of hugs.

2011 I never thought I would see a twenty anything it amazes me that I can talk about it I'm really happy that I was able to take in this beautiful New Year old friends and having wonderful new friends so many I can't name them all but one who has given me the new word on friendship thank you Lisa Randall for being a true friend.

Many of us have friends at the work place don't you think it's time to say thanks for being there when it was ruff for me thanks for helping

me get to work when my car was down and thanks for listening to me when I wanted to vent off bad vibes when the job was to much to handle in one day.

Plenty of you know who you are that I consider a friend I have so many friends but it wouldn't be fair to go into the New Year without saying to you all Happy New Year and I truly love you all and for all of you at work that I will get to know this New Year I'm glad to meet you.

That's what life is all about being happy expressing joy from the heart and letting friends know how you feel about them, every one has a rough day at work sometimes just being a friend helps and you don't even know you're helping out friends in the work place can be a challenge and a joy tell your friend thanks for being there.

Recovering, continued

of the Governor's Committee members is Jason Mercier, Director of the Center for Government Reform at the Washington Policy Center.)

Subcontracting is forbidden by the contract, except for dial-a ride (3%) and rail. (See contract section 10.A, 10.D and Rail Section 10.A.) However, forces outside our control are conspiring to bring it about, as

well as the next step, privatization, and/or takeover by Sound Transit or a public-private partnership. **I SAY NO WAY! It's time to get public opinion on our side, while protecting our Operators. I believe this plan can do it.**

*In Solidarity,
Andrew Jeromsky,
Executive Board Officer*

President's Report, continued

paper option, if anyone procrastinates and waits until the last week to begin the program (April 22), they won't have to worry about missing a single week and losing Gold status.

With the paper option, an employee can fill in data while on vacation or when computer access isn't available.

With the paper option, an employee can make a copy of his/her Health Incentives report and send the report via **registered mail** with a "**return receipt requested**" to provide the necessary evidence should WebMD lose his/her report.

Whichever you choose, printing each week's report or recording your Health Incentives data on paper, it's essential to maintain a copy of everything you submit from the initial health assessment in January to **each and every report** sent to WebMD. Should WebMD lose your submissions, proper documentation is what the Union must have to forward your grievance to arbitration or include you in any possible class action lawsuit seeking damages from King County.

The memorandum of agreement (MOA) that subjects our membership to the Health Incentives program was signed by former President Norton in the spring of 2009 and has a three-year duration

(2010 - 2012). I, and two of your previous Executive Board Officers, vehemently objected to the Union agreeing to this MOA. I objected, but not because I knew the benefits plan to be less than an equitable agreement. I objected because the Union didn't perform due diligence in seeking alternatives to Healthy Incentives. Many members argued they should have been provided an opportunity to vote on acceptance. I couldn't agree more.

Our benefits are negotiated separately from our collective bargaining agreement (contract) through the Joint Labor Management Insurance Committee (JLMIC). Recently, one of our representatives to JLMIC announced his resignation. I will be appointing myself to fill the open position on JLMIC with the intent of negotiating a tentative agreement subject to approval of our membership. Negotiations for a renewed benefits agreement, presumably 2013- 2015, should begin this year. As I did with contract negotiations, I'll keep you informed of the status of benefits negotiations through Union Bulletin Board postings and *News Review* updates.

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

WORK SITE VISITS

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

January 4th Tuesday	Central Vehicle Maintenance Atlantic Vehicle Maintenance Central/Atlantic Operations	2:00 pm - 2:15 pm 2:15 pm - 2:30 pm 2:30 pm - 4:00 pm
January 18th Tuesday	North Vehicle Maintenance North Operations	2:00 pm - 2:30 pm 2:30 pm - 4:00 pm
January 27th Thursday	Ryerson Maintenance Ryerson Vehicle Maintenance	2:00 pm - 2:30 pm 2:30 pm - 4:00 pm

Retirees' Corner

The View from the Buses

By Bob Morgan, Retired First-Line Supervisor

No stories from the past this month.

Wanted to briefly write about the Retiree's Holiday get together at the Burien Elk's on December 9th. As usual for any gathering a BIG thanks to Dave Carter and Al and Ruth Ramey for their efforts. All three of them were having issues leading up to this event, Dave Carter's wife for the 3rd year in a row, was having medical problems, as was Ruth Ramey. Couple that with Al's computer crashing and it was a minor miracle that anything got done prior. Also all 5 of the Union officers were there helping with the serving and they were assisted by Dee Wakenight and Lisa Carter. There was in attendance almost 120 retirees and some with their spouses. As usual there were minor delays with some of the festivities, but for the most part it was an enjoyable day for all.

New retiree and good friend R.L.C. McVay came and was on his 2nd day of his new life, after almost 50 years on the job! Also had a chance to talk with Rick Sepolan, your Vice President of 587, and he mentioned that he was also to be included in the retiree column. Congratulations to both, and look forward to seeing both of you at the monthly get togethers.

The nicest surprise for myself was the attendance of Pete and Anne Cameron, up from Depot Bay, Or and the shocker was in seeing John and Betty Love. John as most of you know, wrote this column for many years until being diagnosed with Alzheimer's just over 2 years ago. John had a GOOD day remembering most of us, and looked great. It was just so nice to see him after all this time, and Betty also.

Also in attendance was Dennis

Okichich (I hope I spelled that right). I hadn't seen or heard from him since 2003 when he retired. He is heavily into Masonic functions and also had some medical issues but looked fine, and even played Santa Claus for the event!

Should also mention good friend Hillary Lucas, who retired 2 years ago, after 30 years as a part time operator.

Also heard from Jerry Schuh that Earl Richardson passed away on November 24th.

Saw and spent some time with Jim Rossiter, hadn't seen him for 2 years. He mentioned he saw Glen Ellington in Edmonds recently. For those of you who used to work at the old North (Mercer) Base, Glen was the planner for many years. He was my first instructor when I was training on making the old board. He later retired from the

Schedule Section, he was the #1 first line supervisor for a lot of years.

Chuck Zigler came and looked like he gone a couple of rounds with a boxer. He had some eye issues which required some minor surgery, which of course caused some swelling. Yes, he did get picked on by a few there.

Also saw Roger Caldwell. Roger was just behind me in seniority as a fist line and retired around 2000. He then came back as a part time operator at South Base. He mentioned that February 4th will be his 2nd retirement!

Also managed a little time with Tom and Chrissy McDaniels. They winter in Tucson and summer in the Lakewood area.

It was great to see Paul Dillard, John Fabre, Josie Brown, Paul Marquis and Bill Wingate. All of these retiree's have a special place in my memories. I hadn't seen Paul Dillard

for over 4 years!

Sorry if I missed mentioning you individually, to many to remember.

Heard also that Mike Callahan (1st line Supervisor) was pulling the plug in December, WELCOME!

Also was told of the impending retirement of Central Base Supervisor Marilyn Davis at the end of this month. (January), her 35th anniversary at Metro. There are some others considering at this time but I can't say as to who as their retirement hasn't been announced officially.

I'm going to be leaving at the end of this month (January) for warmer temp's and seeing friends along the way to Arizona. The Depot Bay Cameron's will be first.

Then going to make an effort to see John and Dorothy Wade in Stockton, Ca. John suffered a minor stroke in May and then Dorothy injured her right shoulder a few weeks later.

Will have computer at the ready

and will try to write another column as soon as I can.

A reminder, the monthly lunch get together has two new locations. These will be every other month. Starting in January on the 2nd Tuesday of the month and every other month thereafter at 11:00 AM we will meet at Barlee's restaurant, just east of Aurora on 205th. We will meet in the back area in the same location as the monthly breakfast.

Starting in February, and then every other month thereafter, At Billy Barroos' at the Foster Golf Course on Interurban just south of I-5, at 11:00 Am on the 2nd Wednesday of the month.

This is being done so as more can participate in the area's closer to their homes and schedules.

I hope that all of you had a wonderful Christmas and hope that your New Year is grand.

Thanks for reading...

Bob Morgan

Operator Hours Worked, Hours Paid and Benefits Earned

Submitted by: Douglas Frechin, 13467, Chuck Lare, 12497, Linda Averill, 8816, Kelly McCabe, 13393, Everett Stewart, 12859

Whereas at the August 2010 pick for Part Time Operators there were approximately 140 pieces of work classified as under four hours on paper yet in practice require four hours or more of compensated work preformed, and should qualify for county paid benefits and breaks, and

Whereas Article 12: Benefits, Section 1-Medical, Dental, Vision, Life and Long term disability Benefits, letter F, says "For the purpose of this AGREEMENT, "half-time" shall mean 20 paid hours per week. Eligibility requirements for part-time and on-call Employees will be defined by policy mutually developed and agreed to by Metro and the Union", and

Whereas the MOA on PTO benefits is the mutually agreed to policy between Metro and the Union, and the letter that was sent out to Douglas Frechin from Metro on September 13, 2010 says, "If a four hour piece of work is picked in August then county paid benefits will be paid starting November 01, 2010 and continue through December 31, 2012", and

Whereas the past practice of these under four hour pieces of work have been "off" by a few minutes, five to ten minutes, which is called unscheduled overtime and is com-

pensated time, and they can now be shown they are "off" by more like 20 to 40 minutes a day currently, and

Whereas Metro has cut time from each of the runs, the reduction in recovery times has also eliminated any chance of taking a rest period or reasonable time for a bathroom break, and on paper is used to deny Part Time Operators with these under four hour runs county paid benefits, and therefore,

Let it be resolved that ATU #587 support through the grievance procedure this violation of the contract, company policy and past practice which is currently denying potentially 140 Part Time Operators their well earned county paid benefits effective November 01, 2010, and to be made whole in all ways, and

Let it be resolved that the ATU #587 VP choose to either pursue or coordinate a members' grievance filing to move forward the spirit of this resolution through if necessary the Third Step Grievance procedure and beyond, and

Let it be further resolved that if necessary that the Grievance be revisited and voted upon by the normal process by the membership to decide if the Grievance be taken to Fourth Step Arbitration, as well as any other venues needed for Resolution.

Vice President MacAdam, continued

like to select some "seasoned" mechanics who would be available to answer those tough snow, traction, frozen airline, towing problems when they arise. These after the fact "I told you so" situations are amusing for maintenance but everyone suffers during bad calls. I do not like seeing coaches with the public on board sliding sideways down city streets banging into things ...I would think that would be perceived as a negative image, but maybe I'm wrong.



Command Vehicle—Best car suggestion is from the machine shop: Worst car—from President Bachtel, a 1976 Pacer.