

The President's Report

by Lance F. Norton



More Goofiness?

Many months ago I wrote an article in our newsletter titled Goofy Decisions. It was a true story of Metro's Supervisor of Employee Relations refusing to pay eight-hours of overtime (O.T.) to a mechanic who had been passed over for O.T. in the O.T. assignment sequence. Through each step of the grievance process I pointed out how management was wrong and the evidence was clear our member was entitled to the lost O.T. At the third and final step of the grievance process, held before this Supervisor of Employee Relations, I was told that if I took this case to arbitration he would personally represent Metro before the Arbitrator.

As you may remember, the membership supported my request to proceed to arbitration and the arbitrator agreed our mechanic was entitled to the eight-hours of overtime.

Now six months later from this same Supervisor of Employee Relations comes another goofy decision. Back in February of this year an operator filed a grievance after receiving a one-day suspension for an alleged severe infraction. I agreed with our member that the circumstances did not warrant this severe of a penalty and represented him at the first step

hearing. When the decision arrived denying our member's grievance and upholding the discipline, I sent, via fax, the Union's request to waive Step 2 and proceed to a Step 3 grievance hearing. The reason for my wanting to bypass Step 2 was I had already spoken to the Base Supervisor and was told by him that he totally agreed with the discipline imposed. Why waste my time and our member's time, let's go directly to Step 3.

Contractually when a grievance is referred to Step 2 Metro must have the hearing and respond within **twenty days** of the request. When a grievance is referred to Step 3 Metro must have the hearing and respond within **forty days**.

Since I had requested to by pass Step 2 I felt Metro was entitled, giving every benefit of doubt, to a full sixty days to have the hearing and

Perhaps someone...will be inclined to intercede and avoid another Goofy Decision going to arbitration.

respond within sixty days.

On May 17, 2007 (62 days after my request!) I faxed the Supervisor of Employee Relations the following, "...Local 587 considers this matter is forfeited based on the provision of our Labor Agreement Article 5, Section 1, Step 3, page 30. We expect the remedy sought to be implemented in full. Kindly advise me when payroll has been notified to reimburse the eight (8) hours pay and of course the serious infraction removed from (members name) record."

One week later (May 24th) I received a long convoluted letter in which the Supervisor of Employee Relations stated the following, "I stated that your staff had sent a copy of a document faxed to HR Manager on March 16, 2007, but no one at my office had seen the letter (as you know our fax is not dedicated and receives large numbers of faxes for the employment

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The Month at a Glance

Executive Board Report

June 26, 2007

All officers were present except Neal Safrin was attending a union sponsored candidate's training school and Lisa Thompson was on the sick list.

The following business was conducted:

- Motion by Ray Campbell to allocate up to \$700.00 for Local 587's participation in the annual UMOJO festival.
- Motion by Paul Bachtel to send up to two members to the 2007 Worker's Compensation Conference in Wenatchee, WA., October 03rd & 04th, 2007 paying travel, lodging,

registration and per diem.

- Motion by Jeff Stambaugh to recommend approval of the bylaw amendment to Article VI, Section 6 of Local 587 Bylaws published in June 2007 issue of the *News Review*.

- Motion by Dee Wakenight to recommend pursuing the grievance of Bartholomew Harris for the membership's consideration for arbitration.

- Motion by Paul Neil that A.T.U. Local 587 endorse Neal Safrin for Northshore Utility District Commissioner and request from ATU International C.O.P.E. funds \$1000.00 in support of his campaign.

Business of the Membership

At the June 2007 cycle of membership meetings the following business was addressed:

- The membership voted to forward the grievance of Edgardo Reyes to arbitration.

The following members were June pot draw winners: Brian Sherlock at the Charter meeting, Judy Young at the Morning meeting, Greg Prescott at the JTA meeting, Grace Johnson at the CTS meeting. CTS rolling pot draw of \$25.00 was lost by Jack Jester. Next month's rolling pot will be \$50.00.

Tentative Agenda

Membership Meetings:

CHARTER MEETING

Thursday, July 5, 2007

8:00 p.m.

The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT

Monday, July 9, 2007

7:00 p.m. (this month only)

Port Townsend Rec Center
Port Townsend, WA

MORNING MEETING

Friday, July 6, 2007

10:30 a.m.

The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

CLALLAM TRANSIT

Tuesday, July 10, 2007

7:00 p.m.

Vern Burton Memorial Building
Port Angeles, WA

Among Topics to be Discussed: Grievance and arbitration update; South Lake Union streetcar negotiations; Upcoming summer barbeque.
Unfinished Business: None

The Organizing Committee Needs You!!

"Would you be interested in becoming more involved in YOUR Union, ATU587? Some ways to become more involved in YOUR Union, ATU587:

- Attend General Membership meetings;
- Become a Shop Steward;
- Join a committee, e.g. the Organizing Committee; Participate in social gatherings with your fellow Union Brothers and Sisters;
- Other Interest/Ideas? _____

Your Name: _____

How would you like to be contacted? _____

Email: _____

Phone: _____

Send to "Organizing Committee" at Mail Stop Local 587

Upcoming at Local 587

- JULY 05** Charter meeting
- JULY 06** Morning meeting
- JULY 07** Local 587 Barbeque
- JULY 09** Jefferson Transit Authority meeting
- JULY 10** Clallam County meeting
- JULY 24** Executive Board meeting

Arbitration Update

- 1. Roland McVay:** Grieved cancellation of shifts in violation of the collective bargaining agreement. Arbitration hearing held in April 25, 2007. Decision pending.
- 2. Richard Paddon:** Grieved management performing bargaining unit work. Arbitration held in February, May and June. Decision pending.
- 3. David Moore:** Grieved termination for an accumulation of alleged minor preventable accidents. Arbitration hearing held April 26, 2007. Decision pending.
- 4. Chrystie Beatty:** Grieved termination for alleged unexcused absences as a result of sick leave use without accruals in King County Metro's Rider Information section. Schedule pending.
- 5. Edgardo Reyes:** Grieved one-day suspension for alleged inappropriate use of sick leave. King County Metro forfeited grievance by failing to schedule a grievance hearing within the contractual time limits. The issue before the arbitrator will be management failure to implement remedy sought following management forfeiture of grievance. Schedule pending.

ATU Local 587 News Review

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Transit Operator Position No. 4
Transit Operator Position No. 5
Transit Operator Position No. 6
Transit Operator Position No. 7
Transit Operator Position No. 8
Vehicle Maintenance Position No. 1
Vehicle Maintenance Position No. 2
Vehicle Maintenance Position No. 3
Facilities Maintenance
Special Classifications
Supervisors
Clallam/Jefferson County
SPT/MV

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NEAL SAFRIN
MICHAEL MOORE
DEE WAKENIGHT
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MICHAEL SHEA
JOE MANGIAMELI
NINUS HOPKINS

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:

Paul J. Bachtel, Editor
c/o ATU Local 587
News Review
2815 Second Avenue, Suite 230
Seattle, WA 98121

Know Your Rights

By the Atlantic/Central Shop Steward Committee

If you get a "see me" from your base chief for a PR, it is crucial that you know your rights and responsibilities. It could make a difference in whether or not you find yourself in the ridiculous position of facing suspension, simply for a series of minor infractions.

Unfortunately, under the current discipline matrix it is possible to get suspended for minor infractions if they all happen to fall into a particular category. This is an unfair system that needs to be fixed. As it stands, we can all find ourselves facing discipline *completely* out of proportion to the offense. Hopefully, the problem of excessive discipline will be addressed in our upcoming contract negotiations. In the meantime, you can get some protection for yourself by knowing your rights and exactly where you stand. Here are a few of things to consider:

1. **You have the right to take a shop steward with you.** This is your Weingarten Rights, a labor protection under federal law. If you don't want to take a shop steward in with you to see your chief then consult one beforehand, or immediately after seeing your chief. Consulting a steward can help you to determine if

you want to challenge the PR, either through writing a memo or filing a grievance.

2. **Ask for a copy of the PR contact sheet that is in your file.** Your base chief should have this on hand. This is where they record all the PRs you receive, the date that you received them, the category each PR falls into, and where on the discipline matrix they fall — such as counseling, oral reminder, written reminder, or suspension. This sheet shows you where you stand on the discipline matrix, and which infractions you need to be especially careful to avoid.

3. **Read your ATU 587 contract and Metro's policies/procedures section on PRs.** If you do this before you visit your base chief you will go in from an informed position, and your visit may end up being an opportunity to ask some questions and get information, rather than passively sit there and accept the discipline.

There is an updated Metro policy manual in the union office. It has a section that lists many of the PRs you can receive, what category they fall into, and how the "progressive" discipline system is set up. Theoretically, management is supposed to

give a counseling session for your first PR in any one category. This does not always happen. A chief may go right to an "oral reminder" — and if this is the case with you, it might be worth finding out why. It might be grounds for a grievance.

4. **When you visit your base chief get a copy of the PR and all paperwork.** It is also crucial that you know what category you are receiving discipline for. For example, leaving the base late without properly informing the coordinator may fall into Category 19. Talking on your cell phone falls into Category 19. There seems to be some inconsistency in assigning PRs to various categories. For example, leaving the base late can be categorized as "off-schedule operations" or "failure to follow policy/procedures." So, which is it? The category the supervisor chooses could make a difference in whether you get an oral reminder -- or facing suspension. It matters greatly, and you have a right to know the logic behind their reasoning.

5. **Signing a PR does not indicate agreement.** It means you acknowledge receiving it. You can still file a grievance. Oftentimes, PRs don't take into account extenuating cir-

cumstances. If you have the slightest doubt about yours talk to a shop steward.

6. **You have 15 days to file a grievance.** Your first step can be to simply write a memo explaining why you think the discipline is unfair. If you don't find satisfaction from the reply you receive you can then file a grievance. A shop steward can help you with this.

Grievances are won on a variety of grounds. One member reversed an unfair suspension after management forfeited the grievance by failing to meet a hearing deadline. Grievances can be won if it can be shown that management violated their own policies and procedures.

7. **Let the union know about your discipline.** Either inform a shop steward or send a copy of the paperwork to the union. ATU 587 officers need to know what the membership is being disciplined for, and whether the discipline is fair. Why? Contract negotiations are coming up, and this may be one of the issues we want to address.

Color Blind?

The tunnel will be reopening in September. Signal lights have been updated and are of a variety that utilizes the same lamp changing aspect (color) rather than a tree of lights changing illumination.

Those operators who have difficulty distinguishing colors are advised to attend the new tunnel training this summer (prior to the fall pick) to determine if working the tunnel is feasible. Full-time operators who pick a tunnel route at fall pick and fail to qualify on the tunnel due to colorblindness may end up on the bottom of a day board. Part-time operators in the same situation may end up working a much less desirable tripper. If in doubt regarding your color vision sign-up early for tunnel training or retraining to determine if a tunnel route is an option for you at the fall pick.

PRESENTED BY MERA AND ATU LOCAL 587

9th ANNUAL MERA-ATU LOCAL 587 CARL OWENS MEMORIAL GOLF TOURNAMENT

SATURDAY JULY 14TH 2007

1:30PM SHOTGUN START AT CARNATION GOLF COURSE

PRIZES WILL BE AWARDED TO
TOP TWO IN EACH FLIGHT
LOW GROSS AND LOW NET
MEN AND WOMENS DIVISIONS

LONG DRIVE HOLES # 7 AND # 12
KP HOLES # 6 # 11 AND # 13
MEN AND WOMENS DIVISIONS
LOW PUTTS
HONEY POT HOLE # 17

AUCTION ON GOLF PACKAGES:
[includes golf for four and carts]
SEMIAHMOO GOLF AND
COUNTRY CLUB

LOOMIS TRAIL GOLF CLUB
1 PUBLIC COURSE IN WASHINGTON STATE
TOP 100 PUBLIC COURSES IN UNITED STATES

HOME STEAD GOLF RESORT AND MORE
ALL PROCEEDS FROM THE AUCTION WILL
GO DIRECTLY TO THE COLLEGE FUND
FOR CARL OWENS GRANDKIDS EDUCATION

ENTRY FEE \$60.00 INCLUDES: TEE PRIZES, RAFFLE PRIZES AND A STEAK DINNER

18 HOLE TOURNAMENT
MEN'S AND WOMEN'S DIVISIONS
WOMEN ARE ENCOURAGED TO PARTICIPATE!
TWO HANDICAP SYSTEMS:
THOSE WITHOUT A HANDICAP
WILL BE IN THE CALLAWAY DIVISION AND THOSE
WITH A GHIN HANDICAP WILL BE IN THE.....
HANDICAP DIVISION.
HANDICAPS WILL BE VERIFIED!!!!!!

LIMIT 144 PARTICIPANTS-SIGN UP EARLY TO
TO GUARANTEE A SPOT IN TOURNAMENT
ENTRY FORMS RECEIVED BY JUNE 5TH WILL
RECEIVE PREFERRED FOURSOMES
GOLF CARTS ARE LIMITED AND MUST BE
RESERVED

DEADLINE FOR ENTRY FORM
JULY 1ST AT 5:00 PM

IF YOU HAVE QUESTIONS OR CONCERNS, OR WOULD LIKE TO DONATE AN ITEM TO BE AUCTIONED
PLEASE CONTACT DAVE WHITE-[360-794-6968 OR DAVID2251@MSN.COM
MERLIN SMITH WILL BE THE HONORED GUEST THIS YEAR

SPONSORED BY MERA AND ATU LOCAL 587

Letters to the Editor...

Thanks

Dear Editor,

I would like to thank the Local 587 President, Recording Secretary and

Minority Affairs Officer as well as all the rest of the union Metro drivers that showed up to support all of the access drivers that participated in the City Paratransit Rodeo.

*Kathy Hopkins
Seattle Personal Transit*

SEND IN YOUR OPINIONS

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

Paul J. Bachtel
News Review Editor
c/o ATU Local 587
2815 Second Avenue, Suite 230
Seattle, WA 98121

Letter to (engineering, facilities or maintenance)

Gentlemen,

The Breda's are not finished, no sir...I say this to you not in the context of longevity. I speak to you of the conversion process. There are some things that have not been properly taken care of. And many of my sisters and brothers agree with me. There should prevail in the workplace an environment of comfort, being that the bus is a

driver's office, with the same expectation and needs as the offices on 2nd and Jackson. So let's be fair about this matter. The core heater that provided heat to the driver's leg area has been disconnected and there really isn't an engine to provide the hot fluids for it anyways. The problem is very simple, there is in most Breda's very little heat provided for this particular space and the driver's leg area. The auxiliary heat provided is weak and does not reach the most needed of areas, the left leg from the calf down. Add to it the free flowing air coming from within the steering column adjusting slot. The faster or windier the more flow of cold air. Drivers talk about wearing boots and wool socks ... now come on people... no one should have to operate under these conditions. We need a direct hose from a hot electric core through an air duct to the smallest left toe area.

Specifically, why am I saying this in the warm days of July. Because, we can start fixing this methodically one bus at a time and be done before the colder winter days hit us

hard and cold. Or... install a 12 volt cigarette lighter plug and we the drivers will bring our own heater. Look Metro... do something for the sake of the drivers. I sincerely do not want another winter with frozen toes. That is just inhumane and so wrong. Let's do this right please.

*In solidarity,
Alex D. La Barbra
Atlantic Base*

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

Anthony Woods Meritorious Service Award

May 18, 2007

Anthony Woods
Metro Operator
c/o Metro Transit

RE: Meritorious Service Award

Dear Mr. Woods:

Congratulations! I am very pleased to inform you that you were selected as a recipient of the Meritorious Service Award. This award is given to individuals for "... acting or cooperating with the Sheriff's Office in the apprehension of a suspect in the commission of a crime..."

In July 2006 you intervened in a disturbance at the rear of a Metro bus you were driving. Two juveniles were struggling over a gun held by a suspect after a robbery attempt. You wrapped your arms around the suspect to keep him from firing and wrestled him off the bus. You held him down until he could be handcuffed by law enforcement.

Your heroic actions might easily have prevented a tragedy, and at the very least resulted in the capture of a very dangerous person!

You will be honored at an Awards Ceremony on Thursday June 7th at 2:00 PM in the Council Chambers at SeaTac City Hall. I look forward to congratulating you in person.

Sincerely,

Sue Rahr, Sherriff

Editors Note King County Metro issued a letter of discipline to Brother Woods' in response to this very same security incident. The Union was successful in having the letter of discipline removed from Brother Woods' file.*

Critical Incident Stress Management (CISM)

By Jim Busby, Mechanic at North Base and CISM Team Member

"Critical Incident Stress Management Team Peer Support Person" - how's that for a title? I was once told you could tell how important one was by how long one's job title was. I hope that is true. I had the honor of joining a small, dedicated group of individuals that represents Metro's CISM Team at a training provided by the CISM International Foundation. The Foundation, a non-profit group, got its start in 1989 by emergency services personnel, dedicated to the prevention and mitigation of disabling stress. Somewhere along the line, someone figured out that operating a city transit coach can be very stressful and should be included along with firefighters, police, medical and other emergency responders.

When you think about it, a pilot has a copilot, crew and locked door while operating the plane. A boat captain has a crew and trains have support personnel. A transit operator has a vehicle that's up to 60 feet long, 12 feet wide and must operate in areas so congested that most folks don't even like driving a small car. In doing so, the operator has the best and, sometimes, the worst society has to offer in that bus. If there's trouble, it's highly possible

that the operator will be temporarily alone for a while, depending on the circumstances.

The CISM services are free of charge and totally confidential to all transit service workers. Transit personnel, supervisors and chiefs are capable of identifying personnel in need and recognizing significant incidents that may warrant a debriefing. In addition, operators or any transit employee may personally request a debriefing following a traumatic event. A debriefing is most effective some 24 to 72 hours after an event but the professionals say anytime can be helpful. A request should be made, as soon as possible after the incident. One may call the CISM Team hotline any time at (206) 263-3761.

I would like to stress the fact that we are not counselors, but are available as "peer support" for union and Transit personnel. When I was first accepted as a CISM Team member, one of my team mates stated, "If I can make one person's day a little bit better, I have achieved my goal". I might suggest that is the mentality of our whole group. We especially want to thank all the members of Local 587 for helping make these services possible.

To: All Members of Local 587
 From: Recording Secretary Paul J. Bachtel

Proposal To Change Bylaws — Article VI, Section 6

Submitted by Executive Board Officers
 Mike Whitehead and Jeff Stambaugh

In accordance with Article XV, Section 2 pertaining to bylaw proposals, the following bylaw proposal will be published in the *News Review*, and will be voted upon at the July cycle of meetings.

ARTICLE VI, Section 6 – Duties of Officers

Current Language

Section 6. The Executive Board shall create an annual budget in the month of February. The budget shall include, but shall not be limited to, projected income, projected fixed expenses, projected variable expenses, and projected savings. The budget shall be presented to the membership at the March meetings for comment and review.

Proposed New Language:

Section 6. Executive Board
 (a) It shall be the duty of the Executive Board to supervise and direct the management of the local.
 (b) The Executive Board shall have

the authority and will review and discuss any results of negotiations on agreements or other matters of importance prior to entering into any agreement between the local and the companies..

- (c) The Executive Board shall have the authority to submit the results of negotiations on agreements or other matters of importance to the entire membership for a referendum vote of the members to be conducted under conditions and at times to be determined by the Executive Board.
- (d) The Executive Board shall create an annual budget in the month of February. The budget shall include, but shall not be limited to, projected income, projected fixed expenses, projected variable expenses, and projected savings. The budget shall be presented to the membership at the March meetings for comment and review.

Engrossed House Bill 2391 changes gain sharing

The Legislature passed a modified version of House Bill 2391, which will remove the gain sharing distribution (if any) after January 1, 2008 and replace it with the following:

For PERS and TRS Plan 1 retirees:

Beginning July 1, 2009, a cost of living adjustment of 40 cents per month, per year of service, minus the 2008 gain sharing increase to the COLA. The adjustment couldn't decrease the annual amount of the COLA or exceed 20 cents per month, per year of service.

For PERS, TRS and SERS Plan 2 and Plan 3 members:

A member with 30 years of service who has reached age 62 will be able to retire with no reduction in benefit. The current three percent reduction per year before age 65 will be replaced with:

Retirement Age	Reduction in Benefit
55	20%
56	17%
57	14%
58	11%
59	8%
60	5%
61	2%
62	0%
63	0%
64	0%

This will be effective for PERS Plan 2 and 3 members July 1, 2008 and effective for TRS and SERS Plan 2 and 3 members September 1, 2008.

Any member who retires under the new reduction factors can not return to work for a public employer, without forfeiting his or her pension, until age 65. That includes any work performed under a personal service contract, as a temporary or project employee, or under any other similar compensated relationship with a public employer.

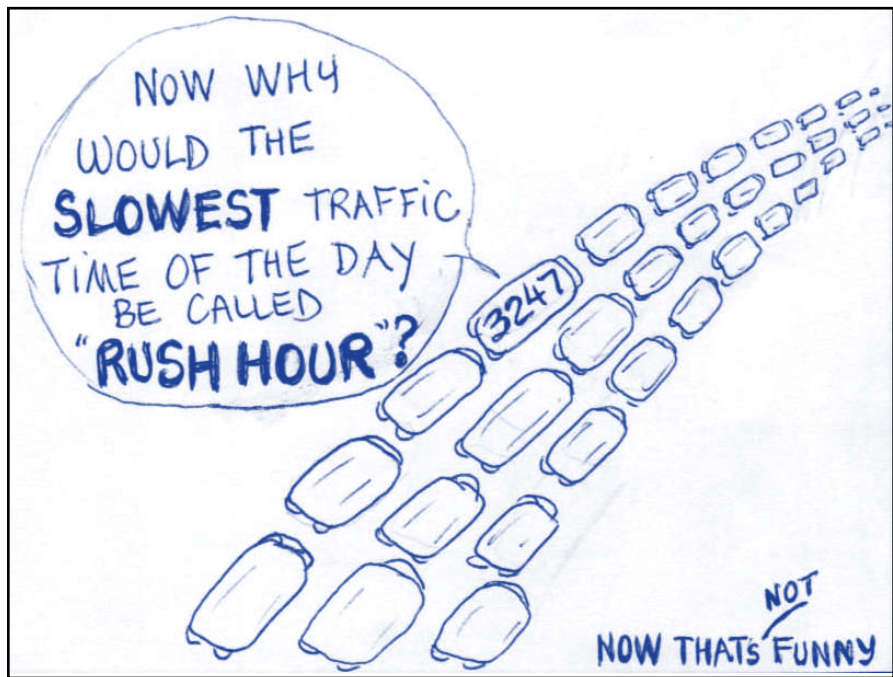
Choice of Plan 3 Membership

Newly hired (July 1, 2007 and after) TRS and SERS members will have 90 days to choose between Plan 2 and Plan 3.

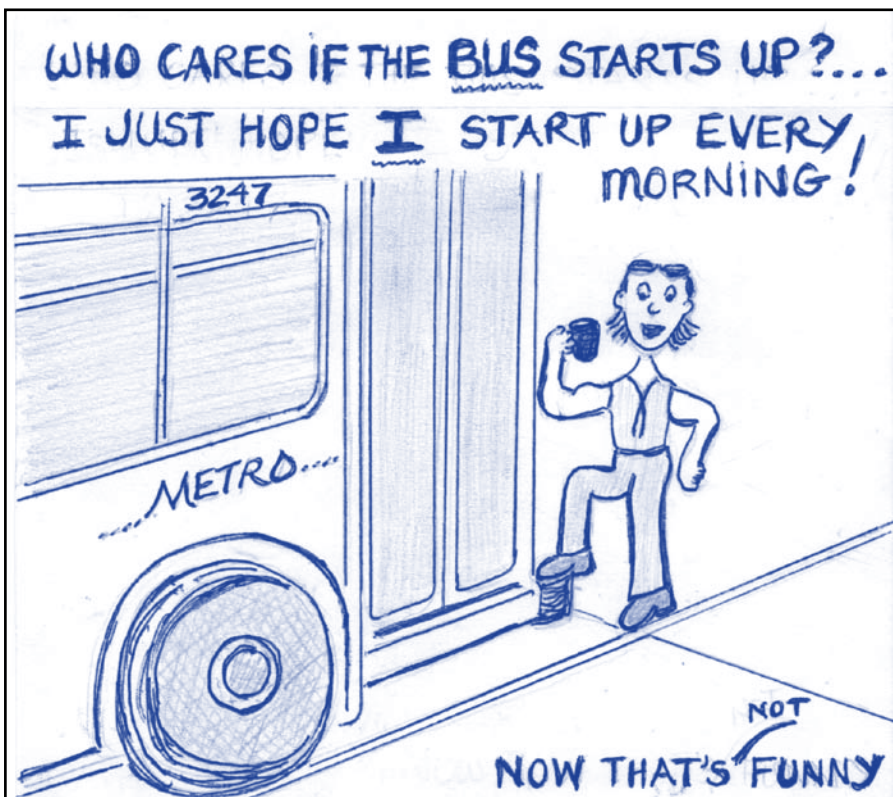
Final gain sharing distribution (if any) will occur January 2008

If the average rate of investment return over the previous four fiscal years is more than 10 percent, one half of the excess return will be paid out in a gain sharing benefit on January 1, 2008. This will be the final gain sharing distribution.

If a court of law should decide the repeal of gain sharing is invalid, any member who qualifies for early retirement but has not yet received a benefit under the provisions of the new law will be subject to the reductions for early retirement that were in place before passage of the new law. Additionally, if the court reinstates gain sharing, any new SERS or TRS members hired after that action would no longer have a choice between Plan 2 and Plan 3 and would be mandated into Plan 3.



Janet Palmer — Atlantic Base



Janet Palmer — Atlantic Base

UMOJA FEST COMMUNITY PARADE SATURDAY, AUGUST 4th at 7:00 a.m.

ALL KING COUNTY METRO TRANSIT EMPLOYEES ARE ENCOURAGED TO VOLUNTEER AND BRING THEIR FAMILY AND FRIENDS TO MARCH IN THE PARADE. WE WILL MEET AT SOUTH TRAINING CENTER TO DECORATE THE BUSES, BLOW UP BALLOONS, MAKE CANDY BAGS, AND EAT BARBEQUE HAMBURGERS AND HOT DOGS.

IF YOU ARE INTERESTED, PLEASE CONTACT TRAINING SUPERVISOR DOUG JOHNSON AT 684-2825.

WE ARE LOOKING FORWARD TO SEEING THERE!

President's Report, continued

side of Transit HR. I never received your request to skip second step and move the grievance to third step)"

For over ten years Local 587 and Metro have communicated via Fax to comply with Union hearing request deadlines and Metro response deadlines and have established this process as our agreed upon means of enforcing grievance timelines. This is a long standing practice. Our Local when faxing any communications to Metro receives

confirmation that the fax was sent and was received by Metro. We have that confirmation in this instance. His claim that our fax was sent to the "HR Manager" is also wrong. It was sent to him with his name and proper title. Last but not least I don't care that he doesn't have a dedicated Fax, that's his problem. It's probably time he got one. If the County can't or will not get him his own fax then perhaps he needs to re-instruct his staff that when faxes

come addressed to him he actually gets to see them.

In my research regarding the issue of forfeiture I came across the following, "...This Arbitrator must respectfully disagree with those Arbitrators who would stretch clear language of default to the ultimate limit perceiving some obligation to avoid all forfeitures notwithstanding the parties clear agreement. It seems appropriate to let the parties determine the extent to which defaults will be excused, and where the language chosen reflects no such intent but rather an inflexible and absolute application, then the arbitrator has no

right to interfere. To resolve doubts and avoid forfeiture is one thing, to rationalize disregard of a clear contractual mandate is another indeed."

Through our recently concluded meeting cycle our members voted unanimously to proceed to arbitration. Perhaps someone in a position above Metro's Supervisor of Employees Relations will be inclined to intercede and avoid another Goofy Decision going to arbitration. One can only hope.

Regards to all...
Be Safe...
Lance F. Norton

"Roads and Transit" package coming this November for you to vote — Part One — the RTID Plan (the road side)

By Warren Yee, South Base

On June 8th, the Regional Transportation Improvement District Planning Committee (consisting of all the council members of King, Pierce and Snohomish Counties) adopted with a 19-2 vote, the RTID plan as part of the "Roads and Transit" package that most residents of the King, Pierce and Snohomish Counties will be voting on in this November's general election. For the final step, the RTID package must be approved by each county council by ordinance before actually being put on the ballot for voter approval.

The RTID plan is a 20 year plan and builds on the statewide "gas tax" package that the Washington State Department of Transportation is currently building roads and operating ferries and Amtrak Cascades. The RTID plan focuses on the Central Puget Sound Region and consists of the following:

Snohomish County

- Interstate 5: Various locations
 - I-5/128th St SW (SR-96) Interchange reconstruction.
 - I-5/116th St NE (Marysville) Interchange improvements.
 - I-5/88th St NE (Marysville) Interchange and Corridor improvements.
 - I-5/41st St (Everett) Broadway on ramp bridge rebuild
 - I-5/Everett Mall Way/100th St SE Interchange improvements and HOV access (phase 1 and 2)
- US-2: (Everett and Monroe areas)
 - Trestle between I-5 and SR-204.
 - Everett Arterial Access Improvements at US-2/I-5 Interchange
 - Monroe Bypass phase I
- SR-99 (Aurora Village): 244th St SW to SR-104 Reconstruct Interchange
- SR-9 (Various): Lanes, Signals, Intersection improvements, turn lanes, safety.
- SR-522: Paradise Lake Road Interchange Widening
- SR-524: (East Lynnwood area)
 - 196th Widen SR-524 between 24th Ave W and Royal Anne Road.
 - Widen St SW between 48th Ave W and 37th Ave W.
- SR-531 (Arlington): Widen 172nd St NE between 43rd Ave NE

- and 67th Ave NE.
- 39th Ave SE/35th Ave SE: (Bothell/Mill Creek area)
- Complete missing link between 228th St SE and 240th St SE.
 - Widen between 228th St SE and Seattle Hill Road.
- Transit and Multimodal Improvement Projects:
 - New Edmonds Crossing (SR-104) Multimodal Terminal, Ferry, Rail and Transit.
 - Park and Ride Facilities, North County and SR-9
 - Bus and Van Fleet Expansion

King County

- I-405: Bellevue to Renton
 - Add 2 general purpose lanes in each direction.
 - Separate conflicts between N 8th St and SR-520 off and on ramp movements by building elevated ramps to separate traffic ("braided ramps")
 - New bike path on BNSF ROW between N 44th St and SE 8th St.
 - Build HOV access ramp at N. 8th St in Renton
- I-90 HOV lanes between Rainier Ave and Bellevue Way
 - Build new HOV lanes in each direction.
 - Construct 2 new HOV ramps on Mercer Island
 - Modify the Bellevue Way HOV access ramp to provide 2 way access 24/7.
- SR-99 Transit Improvements: Complete New BAT (Business Access/Transit) lanes between N. 165th and N. 205th Sts for the Metro Transit Rapid Ride line (aka Route 358)
- Replace SR-520 Floating Bridge. Replacement bridge will be 6 lanes (4 general purpose lanes and 2 HOV lanes), with bicycle lane/pedestrian walkway and safety shoulders.
- 244th Ave SE (East Sammamish Plateau) – complete missing link and retrofit existing roadway.
- Seattle Mobility Projects
 - Mercer St widening to approach to I-5
 - Widen Spokane St Viaduct
 1. New westbound off and on ramps at 1st Ave S.
 2. New eastbound off ramp to 4th Ave S and SODO busway.

- New Lander St overpass over BNSF mainline between 1st and 4th Aves.
- New I-5/Industrial Way HOV NB off Ramp and extension of SODO busway to Industrial Way. This is in the northbound (inbound) direction only.
- Replace the So. Park Drawbridge.
- Extend SR-509 freeway to connect to I-5 near S. 210th St. Also provide new Sea-Tac Airport access from the south.
- SR-167/I-405 Interchange – New direct HOV to HOV ramp connection.
- SR-167:
 - Add new NB HOV/HOT lane between 8th St E and 15th St SW.
 - Add new SB general purpose lane between SE 180th St and S. 277th St.
- I-5/SR-161/SR-18: Federal Way Triangle
 - New separate roadway from SB I-5 and WB SR-18 to SR-161.
 - Rebuilding ramps at the I-5/SR-18 and SR-18/Weyerhauser Way Interchanges.

Pierce County

- SR-167: extend freeway from Puyallup to Port of Tacoma/Fife (Phase 1)
- SR-162: (Sumner)
 - Reconstruct SR-162/SR-410 interchange
 - Widen to five lanes between SR-410 and the Puyallup River Bridge.
 - Reconstruct SR-410/Traffic Ave Interchange Bridge
- South I-5 Mobility Projects:
 - SR-512 and Intelligent Traffic Systems (advisory signs, ramp meters, cameras).
 - New SB Tacoma Mall off ramp to avoid S. 38th St congestion.
- SR-704 (Cross Base Highway):
 - I-5/Throne Lane Interchange Revisions
 - Widen 176th St E between SR-7 and SR-161
 - Require MEDIATION between interested parties to find a solution for the mobility of goods and people in the South Pierce East-West Corridor and priority

consideration of preventing impacts to the Oak Prairie Habitat. Mediation shall not start before January 5, 2009 (this date was chosen, because this starts a new term for the Pierce County Executive). The current Record of Decision (no cross base highway) remains in effect until the end of the mediation process. If mediation is successful, then Record of Decision will be modified as necessary to implement the mediation agreement. If the mediation is not successful, then the current Record of Decision remains at its status.

The cost of the RTID (roads) portion of the "Roads and Transit" package in 2006 Dollars is \$6.9 billion (or \$14.5 billion if inflation, cash reserves, finance costs and overhead costs are included over a 20 year construction period). The RTID portion would require an additional 0.8% Motor Vehicle Excise Tax (aka License Tabs) and a 0.1% sales tax.

The total tax bite for the "Roads and Transit" ballot will be a 0.8% MVET and 0.6% sales tax. By State Legislature decree, the "Roads and Transit" package will be one ballot and you cannot vote for each portion separately. It is all or nothing. For those living in King and Pierce Counties, if you currently live in the Sound Transit Taxing District, then you will vote for the combined ballot and be subject to both ST and RTID taxes (the ST and RTID areas are the same). For those living in Snohomish County, the RTID area is larger than the ST area. Again, those who are already paying Sound Transit taxes will be subject to both taxes. On the other hand, those living in RTID only areas (aka Arlington), will only be subject to RTID taxes. You can tell if you live in the Sound Transit Taxing District by looking at your license tab renewal form or the DOL vehicle certificate you are supposed to carry in your personal vehicle.

The vote will be taken at this year's General election, which is November 6, 2007. For more information on the Roads and Transit ballot issue, please go to this web link, <http://www.roadsandtransit.org>.

The Recording Secretary's Report

By Paul J. Bachtel



Joint Labor Management Insurance Committee (JLMIC) and Your Benefits

Earlier this year President Norton appointed me to join Executive Board Officer Dee Wakenight in representing the interests of Local 587 on the Joint Labor Management Insurance Committee (JLMIC). The JLMIC is responsible for negotiating changes to the benefit packages of King County employees. About a half dozen of the approximately 60 labor unions representing employees of King County attend JLMIC meetings and the benefit packages negotiated affect the huge majority of both represented and non-represented King County employees. Since joining JLMIC I have received a number of complaints regarding employer provided benefits. In this first article I'll address some of the complaints, possible solutions, and actions I will be taking to improve member access to our employer provided benefits.

Recent complaints from our members range from a lack of computer access for open enrollment and Harris Health Trends (HHT) health assessment to changes in prescription drug coverage.

Computer access for open enrollment and HHT health assessment

Complaint: the only way to make changes to benefits during open enrollment is with a computer. Many of our members are unfamiliar with computers and paper forms were not available.

Answer: Benefits and Records created a complicated process utilizing multiple data bases in open enrollment making paper application all but impossible. I surveyed other large employers in our area and found similar computer only access formats for open enrollment. These employers did have adequate

computer access and support staff to assist employees in making benefit changes during the respective open enrollments.

Complaint: Central, Atlantic and Ryerson operations bases did not have adequate computer access for open enrollment, HHT health assessment and continuing follow-up communications with HHT. When computer access was provided it was in an area exclusive to management (behind the window).

Answer: I surveyed the operations bases and found computer access is only being provided at the suburban bases and that some of the computers provided were barely functional. I have communicated these concerns to the JLMIC and have been assured by Benefits and Records proper computer access will be provided at ALL bases and not in an area exclusive to management.

Complaint: Benefits and Records staff was not reasonably available to assist those unfamiliar with computers in completing open enrollment and HHT health assessments. I have been assured by Benefits and Records I will be provided a schedule of when and where Benefits and Records support staff will be to assist our members during open enrollment. Further, that Benefits and Records support staff will be available during time periods when our members report to work. When I receive this schedule I'll publish it in the *News Review*, post it on our website, and send it out to our stewards for posting on Union bulletin boards.

Changes in prescription drug coverage

Complaint: the new pharmacy insurance provider, Express Scripts, is forcing me to change my prescription.

Answer: One possibility is Express Scripts may be contacting your doctor to obtain his/her permission to change your prescription to a chemically or functionally equivalent drug. Chemically equivalent drugs are the same drug packaged differently by the same or different manufacturer. Functionally equivalent drugs are a different drug used to treat the same condition. If this is occurring and you have concerns, take the issue up with your doctor.

Answer: another possibility is your pharmacist may be confusing the King County Express Scripts pharmacy plan with the Washington State Uniform Medical plan where pharmacists are required by law to dispense the lowest cost functionally equivalent drug. Check with your pharmacist to insure that if your pharmacist is dispensing a drug different than what was prescribed, it is a 'chemically equivalent' drug. If not, check to be sure your pharmacist understands functional equivalents should not be dispensed without your doctor's approval and that you are not a member of the Washington State Uniform Medical plan.

Answer: a third possibility or possible solution is to request your physician issue the prescription "Dispensed as Written (DAW)". DAW prescriptions require the pharmacist to issue the name brand drug prescribed and not a chemical or functional equivalent. **Warning,** a name brand prescription may also cost you up to three times the co-pay and raise the cost of our collective health plan to the county making future negotiations difficult. Chemically equivalent drugs are the same drug and often at a much lower cost to both you and the county.

Complaint: the new pharmacy insurance provider, Express Scripts,

is not providing the same quantity of medication as the previous provider and/or demanding multiple co-pays for the same quantity.

Answer: King County Benefits and Records management claims that drug limitations are the result of Food and Drug Administration (FDA) guidelines and that only 22 of 24,261 prescriptions have been affected by these FDA limits. Further, the limitations are mostly for erectile dysfunction, anti-retro viral and end of life prescriptions. One King County manager cited a case where a union member (from another union) was reselling erectile dysfunction medication. Another manager cited cases of incompetent doctors prescribing too much medication with the pharmacist intervening. One of the union representatives at JLMIC stated all 22 of the above affected prescriptions must be from members of his union as he has received many complaints. The debate ended with King County Benefits and Records requesting members call Benefits and Records when quantity limits change. Benefits and Records can be reached at (206) 684-1556. I request you also let me know of changes in quantities limits so I can follow-up at JLMIC and with Benefits and Records.

Disclaimer

I have no education or qualification to give medical or prescription advice. If in question consult your physician and/or pharmacist. If you have additional concerns or complaints regarding benefit issues please first contact Benefits and Records at (206) 684-1556 and if you're not satisfied with the result, contact me at the Union office and I will forward your concerns or complaints onto the JLMIC.

WORK SITE VISITS

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

July 03 rd	Ryerson Base	VM	8:00 pm – 09:00 pm
	Atlantic Base	VM	9:15 pm – 10:15 pm
	Central Base	VM	10:30 pm – 11:30 pm
July 04 th	Control Center	6 th Ave	Midnight – 01:00 am
July 11 th	Central/Atlantic	OPS	3:45 am – 08:00 am
July 19 th	Ryerson Base	OPS	3:45 am – 08:00 am

WORK SITE VISITS

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

July 13 th	Central/Atlantic Operations	4:00 am – 6:30 am
	Central/Atlantic VM	6:30 am – 7:00 am
July 19 th	North VM	2:00 pm – 2:30 pm
	North Operations	2:30 pm – 5:00 pm
July 20 th	South Operations	4:00 am – 6:00 am
	South VM	6:00 am – 6:30 am
	South CSC	6:30 am – 7:00 am

ATU Supports Proposal for Automated Stop Announcements

...ATU urged the board to adopt the proposed revisions.

Last week, the ATU filed comments in response to a proposal by the Architectural and Transportation Barriers Compliance Board to require transit systems to equip transit buses and vans with automated stop announcement systems to better serve hearing and vision-impaired individuals.

Current Department of Transportation (DOT) ADA regulations require that stops be announced at transfer points, major intersections, destination points, other intervals along a route, and upon request of any individual with a disability. These regulations are confusing and burdensome for vehicle operators who are already tasked with the safe operation of their vehicle.

Well-meaning bus operators can easily be distracted by passengers or traffic and forget to call out stops, or a driver's voice may simply be drowned out by other passengers or surrounding vehicles. Compounding the problem even further, opinions differ as to what is considered a "major intersection" or "destination point" and what is considered an appropriate interval

along a route. Guidance from transit agencies is often lacking and drivers are left to make their own judgment calls regarding which stops to announce.

For those reasons, the ATU urged the board to adopt the proposed revisions. "Without question, passengers would be best served by taking the burden away from the driver and equipping vehicles with pre-programmed, audible and visible stop announcements," read the ATU's letter to the board. "These systems would enable drivers to focus on the road while at the same time allow passengers to find their chosen stop without relying on the judgment of the driver or the volume of the driver's voice."

In the letter, ATU International President Warren S. George also voiced his concern about this new requirement being an unfunded mandate for transit agencies. "For that reason, we encourage Congress and the Department of Transportation to make available the necessary funds to allow transit agencies to implement the proposed new requirement."

The Many Faces of PR

by Efren M. Villanueva

Boy, I enjoy working in service organizations. Metro is a service organization because that's what public transportation is. What better occupation can you interface with people? Sure at times it can be frustrating and you might feel like taking that culprit and beating the pulp out of him. But, contrary to what some believe, we drivers are in the **PR (PUBLIC RELATIONS) BUSINESS**. We shape the image of Metro. Our job is to generate positive publicity for Metro and enhance its reputation all over Dr. Martin Luther King County. All 1800 full-time and 900 part-time drivers have their stories. Here are some of my PR exploits.

I just finished my route on the 550 when at the CPS (tunnel) a supervisor had asked if I could transport this visually impaired person to her college at Bellevue because she missed her route. I was happy too, why not I get some overtime to boot. A few days later I received a letter of appreciation from her. It's my only letter of appreciation, darn it, I deserve more than one.

I was driving an East Base route approaching 5th and Jackson, I immediately announced my ADA. Why not, I had a Metro supervisor monitoring me. After my ADA I said, "Approaching 5th and Jackson, do not disturb the pigeons, if you do, do not look up. Have a great day."

I was barreling north on the viaduct, announced to the passengers the gorgeous view of the sound and the Olympics then exited at Seneca.

I made my stops at 1st and Union then to 3rd and Pine, opened both doors when an elderly lady in the eighties kissed me on the right cheek. I was shocked. She said, "Great driving, thank you for getting us here safely." Praise the lord I didn't turn in her direction, otherwise she may have slipped me the tongue. What a guy has to do for the love of Metro.

Driving route 174 I keep observing a gentleman, belligerent, loud and every other word began with "F." One day he gets on the bus, loud and evidently disgusted. I said, "You pregnant Man?" "Pregnant? I'm a guy." "Well, that means you're having a great day." He immediately walks towards the rear of the bus to be amongst his cohorts, facing me sitting on the middle seat. His buddies were loud, nothing unusual, and he not saying a word, looks up at the ceiling and snickers. Looks at me and shakes his head. Upon arriving at his destination, he walks towards me, pays his fare (praise the lord) and says, "Have a great day." I said, "May you have a better one."

All of us 2700 drivers have our own stories, we represent Metro's "Many faces of PR," but I'd like to quote a well known author, "People are always blaming their circumstances for what they are. I don't believe in circumstances. The people who get on in this world are the people who get up and look for the circumstances they want, and if they can't find them, make them." George Bernard Shaw.

ATU Local 587

Please Post

Revision # 2
April 25, 2007

SUMMER BARBEQUE

Join us on: Saturday, July 7, 2007
11:00 a.m. to 4:00 p.m.
At: Five Mile Lake Park
36429-44th. Ave. S
Auburn, WA

Fun for All!

Food ♦ Bingo ♦ Prizes
Drawing at 4:00 PM.
Need Not Be Present To Win.
Bingo Games for the Kids
and Surprises.
Come Join the Fun!

Food Served from
11:00 a.m. to 3:00 pm.



Directions from Southbound I-5:
Take S. 320th exit.
Turn Left onto eastbound S. 320th
Go for about 1/2 mile to Military Rd. S.
Turn right onto Southbound Military Road
Five Mile Lake Park is approximately 3
miles on the right.

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 quarterly 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.