

The President's Report

by President,
Paul J. Bachtel



Letter of Expectation

Our King County Metro Labor Agreement contains a process for issuing Employee discipline. The process provides for discipline to conform to the just cause standard and further breaks down infractions into two categories: Major and Serious Infractions (which are listed in Article 4, Section 3, Paragraph A); and Minor Infractions (some of which are listed in Article 4, Section 4, Paragraph A).

Just cause is a legal standard with seven specific requirements to be met before issuing discipline:

1. **Was the employee warned in advance that certain behavior could result in discipline?** The rule and penalty must have been communicated to the employee in advance. Employee must be told of the consequences of his or her actions. Certain offenses, e.g., major theft or violence on the job, may not require forewarning.

2. **Were the employer's rules reasonable?** Could an employee be expected to follow the rule or policy in question or would this be impos-

sible? Are the rules available and understandable? Remember, unless you believe obeying a rule or order will seriously and immediately jeopardize your personal safety and/or someone else's, it's best to "obey now, grieve later".

3. **Was there an investigation before the discipline?** Did the employer, before administering the discipline, make an effort to discover whether the employee did in fact violate or disobey a rule or employer's order?

4. **Was the investigation conducted fairly?** Was the investigation done fairly and impartially or was there evidence of an effort to "burn" or "trap" an individual employee for practices that are generally unchallenged? Did the employer talk to all witnesses? Was the grievant given a chance to explain the incident? Are there extenuating circumstances behind the employee's action? There might be physical or medical reasons underlying absenteeism or poor work performance. A fight might have been provoked.

5. **Did the investigation turn up substantial evidence of wrongdoing?**

6. **Are the rules enforced uniformly and consistently?** Is there evidence of discrimination or harassment? There may be others with similar or worse work records who have not been disciplined. This can often, but not always, be used to show unequal treatment. However, the employee's past disciplinary record may be used to justify a more serious penalty.

7. **Does the punishment fit the "crime" and the past record of the employee?** Discharging an employee for a single absence or for a minor violation of management rules is generally considered inappropriate. Was there progressive discipline? An employee's record of good behavior may form the basis for a lesser penalty. The burden of proof shifts to the Union to demonstrate that a penalty is too severe.

Major infractions will result in
continued on page 11



JULY LABOR HISTORY

Page 3

MERAA / ATU587
SUMMER COOKOUT

Page 3

SAFETY, VEHICLE PROCUREMENT
AND THE 1900 VANS

Page 4

2010 METROADEO REPORT

Page 4

A PART-TIMERS' GUIDE
TO THE CONTRACT, PART IV

Page 5

LETTERS TO THE EDITOR

Pages 6 & 7

NO COMFORT AT THE STATION

Page 7

IS THIS AN EASY OCCUPATION?

Page 12



ADDRESS SERVICE REQUESTED

2815 2nd Avenue, Suite 230
Seattle, WA 98121

AMALGAMATED • TRANSIT • UNION

NON PROFIT
U.S. POSTAGE
PAID
SEATTLE WA
PERMIT NO 1471

The Month at a Glance

Business of the Membership

At the June Cycle of meetings, the following business was addressed:

The membership voted to approve bylaw changes to Article V Section 2 and Article IV Section 6.

Membership Meetings: Tentative Agenda

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

MORNING MEETING
Friday, July 2, 2010
10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

WEDNESDAY MEETING
Wednesday, July 14, 2010
3:30 p.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, July 12, 2010
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

CLALLAM TRANSIT & PARATRANSIT
Tuesday, July 13, 2010
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

Among Topics to be Discussed:

- Grievance and Arbitration Update
- Unfair Labor Practice Update
- King County Metro Negotiations
- First Transit Contract Issues
- First Transit Member issues
- election of Transit Board Representatives for Local 587 at Jefferson and Clallam Counties

Unfinished Business: Motion that all Membership Meetings in King County have equal pot draw amounts to be set by the Executive Board.

Upcoming at Local 587

- July 1 Charter Meeting
- July 2 Morning Meeting
- July 12 Jefferson Transit Authority Meeting (Including the election of a Jefferson County Transit Board Representative for Local 587)
- July 13 Clallam County Meeting (Including the election of a Clallam County Transit Board Representative for Local 587)
- July 14 Afternoon Meeting
- July 27 Executive Board Meeting

Executive Board Report

June 22, 2010

All officers were present with the exception of Ray Campbell and Ninus Hopkins.

The following business was conducted:

A motion by Randy Stevenson to hold the September Executive Board meeting on September 21st to accommodate the International Convention delegates.

A Motion by Andrew Jeromsky that ATU Local 587 give Paula Pockrandt \$500 for identifying and participating in the conviction of the assailant who attacked a transit operator.

A Motion by Lisa Nault for Local 587 to donate \$1000 to Jobs With Justice

In Loving Memory...

No one knows whether death is really the greatest blessing a man can have, but they fear it is the greatest curse, as if they knew well.
—Plato

We recently learned of the passing of **Wayne Hom**, who had been a Senior Schedule Planner. Wayne joined us in 1996.

Raymond Wautlet also passed recently at almost 93. He was born in 1917 and became a member in 1963.

A correction: Last month, Charles Giesler was listed as an equipment dispatcher. His son, a thirty-year veteran at Metro, who is the equipment dispatcher in the family, called to let us know that his father was a mechanic. Our apologies for the confusion.

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

Arbitration Update

1. **Alan Freeman:** Grieved termination for alleged gross misconduct. Termination upheld
2. **Lise McShane:** Grieved a letter in her file. Letter withdrawn by Metro.
3. **Dean Borders:** Grieved termination for accident/alleged policy violation. Scheduled June 28th and 29th
4. **James Jones:** Grieved a change in the VM vacation pick process. Schedule pending
5. **Mario Musni:** (Pigeongate) Third step pending.
6. **Paul Kriskov:** Grieved suspension for PED use. Schedule pending
7. **Jamie Bonnar:** Grieved the lack of a clerk overtime assignment process. Schedule pending
8. **Jon Salkeld:** Grieved a letter of expectation received for having to go home and shower, due to Metro failing to provide necessary decontamination facilities, following driving a coach with a urine soaked driver's seat. Letter to be removed
9. **Don Hutton:** Grieved a suspension for being off route, missing no stops and delaying no one. Schedule pending
10. **Richard Graf:** Grieved termination for what is legally termed "shop talk" as occasionally used by both management and our members in Vehicle Maintenance. Scheduled August 9th

ATU Local 587 News Review

Published monthly in Seattle.

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

2815 Second Avenue, Suite 230
Seattle, Washington 98121
Telephone: 206-448-8588.

Affiliations: Washington State Labor Council, King County Labor Council, Northwest Joint Conference Board, ATU Legislative Council, Olympic Labor Council.

OFFICERS OF THE AMALGAMATED TRANSIT UNION, LOCAL 587:

PAUL J. BACHTEL Pres/Business Agent
email – president.bachtel@atu587.com

J. RICK SEPOLEN 1st Vice President/Assistant Business Agent / email – vjricksepolen@atu587.com

DON MacADAM 2nd Vice President/Assistant Business Agent, Maintenance
email – vpdonmacadam@atu587.com

PAUL B. NEIL Financial Secretary
email – pneilfinsec@atu587.com

BRIAN SHERLOCK Recording Secretary/Editor 587 News Review
email – Brian.Sherlock@atu587.com

Minority Affairs Office

Vehicle Maintenance Position #1

Vehicle Maintenance Position #2

Vehicle Maintenance Position #3

Facilities Maintenance Supervisors

Special Classifications

King County Units Outside KCM

Transit Operator Position #1

Transit Operator Position #2

Transit Operator Position #3

Transit Operator Position #4

Transit Operator Position #5

Transit Operator Position #6

Transit Operator Position #7

Transit Operator Position #8

Clallam / Jefferson County

RAY CAMPBELL

KERMIT C. GIPSON JR.

PATRICK STEVENS

CLINT DE VOSS

DAN THORNE

MICHAEL SHEA

ERIC BUTLER

NINUS HOPKINS

NEAL SAFRIN

MICHAEL MOORE

DEE WAKENIGHT

LISA NAULT

ANDREW JEROMSKY

RANDY STEVENSON

LINDA ANDERSON

RAY MASON

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

July Labor History Calendar

by Bill Clifford

Last month, this column cited the Labor and Working Class History Association journal as a source of information. LAWCHA's summer quarter journal (*Labor: Studies in Working-Class History of the Americas*, Vol. 7, No. 2) has rewarded us with a review of Web resources for labor historians. Like the rest of the Web, labor history websites have grown exponentially over the last ten years. For links, see Resources on the ATU website: <http://www.atu587.com/resources.html>.

LAWCHA has always been sympathetic to organized labor, but in response to the continuing decline of labor power, LAWCHA has rededicated itself to supporting union initiatives. We are fortunate to have the LAWCHA-associated Harry Bridges Center for Labor Studies at the University of Washington, one of the few labor-funded college programs in the US. LWU (Longshore) retirees raised most of the endowment money for the Bridges Center, which insulates it from the usual business pressures to close the Center or tone down its labor orientation. Since the post WW2 Red Scare virtually started with the Canwell hearings at the UW, the existence of the Bridges Center is a significant victory for labor. The ILWU was the largest of the four unions to resist the national call to purge Communists from its leadership.

While the roles of radicals in organizing unions are both debatable and widely varied, caving in to right-wing pressure during the various red scares marks low points in the defense of free speech. It may surprise some of our more conservative members to learn that these campaigns are funded and promoted by powerful interests such as the National Association of Manufacturers, which dedicated itself to busting the union movement in 1903 and has varied little from that stance. Most of us do not want to go back to the working conditions of 1903. NAM does. We live longer healthier and better lives because generations of working people have put aside their ethnic, religious and political differences to demand better working conditions.

1 July 1918—IFPTE (including Metro Base Chiefs since the merger with King Co) forms.

2 July 1917—Race riots in East St Louis kill over 100 Blacks and displace 6000.

3 July 1835—Child workers in Paterson, NJ, lead strike for 11-hour day and 6-day week.

6 July 1892—Steelworkers riot/massacre, Homestead, PA.

9 July 1957—Washington State Labor Council forms.

11 July 2010—Full moon. Be careful out there.

12 July 1917—Mine owners complete deportation of IWW organized miners in Bizbee, AZ.

13 July 1989—1199NW goes on strike at Group Health.

14 July 1789—French Revolution begins with the storming of the Bastille.

14 July 1921—Anarchist labor organizers Sacco & Vanzetti convicted of murder in Dedham, MA.

15 July 1917—50,000 lumberjacks strike for 8-hour day.

19 July 1848—First Women's Rights convenes, Seneca Falls, NY.

22 July 1876—Workingman's

Party convenes in Philadelphia, PA.

28 July 1932—Federal Troops violently disperse Bonus Army.

29 July 1970—UFW signs grape contract.

30 July 1975—Teamsters President Jimmy Hoffa disappears.

July is the birth month of Harry Bridges (1901—ILWU President), Woody Guthrie (1912—songwriter)

and Seattle's own Earl Robinson (1910—songwriter). Robinson is best known for "I Dreamed I Saw Joe Hill Last Night" performed by singers from Paul Robeson to Joan Baez, "Black and White" recorded by Three Dog Night, and "The House I Live In" which was performed at the 1940 conventions of both the Republican Party and the Communist Party and was a hit for Frank Sinatra.



MERAA & ATU Local 587

(Metro Employees Recreational Activities Association & Amalgamated Transit Union Local 587)

A Summer Cookout
Sunday, August 22, 2010
11:00 am to 4:00 pm

Join Us at Seward Park
5898 Lake Washington Blvd., Seattle
Shelter #3

Menu served from 12:00-3:00 p.m.
(bbq ribs & chicken, fried chicken, hamburgers, hot dogs, baked beans, potato salad, mac 'n cheese, pasta salad)

FUN for the Kids with
Clowns Unlimited!

Door Prizes & BINGO

For more information, visit www.MERAA.org
or call the hotline at (206)684-1978.



Safety, Vehicle Procurement and the 1900 Vans

Neal Safrin, Executive Board Officer, Chair of the ATU Local 587 Safety Committee

Sometimes a transit agency must make a hard decision and admit that a mistake has been made. Sometimes that mistake cannot be rectified despite the best efforts of talented employees. King County's purchase of the 1900 Vans is a good example of such a mistake. In order to stay true to the prime purpose of King County Metro, which is to provide safe and efficient transportation to the public, the 1900 Vans must not be put back into service, despite the financial cost to the agency.

There is no question that the Bus Procurement Committee for Operations made clear to management their concerns about the vehicle. Vehicle Maintenance personnel also did not think that this vehicle would be suitable for passenger service and made their concerns known. Yet, the decision to purchase 35 of these vans was made. It would only be speculation to offer an explanation for the purchase, so I won't go there. But the vans were put into service in November of 2009 for a short period and subsequently pulled from service on January 20, 2010 after Local 587 stated that the Vans could not be operated safely and that both the public and our members would be at risk if this vehicle remained in service. Top managers and the Safety Department did the right thing by grounding the vans after we raised our objections.

Immediately after the vans

were grounded, the Safety Department, in conjunction with Vehicle Maintenance, began designing a plan that attempted to mitigate the vehicles' many safety hazards. As each solution was implemented, it was road-tested by the Operations Bus Procurement Committee, led by Chief Tim Mack and made up of mostly senior transit operators, including myself. We found that despite a talented and tenacious staff and comprehensive mitigation plan, the end result is not what Local 587 considers a safe passenger vehicle. Specifically, the following major problems are still evident:

1. The extremely tall dashboard limits forward vision with the worst problems in front of the van and at the front corners. For example, with an average size male in the driver's seat, pedestrians roughly 5' tall were not visible at the right front corner of the van. The solution of adding several mirrors does a good job of allowing the average sized operator to see the areas that were previously blind to the driver. However, by adding new mirrors into the sight lines of the operator, new blind spots are created. This just trades one hazard for another.

2. The windshield on the 1900 Vans is curved at the corners. Despite major changes to the size and positioning of the wipers, it is not possible for the windshield

wipers to sweep the curved areas. At the right corner of the windshield, approximately 16 inches of glass would have impaired vision due to water droplets, dirt and grime. At the left corner of the windshield glass a slightly smaller area would have obstructed vision.

3. Operators of smaller stature still have a limited field of vision, due to the tall dashboard and numerous mirrors and pillars. One female operator, who is an active member of the Operations Vehicle Procurement Committee and stands 5ft. 2in. tall, described being "surrounded" by objects that impaired her vision. When rocking forward and back in her seat (the recommended movement to view areas that are blocked to the operator's vision), she described moving from one blind area to another.

4. Other areas that could not be mitigated include:

- No hill-holder.
- No door interlock.
- The door opens out and can hit intending passengers.
- Eighteen passengers can be seated and no standing passengers are allowed due to weight restrictions. Some of the routes will likely have common overload situations.
- Excessive noise level for operators and passengers.
- If both wheelchair positions are

occupied and the rear wheel chair wants to de-board, it will be necessary for the front wheelchair to de-board first.

- Passengers cannot see out of the front and may not be aware of their stop coming up, particularly if the side windows are fogged up.
- The fare box is far back from the driver. There has not been a good solution suggested that would allow the driver to hand out transfers in an ergonomically safe manner and allow elderly, sight or hearing impaired, or mentally challenged passengers to received transfers in a safe manner.

King County Metro has never before put a vehicle into service with this number and severity of hazards and should not do so now. It is also unacceptable to select a vehicle which would arbitrarily discriminate against a large portion of employees by height, denying them opportunities afforded others. The Union's position remains that, for a long list of reasons, the 1900 Vans are unacceptably hazardous despite the best efforts of Management, the Safety Department, Vehicle Maintenance and the Operator Procurement Team. King County Metro should permanently ground these vehicles, cut their losses and move on.

2010 METROADEO

It was another great "roadeo" this year with everything from great eats to hotrods.

Of greatest interest, of course were the "sport buses" threading between cones on the skidpad.

The Results were as follows:

Operator Division

1. Michael Grady East Base
2. Tammy Klein Atlantic
3. Tom Ponischil. South
4. Janet Palmer Atlantic
5. Mel Nason. North
6. Daniel McKinney. . . Central
7. Dennis Caputo Ryerson
8. Dustin Toms East
9. David Crock Ryerson
10. Gloria Mingori South

- 1st place in the Maverick Operator Division Paul Teft Atlantic**
- 1st place in the Maverick Non-Operator Division. . . . Ryan Stringfellow. . East Maintenance**
- Best 1st Time Competitor Ravi Chand. Atlantic**
- Most Improved Roadeo Score Paul Teft Atlantic**

Honorable Mention

- 1st Place in the Non-Bus Division, (see photo). Safety Sue! Safety Dept.**
Sue - Thanks for posing for the photo and giving everyone a chuckle!



A Part-Timers' Guide to the Contract, Part IV

By Bruce Tiebout

A Little Part-Time History (1977-1990)

In the beginning, there was your base chief. Your base chief handed you your assignment since: "Tripper Operators will only be assigned to specific trippers by Metro." There was no ATL. There was no medical benefit. There was no dental benefit. There was no vision benefit. There was no sick leave. There was no vacation. There was no layoff book. There no paid holidays. The only benefits were: "standard [polyester] uniform allowance, transit pass, social security, and retirement." Starting pay was less than \$6.00/hour for a 1:30 minimum tripper. Probation was for 1,044 hours (32 months at 1:30 per workday) and the first pay step wasn't "earned" until the Tripper Operator worked 2,088 hours (over five years at 1:30 per workday). They were, however, members of the Union paying the regular initiation fee and regular monthly dues.

Part-Time Transit Operators first had their own Article in the contract in 1981. The minimum tripper increased to 2:20 with a starting hourly pay 33% higher. Base chiefs were taken out of assignment of work. "METRO will allow the UNION to administer a Part-Time Operator work assignment system which will be held three times a year in conjunction with the Full-Time Operator shake-up." It had the proviso that, "Before scheduling the last assignment which [sic] fits a Part-Time Operator's hours limitation, the Part-Time Operator will be placed on that assignment regardless of seniority." There still was no vacation and no layoff book. After one year, they were "guaranteed an annual leave of five consecutive days." All route qualification was "the responsibility of the Operator with no cost to METRO." Probation was limited to one year. Pay steps were changed to the same six-year plan we still have. This was the last contract which allowed summer hire Operators who could be "employed full-time for a specific or limited period."

Effective January 1, 1982, Metro would pay 50% of the medical and dental premiums for the Employee only.

With the new contract in 1984, the "work assignment system" became a "shake-up" and included Seattle School District work wherein am and pm school trippers were combined to make one assignment with a guarantee of five hours. The ATL began with a maximum 13-hour spread. PTTOs started accruing sick leave. Plus, guaranteed annual leave was increased to 20 days; ten when a PTTO accrued vacation. Vacation accrual began on January 1, 1986. Also on that date, PTTOs could participate in the vision plan with Metro paying 50% of the premium for the Employee only.

More changes were included in the 1987-1990 contract. PTTOs had

to be "scheduled off work by 8:30 p.m." and could not "work any assignment that starts prior to 3:45 a.m." Custom Bus Service (CBS) assignments, with similar rules to school district Limited Stop Tripper Service (LSTS). "Once during each shake-up, the UNION will conduct a Part-Time move-up at each base" meant that every shake-up, at every base the Union is required to conduct a move-up – even if the Chief Shop Stewart doesn't feel like dealing with it. Overtime language finally applied to PTTOs. A layoff book became available to PTTOs allowing, with a minimum of two, one PTTO off for every 75 PTTOs at the base (which meant that to have three PTTOs guaranteed off, the base would have to have 188 PTTOs). PTTOs were guaranteed five-minute layovers. And joy of joys, each PTTO could "voluntarily install or remove chains."

Section 5 — Operator Pick

Our current contract contains PTTO pick language almost identical with the language from 23 years ago.

We still have the same language allowing each PTTO to restrict his/her pick from am or pm only assignments. From the Restriction Form: "The **ONLY** valid restrictions are *another job, school, child care, or those required by law (ADA)*." These restrictions are why sometime during the pick process "lock-out" occurs, usually am lockout. At that point, the number of available am assignments equals the number of am restrictions. Those who put in an acceptable am restriction form *must* pick an am assignment even if a longer pm or DTA is available. Those who did not put in an acceptable am restriction form *can't* pick an am assignment.

Twelve years ago came the first language regarding leaving "an absentee pick form with the UNION". Every shake-up, it amazes the Pick Crew how many people forget to show up to pick what they will be driving for the next 16–20 weeks. I remember calling one "wrong priorities" no-show, "This is Bruce Tiebout in the Part-Time Pick room. It's your pick time." The response, "I'm busy right now."

Filling out a Part-Time Absentee Form for each Part-Time Pick is one easy way to cover your bases [sorry]. If you are going to be traveling in Italy, working another job, attending your child's birthday, driving unreliable transportation, dealing with sports traffic, or are just forgetful, an absentee form is good insurance.

You can sign the absentee form in one of two places. One states that you "intend to show up to pick and am using this form solely as insurance" in which case the Pick Crew will not pick for you until it is your pick time. If you know you can't attend the pick, you can sign to authorize the Pick Crew to use your form to pick for you up to ten

minutes before your pick time and not delay the pick. Using your form, the Pick Crew will be able to pick an assignment for you that best fits your needs and desires, but not necessarily your dreams. You can even designate someone else to pick for you.

However, submitting an absentee only works well if you fill out the form properly. Do NOT fill out the form too quickly. READ IT SLOWLY. Safety before schedule! The most common mistake is assuming the Pick Crew has memorized: the length of each assignment, what base each assignment is at, and whether each assignment is am or pm. Too often when listing specific assignments, a Hasty Harry will list only the route and run. If Hasty Harry had read the form he would know that he should include base (first letter only), am/pm/DTA, route/run, and length of assignment, e.g., R,P,49/88T,4:01. This allows the pick crew to find each choice quickly. The easiest absentee forms to follow have marked Specific Assignment as their #1 choice and use the back of the form to list assignments in preference order and including the necessary information about each assignment. The most difficult absentee form any Pick Crew can remember was someone who listed 40 route/runs with no base, no am/pm, no length. It took four of us standing at different bases to find each assignment as it was read off. He finally got choice 30+.

Since Paul Bachtel, when he was Recording Secretary, started putting the work on-line at the Union's website, researching the work assignments has become much easier. Too bad the absentee form isn't also available on-line and could be filled out electronically or e-mailed to the Recording Secretary.

But, back to the filling out the form. When ranking what most concerns you from among: Specific Assignment, Base, Longest assignment, Shortest tripper, Route, and Equipment, it is imperative that the person FILLING OUT the form understands how the person READING it will interpret the rankings. If you list Longest assignment as your most important concern and a specific Base as #2, you will be given the longest available assignment SYSTEM-WIDE including dual trippers. If there is a tie between two assignments, THEN the pick crew will break the tie based on concern #2. If you list Base as #1 and Longest assignment as #2, you will be given the Longest assignment at the base you specify.

It is also important to mark your preference vis-à-vis working am, pm, or dual tripper assignments. If there is/are other concerns, list it/them. It may be that you don't want to start before 5am or have to be off by 8:30am. You may want the longest tripper under 5:30 (which still allows you to work the ATL).

If you wish to pick a week(s) of

vacation during that shake-up, that also can be done via an absentee form.

The newest language added, copied from F/T Pick, is that each PTTO "must pick an assignment which is compatible with any existing medical restrictions s/he has on file with METRO." If you have a medical restriction which prevents you from driving in the tunnel, you may not pick a longer tunnel route believing Metro will pay you the greater pay, but let you drive a shorter assignment.

Section 6 — Move-ups

"Once per shake-up, the UNION will conduct a Part-Time Operator move-up at each base [system-wide move-ups are not allowed]. Additional move-ups may be conducted by mutual agreement." Fortunately, all the newly revised (by Joshua Laff and yours truly) forms and instructions for both Part-Time and Full-Time Operator move-ups are available from the Local 587 website, under "Forms".

Because there are never as many PTTOs as there is work available at pick, there is always work left unassigned. This is true at every base, unless Metro decides, for example, that every assignment out of Atlantic will be picked. Lately, there has been a lot of movement at move-ups because people picking four-hour assignments (often DTAs) to get full benefits, want to exchange those assignments at a move-up. So, just because you don't see anything you want on the list of available work, doesn't mean something won't become available by the time your seniority determines that it is your turn. Note: Moving up to a four-hour assignment does not qualify an Employee for full benefits.

While having a move-up at least once per shake-up at every base is mandatory, participation is optional. You can't be bumped off your picked assignment unless you choose to change. Absentee forms are available on-line but must have the current run card attached. There is no limit to the number of times the shop steward running the move-up may go through the seniority list. As long as someone in the room or an absentee form indicates a desire to change to one of the available open assignments at the end of a round, the move-up shall continue. When NO ONE wants any of the leftover work (usually short pm trippers), the move-up will end. Move-ups can't take effect until possible vacation changes can "be posted for twelve days prior to the start date." That's why a move-up taking place on a weekend can't take effect a week later.

The last article in this series will cover the sections on: Overtime, Special allowances, Qualification, Uniforms, and Vashon Island Service. It may even cover such mind numbing conundrums as how ATU Local 587 lost our right/responsibility/ability to "voluntarily install or remove chains."

Letters to the Editor...

Following the Truth, and the Money

In last month's *News Review*, a fellow member accused me of being anti-business because of an article I wrote for the May edition called "The Voice of our Membership." As a former business owner, I must say that I find this charge ludicrous. The word business only appears twice in my article, and even then, only in the descriptions of two organizations that were mentioned.

I love business; free enterprise is one of the personal freedoms that helps to make America so great. My condemnation is reserved for the ongoing corporate takeover that is destroying those freedoms, and those that support its takeover.

In their letter to the editor, this same member called me "comrade" and said that I had a twisted left wing ideology. Then, with no apparent sense of irony, they went on to complain that the Democratic Party was "dividing Americans into groups."

I won't dignify the insults that were directed at me with an extended rebuttal or stoop to pointless name-calling. If we waste time calling each other names, we miss what's really happening to ourselves and to our beloved country. The truth is I don't subscribe to any particular political ideology. Both as an Executive Board Officer and as a concerned citizen, I maintain a balanced outlook that is a mix of liberal and conservative values. Then I pursue the truth, wherever it leads, and report the facts back to the membership. If someone gets offended by those facts, that's tough.

The facts are these: neither political party is innocent, and the rich fund both parties. The owners of monopolies are once again taking over the political and financial arenas of both our country and the

world at large. It's in their own best interests to keep the politicians of both parties arguing with each other over issues that do not address the unfair distribution of wealth among mankind. The power elite are only too happy to have the middle class and the poor argue amongst themselves over emotionally charged, but ultimately *distracting* issues, instead of **following the money** and demanding what they are lawfully entitled to: the *lion's share* of what their labor provides.

In Solidarity,
Andrew Jeromsky
Executive Board Officer

Trolleys

Dear Editor,

We are writing to let members know about important developments at Atlantic Base. In May, more than 75 PRs were issued in a few days to trolley operators for "speeding" through special work (Trolleys are required to travel under 10 mph through all special overhead circuitry). Trolley operators face unique challenges, here are just two:

Speedometers on aging Bredas don't even register at low speeds. This is not a maintenance issue but a design flaw.

Trolleys are required to change lanes on Third Avenue, and to clear intersections. Sticking below 10mph poses a safety hazard because cars illegally refuse to yield or obey rush hour restrictions; diesels are often not aware of trolley limitations and requirements. And education on traffic rules by Metro management to support trolley operations is inadequate.

Additionally, Trolleys are among the busiest working routes in the Metro/Sound Transit system. With decreasing recovery times and worsening traffic, pressure is on operators to drive faster to get what little breaks we are still allowed. For many of us, these breaks are moments of sanity that allow us to gobble down lunch, take a leak or a swig of water, stretch and de-stress so we can be better public servants. In light of all this, it is punitive discipline to hand out 75-plus PRs.

Members should know a grievance has been filed at Atlantic Base to address this situation. But the problem can't be solved by Atlantic Base alone. It is our position that these PRs should be removed and that operators be enlisted in generating realistic solutions to driving under the wire. This will require cross-base collaboration, as well as input from supervision.

Atlantic Base deserves respect and support from top management for doing some of the County's

heaviest lifting in transporting the public. (To the many who do actually recognize our hard work and unique challenges, thank you!)

Until the equipment design flaws are fixed, and management communications are improved for all operators servicing downtown, trolley operators are in an unacceptable position: we risk discipline or having to drive so slowly as to risk getting stuck in a dead spot. Some operators have received 3 PRs— one more and they could be gone. So ATU brothers and sisters, if you see a trolley bus stuck in an intersection — or moving like a snail through traffic lights, please give us a honk of support and plenty of room as you carefully pass us by.

We stand together in solidarity,

- Nate Chappelle, #1719 Atlantic Base
- Susanna Smith, #7038 Ryerson Base (former Atlantic Base)
- Linda Averill, #8816 Atlantic Base
- Chuck Lare, #12497 Atlantic Base
- Jeff Welch, #13204 Central Base
- Everett Stewart, #12859 South Base
- Shahab Yazdani, #20074 Central Base
- Jim Michels, #20668 Link Rail Base
- Greg Beiter, #20710 Atlantic Base
- Omar Jones, #20916 Central Base
- Joe Kadushin, #12095 Ryerson Base
- Kahurangi G. Pere, #10946 Atlantic Base

Predator Drones Hit SPT

Dear Editor,

This Spring, ATU587's Access Contractor, Seattle Personal Transit (SPT) has once again been subjected to considerable involuntary "furloughs" in the guise of Metro "route closures." These furloughs have primary effects of 1) reducing the hours of member operators, i.e. reducing pay checks, 2) foisting the passengers from the "closed routes" onto the "unclosed routes," i.e. making operators who do work, work harder, and 3) subjecting our passengers (who are all eligible for the paratransit service under the Americans With Disabilities Act) to a poorer level of service.

My understanding is that when King County proposed furloughs for some Metro-employed members, the Union promptly filed Unfair Labor Practice complaints, which have been upheld through two steps of the ULP process. SPT members apparently have no such protections.

My concern is that these "route closures" come out of the blue without notice any evening when Metro releases the next-days schedules. As far as I know, nobody in the Union knows how many of these closures have occurred,

despite the serious deleterious effects on our brothers and sisters.

I feel strongly that the Union should endeavor to obtain regular reports of all route closures. Furthermore, time sheet records should be obtained, as has been done before, in order to search for work assignments which are out of compliance with pick and seniority protocols.

These work reductions remind me of what I hear about predator drone strikes. I would be interested in looking into how the targets are chosen, how accurate are the strikes, and related topics.

Sincerely,
John Ross, SPT Shop Steward

An investment

Dear Editor,

On my blog, Puget Sound Transit Operators (<http://pstransitoperators.wordpress.com>) in an article about investing in our profession, I recently wrote:

"Speaking up at union meetings – sharing your views whether on the President's Report or speaking out in support of (or against) a motion or in the aid of a fellow brother or sister union member seeking remedy – is an even greater investment in grassroots democracy. There are few things more beautiful than a long line at the little black ballot box."

I also wrote that investing in our profession can often mean at times embracing three dirty words: "off the clock." Those who give of themselves to invest in our profession through direct participation in our Local are doing so without any compensation, for the good of the body.

I find myself disappointed lately at some events taking place at some monthly meetings – specifically the treatment of some members who take the time to speak out and voice their opinions on issues, and to share information pertinent to the membership. Some members have been singled out – both in open meetings and through behind the scenes communications. Given my strong feelings that union meetings

NOTICE TO ALL READERS

Views and opinions expressed in News Review articles are those of the authors and not necessarily the official position of Local 587

SEND IN YOUR OPINIONS

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

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

No Comfort at the Station

By Dan Linville, Operator South Base

June 16, 2010
 I don't remember the first time I heard the term "comfort station." Of all the euphemisms for a toilet, comfort station to be the most Victorian and Prissy.

It's not much less accurate than rest room, but that's a term I grew up with and never thought to question until I was an adult.

I'm sure the late George Carlin, has pondered the myriad of names we call our toilet, but I wonder if "comfort station" is on his list. I have never heard anyone outside of transit use the term. Is it exclusive to Metro?

But this article is meant to address one specific comfort station and how we have come to the point of tolerating demeaning conditions. So first let me bore you with some ancient history. Like all new bus drivers I wondered where the restrooms would be, certainly not in the back of the bus, like the old over-the-road Greyhounds.

The reality then was a long stretch from the official policy. Seattle Transit provided about a dozen official locations, often a city park with restrooms. In reality most drivers used restrooms in restaurants and taverns along the route. Of course, the later choice risked a termination if you were caught, and since STS had not hired a woman driver since World War II, the bushes at some terminals were the frequent choice.

I remember when I trained on trolleys my instructing operator was Jim Jacobsen (an eventual Operator of the Year). Jake shared my affection for the trackless trolleys and worked the number two, West Queen Anne and Madronna. I asked him right off why he liked them. Jake had enough seniority to pick plenty of other routes.

He gave me a number of reasons but I only remember one: "Comfort stations" at each end of the line. That sounded pretty good to me and I was curious to see them. Arriving at West Queen Anne's terminal I asked which way was the comfort station. Jake pointed behind the bus and said, "In the cemetery." At 4:30 A.M. in the dark I was taken aback by his directions, but I needed relief so I did not hesitate. I found an old wood frame out house and anticipated the foul odor as I entered. I was surprised to find a porcelain toilet, with running water and a lid on the seat. In spite of its rugged looks (the tank had no lid, allowing you to observe the rusty water flow when you flushed.) I was relieved (no pun intended) to find the interior of the old out house was better than I had expected.

Returning to the bus I asked Jake about the soap and paper towels. Where do you wash your hands, since there is no sink? He laughed and said, "In the toilets." I must have looked disgusted because he quickly explained that driver's use the tank not the bowl for washing up, hence no lid on the tank.

Low Expectations

It was the start of low expectations that have kept me resigned to a variety of comfort stations that range from amusing to dehumanizing. Bear with me, If that sounds dramatic.

Many comfort stations have been built or authorized since I started. Some are so ridiculously far off the designated routes as to require treks which would result in entire trips being missed. Of course the reduction of "recovery time" as recommended by the audit elimi-

nates the use of such long distance possibilities.

Add to that the new brain storm of eliminating the comfort stations address from the operations manual known as "The Book." When I worked on the System Board I was clueless as to where the comfort stations were on new routes, even as a veteran report operator at South Base I'm surprised to find mysterious comfort station listings for routes I have driven hundreds of times.

Other listings are for such ubiquitous businesses as Safeway, Starbucks or 7-11...without an address! Do you think that there is only one, or maybe one per route? Are they all authorized? Many of these are located on the route at places that are impossible to make a stop without blocking a major arterial during rush hour. Some are simply impossible.

Metro's Own

As for the comfort stations Metro has built, I am grateful. Even if the faucets are so close to the back of the sink that it is a struggle to get your fingers wet. Even newly constructed comfort stations are a challenge. Some are brand new and have separate hot and cold faucets so you can choose to scald your hands or wash in freezing cold water. A blend of the two is impossible. Why would someone continue to use 1920's technology?

Some comfort stations have hot water tanks under the sink. Others like Issaquah Highlands are newer but have a hot water tank that is so remote it takes five minutes. (I timed it) to get the water warm. This Issaquah Highlands sink has a faucet with an electronic eye so you must hold your hands under the cold running water until it warms up. Ok. I admit you can block the electric eye with a wet paper towel, but there is still a one minute shut-off, so it must be redone four times, and you use up all your recovery time, and have other drivers pounding on the door.

Other relatively new comfort stations are already gaud-awful stink holes. The Facilities people can scrub all they want. Five minutes after they leave the stench is back. Just look at the crumbling tiles and the recurring back-ups. These were built by the lowest bidder and the quality is a testament to King County's values.

Prison Toilet

This brings me to the most amazing of the whole bunch. Yes, I know

there are a lot of nasty stink holes out there and a lot of arguments for which one is the worst...but I have a champion. After all, nothing says, we value you, and we appreciate your efforts, like a stainless steel toilet with no lid and no seat, yes for the women too.

Inominate Tukwila International Blvd Station as the least comfortable of all comfort stations. Just like the county lock-up this new facility is a stainless steel toilet with no seat and no lid. You share it with the public and the door doesn't lock. I am curious as to what justification engineers, designers and planners can have for subjecting their co-workers and the public to such dehumanizing conditions.

Does the County Executive or the County Council members use such demeaning facilities? Even porta-potties have lids and seats. Not Tukwila Blvd Station. Do the myriad of county assistants, aides and analysts working for the Executive or Council use the public restrooms in the Courthouse or Administrative Building? Or do they have a sparkling clean and private restroom with a key code on the door?

Don't get me wrong, I am not complaining about sharing my restroom with the public. Although it was a bit disconcerting to enter the comfort station at Tukwila Station one cold morning and find a patron using the hand dryer to keep warm. He kindly allowed me to take a turn after I washed my hands.

My point is simple. Transit work has difficulties and demands that are archaic and unique. If you think this job is cushy, come on down to Tukwila Blvd. Station and take a seat. It's a brand new Transit Center with amenities that make it clear how much more drivers are appreciated than they were back in the Seattle Transit days. Welcome to the future.



Letters to the Editor, continued

are a vital piece of grassroots democracy, this environment should be a safe place for members to air dissenting – and even unpopular – views without being criticized later in the *News Review* or being subjected to being scolded, cut off, circumvented, shouted down, told to sit down or threatened with ejection from the meeting.

Each and every person who takes the time to show up, speak out, vote, and be aware of and participate in the business of the organization is to be commended and encouraged to continue to do so. Those who have not yet been to a meeting need to be encouraged to come, and everyone needs to know that their participation is valid, valuable, and a worthy contribution to the entire workforce. I have a growing concern that the treatment that some members have been subjected to may discourage the ongoing participation of those members, as well as putting off others who may be considering a greater level of participation in the organization.

Our Executive Board has a particular responsibility to not only ensure order and decorum in the

Union Hall, but to be examples of professionalism in their communications with members. Whether by e-mail, web post, phone call, in the context of a meeting presided over by Roberts Rules of Order; or a conversation in the bullpen during a site visit, the elected members of our Executive Board MUST lead by example. In doing so, they fulfill their responsibility to inspire confidence and mutual respect in their communications with rank and file members, always remembering who they work for. While this concept doesn't preclude the need or ability for an Executive Board member to offer the occasional "reality check" to the overzealous or under-informed member with a passionate investment in a particular issue or complaint, it must be done in a manner that is respectful, professional, and doesn't alienate, insult or degrade the member's concern or contribution.

It is my observation that some of our Executive Board members may have some (potentially serious) issues to work on in that regard.

Jeff Welch
 Part Time Operator - Central Base

ATU Local 587 Latino Caucus

Meeting — July 1st at 7:00 PM

King County Labor Temple

Notice by Jose Rosado, Seattle Chapter Recording Secretary

Prior to the Local's Charter Meeting, the Latino Caucus Seattle Chapter will be meeting.

Among the topics to be discussed:

- Scholarship Program Progress
- 21st Annual Conference
- Bylaw Proposal
- Fundraising

Vice President Sepolen's Report

By Rick Sepolen



Whack-a-Mole

My seven year old grand daughter, Kyla, has become obsessed with the perennial arcade game, Whack-a-Mole. Here's a short description of arcade staple, armed with a padded hammer, standing in front a number of seemingly empty holes, the object becomes to hit — whack — the

mechanical "mole" that randomly pops out of the holes. In order to be successful you have to stand vigilant and are prepared to whack the next mole that pops up. ATU locals across the US and Canada and, now in the state of Washington, are facing their own brand of "moles," the Teamsters. And, boy, do they need

to be whacked. In 2005 frustrated with the AFL-CIO's seeming lack of emphasis on organizing, the Teamsters International and five other national unions formed a group known as the Change to Win Coalition. Failing to get their legislative agenda passed at the annual AFL-CIO national

convention, four of the five unions in the coalition withdrew from the AFL-CIO. Part of the reason given by the CTW coalition was declining membership and declining union density. One of the governing rules between AFL-CIO affiliated unions is something known as a "no raid agreement." Teamster president James Hoffa sent a notice to members of the CTW coalition and Teamster locals establishing a procedure to be followed if any CTW local desired to raid an AFL-CIO affiliate. Hoffa's statement reads quite differently regarding Change to Win unions: *There shall be no raiding or interfering with the organizing drives of those unions.*

This movement by Hoffa and his Executive Board was met head on by the ATU International President Warren George who, after prolonged talks with the Teamsters, signed a no raid agreement with the Teamsters. This, for a period, was honored by the Teamsters.

While many Teamster locals withdrew membership from their central labor councils others chose to remain and continue their affiliation honoring the AFL-CIO rules at least in principal if not by action. For instance before the Washington State Labor Council (a state-wide organization that is supported by and supports labor) is a request from the Teamsters for a show of support in their organizing efforts on the Seattle waterfront.

In light of the efforts of Teamsters Joint Council 28 and Teamsters local 839 to steal members from ATU Local 1599 in the Tri-Cities it would seem that not only the Washington State Labor Council (WSLC) but county level labor councils such as the Martin Luther King, Jr. Labor Council should reconsider their support of Teamster organizing request.

While there has not been a concentrated effort, it is my understanding that Local 587 members in Port Angeles and Forks have been approached by Teamster organizers. In President Hoffa's plea to the AFL-CIO was the following statement: *"In our view, we must have more union members in order to change the political climate that is undermining workers' rights in this country."* You would be hard pressed to find a union official that wouldn't support this statement. But, not at the cost of destroying or undermining another union's organizing efforts.

Please help the eleven Washington state ATU locals in whacking our very own moles, the Teamsters. (The attached letter was signed by the majority of Washington State ATU local Presidents. Please lend us your support.

Amalgamated Transit Union
Local 1599
 PO Box 2802
 Tri Cities, WA 99302
 509-948-9643
 atusteve@verizon.net

Steven Nelson President Business Agent	Cathy Christianson Vice President Assistant Business Agent	Stephan Alexander Financial Secretary Treasurer	Patricia Badaeux Recording Secretary
--	--	---	--

Washington State Federation of Labor

Dear President Bender,

We regret to inform you that Teamsters Local 839 has filed to raid ATU Local 1599 at Ben Franklin Transit of Richland, Washington. This is part of a campaign of raids targeting ATU units across the US and Canada sponsored by the Teamsters' international leadership. This aggressive behavior is not conducive with any definition of 'solidarity.' IT IS UNACCEPTABLE FOR TEAMSTERS JOINT COUNCIL 28 TO ENJOY THE SUPPORT OF THE WASHINGTON STATE FEDERATION OF LABOR FOR ITS CAMPAIGN TO ORGANIZE SEATTLE PORT DRIVERS WHILE TEAMSTER LOCALS SEEK TO RAID THE MEMBERS OF AFL-CIO AFFILIATED UNIONS. We, the ATU Local Unions of Washington State, representing 7000 (?) union transit workers, call upon the Washington State Federation of Labor and Washington state Central Labor Councils to end all support of the Teamsters' port campaign and other campaigns until they have ceased all raiding activity against the ATU and other AFL-CIO unions.

This issue is highly time-sensitive. Please contact me as soon as possible to tell me how you have addressed this matter.

In Solidarity,

Steven Nelson,

 President Business Agent

Amalgamated Transit Union, AFL-CIO, CLC

P.O. Box 2802

Tri-Cities Wa. 99302

(509) 946-2206 Home

(509) 948-9643 Cell

Raymond J. ... 587
 Vice President PRESIDENT ATU LC
 ATU LC

PAUL J. BACHTEL
 PRESIDENT ATU 587

President ATU 757
 Mary Jay ATU 843

Rita C. ...
 Pres/BA ATU 1384

Jim Dompier
 Pres./BA LOCAL 1015
 SPOKANE, WA

Karen Stite
 President/BA
 ATU 1765

Joan O. ...
 ATU local 758

Patricia M. Austin
 President/BA ATU 1022

Vice President MacAdam's Report

By Don MacAdam



The Ramblings of a Mad Scotsman

Well, it's been one year in office for me thanks to you. Here are some accomplishments in that first year:

1. Metro has been put on notice that we will not sign off on any thing put before your Union.
2. No new maintenance M.O.A.s without the Maintenance V.P. approval have been signed. And, I will not sign any without V.M. board officer approval.
3. We have consolidated, incorporated and thrown out all the old M.O.A.s
4. Because of the large readership of our News Review in the U.S. and Canada, people are aware of the worst base and write ups of the month.
5. We are holding managers accountable for poor decisions. Metro still defends the knuckleheads. It's just not a secret anymore!
6. You now have someone who will help or call you back if you have a question or problem.
7. Your suggestions, as well as my campaign issues, have been incorporated into our contract proposal.
8. In the last year we have not lost any arbitrations....most settled.
9. I have made mistakes...that learning curve thing. I hope to do better. I only wanted to resign once...so far...
10. We are currently holding an afternoon Union meeting for Maintenance at your request.

----- cut out and save ✂ -----

Office Protocols—or “How to make sure you get the help you need”

Your Union office is a very busy place and for your officers it is a 24/7 job. Many of you, probably 90%, will not need to contact us. Then, we have what we call the “Frequent Flyers” which on occasion take up much of our time. Throw in 8 hours of contract talks every other day, and we tend to run out of time to deal with some issues. In order to make sure we do not forget about you or your situation, it is helpful if you call back every few days to check our progress. Because if we have asked you to call back or we leave a phone message and you do not respond, we figure everything is O.K.

What's Going On!

Retirement—Fernando Caceres (started in 1986) aka: KGB, Love Machine.

S.L.U.M. (South Lake Union Maintenance) streetcar investigation Operator vs. Supervisor Arbitrations—Letters of Expecta-

tion!!! Just as we were prepared to start the arbitration, Metro backed out...smart move on their side. Letters of expectation are discipline and are not allowed as per our contract. If Metro wants these letters, they will have to negotiate with your Union.

Most letters of expectation “may” be removed from files and disallowed.

Graf in August
Salkeld should have his letter of expectation removed!

J. Jones on vacation picks ready for Arbitration

Grievances—Rigtrup: a poor settlement was offered.

P. Post termination: Metro has forfeited this grievance maybe on purpose, maybe not. Outcome: reinstatement with back pay.

A.S.E. / Wrecker Surveys, the mechanics were very clear—NO!!!

Worst Base of month is still East Maintenance. It is very sad to see so many unhappy Union brothers and sisters at East Maintenance (except on graveyard).

Worst write ups are still J. Marcel & P. Smail. (I was shocked to learn a few years back she wrote up an employee for “breaking wind”.) Marcel just wrote up an old friend (R. Higgins) for putting his feet up in spite of the fact that he is disabled and was given permission to do so. Higgins retires in two months and had already picked out of the base. “Thanks John.” The second Marcel harassment investigation is underway, but you know as well as I that if he signed a confession he would still be found innocent. There may be a third investigation soon.

We once had a chief who admitted to “having inappropriate relations with a subordinate” and was terminated. Shortly thereafter, he was reinstated.

E.M. has requested an off base meeting on how to deal with the problems at their base. We will let you know the time and place.

The Best Base of the Month is (a secret they told me not to tell anyone).

The Best Case of Manager Common Sense is...if it's happened I haven't heard about it, but I know it's out there.

Mr. M. Eeds refused the last grievance on whether or not it is O.K. for Metro to steal vacation time from Employees on O.J.I.

Mr. Winders has informed me that he will not be able to help with the vacation time stolen from Employees on O.J.I.

Manager Evaluations

By this time, you will have had your opportunity to fill out your evaluation on your managers. I

did receive some a lot of flack from Metro in regards to the C.P.R. question, but was reminded that in Maintenance you will only get C.P.R. from a person with more seniority or a different classification than you. I told Metro I did take out the question about if you would attend the manager's funeral. Also to answer our evaluation critics I offer the story at the end of this column.

O.J.I.? Last month I received several complaints that if you were on a gradual return to work and the doctor said, for example, “keep off ladders” our members were assigned a lot of ladder climbing...?


G.P.S. /O.B.S. systems—it's coming, lots of wiz bang high tech gizmos. They will know where the buses are, engine temperature, oil pressure, and will be able to look on the buses remotely...he sees you when you're sleeping...he knows when you're awake...he knows if you've been bad or good...so be good for goodness sake!!!! Since Metro is out of money that's probably why they cannot tell me the cost of the new electronics.

*It really happened! Brian and I were early last week for the JLMICKey mouse meeting In the Rainier tower. Brian left to get a duck and while I was sitting with my back to the door looking at the notes from the last Healthy Inciting meeting I heard someone behind me ask, “Are you Mac?” I said, “Yes, can I help you?” After I had turned around I was confronted by the largest, strongest woman I had ever seen! She was like Xena from a Conan movie! She kicked my brief case to

the far side of the room, and as I stood up she identified herself as the Rep from Local 17. She screamed, “I represent the supervisors & chiefs at Metro!” She then grabbed me by the lapels of my \$1,000 suit and lifted me off the floor! As I hung there still in shock she said, “I do not like it when you pick on Lillquist and Marcel!” As she started to shake me she screamed, “They are good, peace loving managers trying to control Difficult Employees!” By this time Brian Sherlock had returned and saw what was happening and out of concern for my expensive suit, approached her from behind, placed his hand on her neck and executed “the Vulcan death grip.” She then released her grip on me and she fell to the floor unconscious. I thought it “likely” she would need C.P.R. ...but she was O.K.... However, thinking that people might think Maintenance people Barbarians, I gave her C.P.R. anyway. After she came to, I explained to her that we only have problems at E.M. on day shift and maybe the other chiefs could help to control their Psycho union members. Then, I kicked her in the ribs for wrinkling my suit, and we left with the duck.

*It is to be made perfectly clear to managers that 96.134% of the above mentioned story is not accurate and maybe an opinion of what may have actually not occurred or happened in reality. PLEASE do not call and complain to Mr. Desmond as Mr. Winders is available.

I hope you all had a great 4th of July and may God Bless America!



Local 587 Maintenance Manager Evaluations

- Do NOT forget to get your evaluations to me at Local 587!
- Our Managers are getting really grumpy about you evaluating them for a change!
- Follow the directions on the second page.
- You may evaluate more than one manager.
- Do not leave your evaluation lying around at work.
- Fill it out on your own time.
- All Maintenance classifications may fill out the evaluations.
- If you do not have a copy it can be down loaded from the Local 587 web site (www.atu587.com).

You now have a voice! Make it heard!
“Mac” V.P. Maintenance

The Financial Secretary's Report

June 2010

By Paul Neil

Membership Meeting Report



New Member Applications submitted to the ATU International in May:

Name	Employer	Position
STEVEN J. ADKINS	METRO	TRANSIT OPERATOR
GRANT F. ARNOT	METRO	TRANSIT OPERATOR
DAMON D. CALHOUN	METRO	TRANSIT OPERATOR
D. J. CARRUTHERS	METRO	TRANSIT OPERATOR
PARK C. CHAMBLISS	METRO	TRANSIT OPERATOR
ALONZO W. CYPRIAN	METRO	TRANSIT OPERATOR
ANDRE L. DAVIS	METRO	TRANSIT OPERATOR
FREDERICK FERRARO	METRO	TRANSIT OPERATOR
SHELIA F. FLORENCE	METRO	TRANSIT OPERATOR
TYRONE T. FREEMAN	METRO	TRANSIT OPERATOR
MICHAEL A. GREEN	METRO	TRANSIT OPERATOR
LARRY R. GREGG	METRO	TRANSIT OPERATOR
NATHAN F. HAWK	METRO	TRANSIT OPERATOR
CAROL J. HOLMSTROM	METRO	TRANSIT OPERATOR
PHILIP J. HOY	METRO	TRANSIT OPERATOR
M. HUGHES-BROWN	METRO	TRANSIT OPERATOR
SHEILA M. KAMKA	METRO	TRANSIT OPERATOR
STEVON L. LENUED	METRO	TRANSIT CUSTODIAN II
JEAN M. LESTER	METRO	TRANSIT OPERATOR
GABRIEL L. MARTIN	METRO	TRANSIT OPERATOR
GAELYN D. MARTIN	METRO	TRANSIT OPERATOR
VA'A S. MEFI	METRO	TRANSIT OPERATOR
STEPHEN MONKAH	METRO	TRANSIT CUSTODIAN II
MARY MONTGOMERY	METRO	TRANSIT OPERATOR
MILO J. NACKOS	METRO	TRANSIT OPERATOR
TSEGAY NEGASH	METRO	TRANSIT CUSTODIAN II
VALENTINO M. RIVIERE	METRO	TRANSIT OPERATOR
LESLIE A. SMITH	METRO	TRANSIT OPERATOR
ROBERTA M. SPRING	METRO	TRANSIT OPERATOR
ATHENA M. WORTHEY	METRO	TRANSIT OPERATOR

In the month of May 2010, we reported 30 new members to the ATU International. All are employed at METRO/King County. This brings our total active membership to 4164. This is an increase of 53 members compared to this time last year when we had 4111 active members.

the previous May. Payroll costs which are the largest category of expenditures were down by more than \$39,000 or about 29.6% compared to last May. This amounts to a deficit of \$7,567.34 for the month compared to a deficit of \$35,053.68 for May 2009.

Bills:

All financial figures are subject to the review of the Executive Board. In May total income was \$216,313.06 which is a decrease of \$20,825.11 or 8.8% compared to last May. Most of this decline in income is due to collecting the 1st. half of the Grievance Arbitration assessment at KC METRO on May 13 rather than the regular dues which would have been about \$35,000.00 more. Initiation fees were also down by almost \$4,400.00 or 50% compared to last May.

Per Capita payments totaled \$56,008.90 for the month of May which is a 2.8% increase over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$167,871.50 which is a decrease of \$49,814.65 or 22.9% over

My activities for the month:

KCMetro Negotiations: We have met several times presenting to management our members ideas for the contract. The response from management is the same as in previous negotiations: "Your members are unrealistic, want too much and the agency is broke."

Still proceeding with finding new office space. We met with our current landlord this morning.

Met with 1st. Transit members on 5/20 at a meet & greet that all the Fulltime Officers plus Executive board member Ninus Hopkins attended.

Went to Jim McKenzie's retirement party on 5/21. Jim has been an active member of the Union as a Chief Shop Steward at Bellevue Base and is an all around good guy.

Resolution for Paid Sick Days for a Healthy Workforce

Adopted April 7, 2010

Submitted by Judy Young

Whereas in Seattle 190,000 workers, 42%, have no paid sick leave; including 78% of restaurant workers, 55% of retail workers, and 29% of health care workers; and

Whereas physicians, public health officials, and the Center for Disease Control recommend people stay home when they are ill to prevent the spread of disease, speed recovery, and lower treatment costs yet without paid sick leave many workers cannot afford to stay home and/or are sanctioned when they do; and

Whereas paid sick leave boosts morale, commitment, retention and productivity; when San Francisco passed a sick leave ordinance the city had stronger job growth than surrounding counties the following year; and

Whereas at the M. L. King County Labor Council, we recognize the importance of paid sick leave and our own Agreement includes paid sick leave for all faculty resulting in a more productive and healthy

workforce; and

Whereas as Unionists, we are committed to the principle of paid sick leave for all workers; and

Whereas the "Seattle Coalition for a Healthy Workplace is working toward a sick leave ordinance in the city of Seattle that will

- Ensure all workers can earn a minimum of one hour of paid sick time for every 30 hours worked

- Provide flexibility to employers in providing paid time off policies

- Set a minimum standard of 40 hours accumulated paid sick time in companies with 10 employees or fewer and 72 accumulated hours in larger firms; therefore be it

Resolved the MLKCLC supports the principle and practice of paid sick leave and will work with the "Seattle Coalition for A Healthy Workforce" to promote paid sick leave in Seattle and other municipalities; and be it further

Resolved the MLKCLC will forward this resolution to the affiliates of the Council for their support as well.

Healthy Incentives Program Update

Following is an excerpt directly from an email sent to the Joint Labor Management Insurance Committee, which negotiates benefits with the county. Please take note of both the extension and the availability of a new appeal process in case you had problems with Healthy Incentives program...

Dear JLMIC:

This is to let you know that we are granting a two-week extension on the Healthy IncentivesSM program to accommodate confusion about the timing of the readings. Employees and their spouses or domestic partners who complete their individual action plan by 4 p.m., Friday, July 16 will earn the gold out-of-pocket expense level for their 2011 medical coverage. To be fair, this extension will apply to all individual action plans, even though the impetus for the decision was the difficulty employees have had in timing their readings to finish by the original June 30 deadline.

As you know, our priority with the Healthy IncentivesSM program has been to engage people in improv-

ing their health. In looking at this year's data, we project that on June 30 about 1,500 people would be just a week or two short of completing the 10-week program. We believe these participants are making a good-faith effort to complete the WebMD online individual action plans, and we would like to support that effort by extending the deadline to July 16. This approach accomplishes several objectives: 1) It recognizes that this version of the programs is new and there was some confusion at the start of the program; 2) it reinforces the principle that the Healthy IncentivesSM program is about making permanent change in health behaviors; and 3) it shows our commitment to helping participants achieve success.

We realize that although this extension will benefit participants who are still actively working on their individual actions, it may raise concerns for other participants who stopped their readings when they realized they would not make the deadline. Those participants will have a chance to appeal, and their individual circumstances will be taken into consideration.

The Recording Secretary's Report

By Brian Sherlock



What concessions are you willing to make to avoid layoffs?

In Negotiations, my extreme outrage at the hypocrisy of that question was almost impossible to control. Moral and responsible leadership would not have hired the very same employees that this question holds hostage against the ransom of wage cuts.

What came to mind was an image from a few days before, when I had visited a new class of Part-Time Operators to do our usual introduction to the Union. I looked out at the delighted faces, proud of their hard earned success, anticipating long careers spent in service to King County. I felt a heavy obligation to be honest with our new brothers and sisters, but how could I tell them that the 'opportunities' to which they had pinned their dreams were a sham? They are little more than cannon fodder in a war between political ambition and the truth.

Our employer expects that the funding deficit of one dollar in five will not be resolved and that, by 2012, most of the shortfall must

come out of the wages and benefits, which dominate the budget. *The reality is that without new hiring, retirements, resignations, and other attrition would balance the budget without layoffs.* However, the Council stuck their heads in the sand, hoping to avoid the wrath of constituents who demand the transportation which drives the economic engine of our region. They put reelection ahead of reality and chose to run full steam ahead, hiring to maintain unsustainable levels of service. They chose to destroy hundreds of careers in the process. What was the excuse for abusing the hopes, dedication and families of County Employees? Blame us, greedy civil servants with unreasonable expectations of responsible leadership, stable wages and careers in service to King County.

Repeating Lethal Errors

Years of experience with Gillig coaches have shown that large blind spots at the front corners lead to

numerous fatalities. We went from killing two pedestrians per year in just left turns to none for many years by lowering the left mirror and getting it out of the operator's sight lines. I have handled over a dozen of these horrific cases both here and in several other states. They have overwhelmingly been Gillig coaches with the needlessly large front pillars and high mirrors. Tall fareboxes have similarly led to fatalities where they blocked sight lines for some operators. To their credit, Safety, Training and Procurement seem to understand that significant blockages of sight lines inevitably kill pedestrians.

How then, did Metro even consider purchasing the 1900 vans with their long list of serious problems? To rule them out, one need only consider the incompetent wiper and pillar designs which together make an unacceptable blind spot wider than with the old Gillig mirror and pillar. I have been very proud of Metro's Safety, Training,

Procurement, and other personnel for their understanding of the complex limits beyond which humans can no longer reliably overcome one hazard after another being added to our driver's areas. I believe that they voiced opposition to the 1900's. However, I am now torn between not wanting to offend and having represented members in far too many gruesome and unnecessary fatalities. As this issue causes me to relive the sights and sounds from security videos showing young and old being crushed under the wheels, as I remember the irreconcilable grief of our brothers and sisters, I feel morally obligated to be as clear as possible. Anyone making the decision to put these vans on the streets is playing Russian roulette with the lives and careers of others. With only 35 of them, perhaps luck might be with us. If not, whoever makes the decision to put these on the street should be charged with negligent homicide.

President's Report, continued

discharge unless Metro determines there are circumstances which cause a suspension to be appropriate. Serious Infractions will result in a suspension not to exceed five days. Discipline for Minor Infractions is based on a progressive scale within a category for infractions committed in the previous twelve month period. Or at least that's what was agreed to at the bargaining table.

Over the years, Metro has proposed moving from a list of specific infractions to a process where management independently determines what constitutes an infraction and discipline is issued based solely on the just cause standard. The Union has steadfastly refused to agree to management's proposal.

In an attempt to circumvent the negotiated discipline process, Metro has been issuing Letters of Expectation which contain many conditions of discipline. In the past, when a Union Member complained that a Letter of Expectation contained inaccuracies or constituted discipline, Union representatives often suggested submitting a written rebuttal. Finally, in frustration with Letters of Expectation that contained increasing conditions of discipline, the Union forwarded a grievance to arbitration arguing a Letter of Expectation was actually discipline. On the first day of arbitration Metro caved in and removed the Letter of Expectation from the Member's file.

Given this arbitration result, the Union is suggesting a new response to Letters of Expectation. Please file a grievance seeking as remedy sought the removal of the Letter of Expectation from your file if, in future, you receive a Letter of Expectation that contains the following conditions:

1. The letter is placed in your permanent file;
2. The letter makes a finding of fact that you engaged in misconduct or violated a specific policy;
3. Threatens future disciplinary action; and,
4. Is used by Metro to determine the appropriate level of future discipline.

Nothing prevents Metro from issuing counseling letters that do not contain the above conditions. If in doubt as to whether a letter you receive from Metro is actually discipline in disguise, please contact a Union representative.

Letters of Expectation are most commonly based on form letters provided to Local 17 Chiefs in policy manuals. If, as a result of this arbitration, Metro reformats its Letters of Expectation removing all the aspects of discipline, the problem will be solved. If not, we will be pursuing additional grievances to arbitration.

In solidarity,
Paul J. Bachtel
President / Business Representative

WORK SITE VISITS

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

July 2nd Friday	Central Maintenance Atlantic Maintenance Central / Atlantic Operations	2:00 pm – 2:30 pm 2:30 pm – 3:00 pm 3:00 pm – 4:30 pm
July 9th Friday	Ryerson Maintenance Ryerson Operations	2:00 pm – 2:30 pm 2:30 pm – 4:30 pm
July 20th Tuesday	North Maintenance North Operations	2:00 pm – 2:30 pm 2:30 pm – 4:30 pm

Bulletin

June 15, 2010

To: All Local 587 Members
From: Paul J. Bachtel, President / Business Representative

Subject: **King County Metro Contract Negotiations Update**

King County Metro negotiations are ongoing for both bus and rail. Our five sectional subcommittees (Transit Operators, Vehicle Maintenance, Facilities Maintenance, Supervisors, and Special Classifications) are each coming before the Core Bargaining Committee to explain their proposals and hear Metro and Rail proposals. I expect this process to continue well into July.

Following subcommittee presentations, proposals deemed viable will be forwarded back

to subcommittees for additional fine tuning.

The Union continues in its process of researching and preparing our financial proposal. I've hired a well known labor economist and engaged our labor lawyer in this preparation. Once our research is finished, I'll be able to give you a better idea of possible outcomes.

I plan to continue publishing monthly negotiation updates with additional updates when warranted. Thank you for your support and participation.

Raising Arizona

By Alex D. La Barba, ATU 587 Latino Caucus Chair

Unless you live on Mars, you know by now that Arizona Governor Jan Brewer has officially signed SB 1070 into law. This legislation is supposedly intended to cure the “ills” caused by the Federal Government’s complacency towards the flow of migrants across the U.S.-Mexico border. At least that is what 1070 supporters tell the media. They say they want to send a message to the rest of the country: Arizonians are “mad as hell and aren’t going to take it anymore.” Arizona’s new law directs police to require documentation of anyone who they suspect is in the U.S. illegally. Those who can’t provide papers will be arrested and deported. Police departments throughout Arizona are divided on SB 1070. While some support it, many are opposed. Perhaps they sense the extra workload and/or the lawsuits that may ensue. Or perhaps they are sensitive to the feelings of the large Latino population that resides in Arizona. I personally salute police who are speaking out against this heavily backed Republican bill.

But I also happen to agree with Governor Brewer. Yes! The Feds are complacent on this issue. As a matter of fact, they’ve dragged their feet for more than 100 years. Why is this? Could it be that our country depends and profits from the underground economy that uses undocumented workers? After all, who makes up a giant part of the labor force at the slaughterhouses and meat packing plants, the farm fields and backrooms of so many restaurants, and so many other workplaces across the U.S.? Ever thought of who prepared that 10-pound bag of frozen chicken wings you purchased at Costco? Or who picked that head of bulk lettuce? Ever thought about the low price and why that was so?

As a union member I resent the idea of undocumented labor, because employers try to take advantage of these workers’ status to pay less, discourage unionization, and break strikes. Yet, as a consumer I enjoy low prices. Am I a hypocrite for this? Yet, knowing in my heart that I have paid for undocumented labor (at one time or another) doesn’t faze me a bit. After all, I transport the nannies and painters to the richest neighborhoods of this city almost daily. If the wealthy in our society show no qualms or shame about it, why should I? I am just a working stiff.

That brings me to the real intent of my letter, to deliver a message that takes into consideration the people who will be affected by Arizona’s law, the Mexicans and other nationalities of mainly Latino origin who will bear the burden of proof, without the benefit of provable cause. You may have noticed that I haven’t used the term “illegal” until now, and this is because I consider the term to be a dehumanizing insult to the working class, of which they are a part. And yes, they are a part of the working class whether you like it or not, my friend. They are workers who are treated as

more expendable and, therefore, are more prone to being abused by unscrupulous elements.

In the U.S., the “law of the land” is supposed to be applied by degrees, to instigator as well as perpetrator. When we say “by degrees” we mean that the punishment increases according to the intensity of the offense. We even use the term “victimless crimes,” to refer to crimes such as solicitation or cannabis possession. And I contend that working for a wage, as undocumented immigrants do, is the most victimless crime of all, because the parties involved are mutually benefited.

Likewise, in our society we punish instigators as well as perpetrators. If I hire someone to commit an illegal act, I am also acting illegally. Yet, when you call an undocumented worker “illegal” do you call his employer “illegal” as well (since both parties breached the law)? Be careful now, unless you are absolutely sure of who has grilled every burger that you have ever paid for, and thus can deny having ever contributed to the employment of an undocumented worker.

Please understand, it is not my intention to burden you with vindictive accusations or catch you in self-incriminating answers. I am only trying to defend the rights of these people. You see, in these times of aggressive partisan politics, the ugly specter of racism can easily be awakened. And while hidden from our sight, still it can be used to create havoc with the fundamental rights of working people. As the saying goes, “an injury to one is an injury to all” and most of these folks, I maintain, are working people like you and I (while under separate conditions, of course).

And finally, I would like to suggest that perhaps the time has come for a true and comprehensive immigration reform law. I am hoping for a permanent solution, because a weak and temporary one would eventually have us talking about the same subject in another 30 years. So, for the sake of saving future ink let us encourage our legislators to find a better solution—one that is national in scope, rational in approach, and protects those basic tenets of “inalienable rights,” such as the ones that our forefathers fought for and established so long ago, including one of my favorites, “the pursuit of happiness...”

Not An Easy Occupation

By Executive Board Officer Andrew Jeromsky

An open letter to those knocking bus driver wages and medical plans.

Do you have a dangerous occupation? Do you get spit on at work? Have you ever been assaulted or knocked unconscious by one of your clients or customers? Do they sit behind you and deal drugs, or drink? Do the homeless come into your office and use it as a safe, warm place to sleep?

Can you take breaks when necessary? Do you get a lunch break at work? Can you go to the bathroom when you need to? Are you, or have you ever worked as a cashier? Did your customers pay for what they received? Did you ever have to remind them to pay? Did they get angry, or assault you if you did? Do people drive recklessly around your worksite, shouting, yelling and gesturing at you because by doing your job they think you’ve deliberately slowed up their commute?

Is your seat comfortable? Does it vibrate continually when you are on the job? Do you have to sit in a different chair everyday? Can you get out of it and stretch if your back hurts? How many of your fellow employees suffer from back pain and injuries? Can you get plenty of exercise while working? Do you or your fellow employees suffer from higher than average rates of vibration and stress related illnesses like heart disease, hypertension, diabetes, or cancer?

In addition to all these on the job “challenges,” bus drivers have a high mortality rate after retirement. A lifetime of work related trauma and stress coupled with equipment vibration and the pressure to perform, result in shortened life spans for many drivers. We are forced to accept these conditions as part of our job. As a result we have to have an affordable health care that we can depend on.

This last year our plan tripled its deductibles and increased its co-pays by 50 percent. Even so, we have been targeted for further health care and wage cuts by recent editorials appearing in the Seattle Times and by King County Councilmember Kathy Lambert. Because the county is trying to pay a livable wage and provide reasonable health benefits to its employees during a recession, the Times and Lambert are condemning union wages and

trying to balance the budget on the backs of working men and women. However they don’t mention their own personal salaries and benefits, which are far and away greater than ours. Council member Lambert’s was reported to be \$125,198 in 2009. That’s certainly a lot more than most of the union workers she’s harming.

Perhaps that’s why those editorials always condemn the combined total of all our wages, not our individual salaries. Could it be that comparing their own personal salaries to the individual salary of a bus driver might make their arguments seem selfish? I have yet to hear them publicly question the incomes of the wealthiest individuals in our culture. Could it be that those wealthy individuals contribute to their political campaigns and finance their causes? I wouldn’t object if those causes were aiding the working class and not those who are *already* wealthy.

To any citizens struggling to get by on less than a union wage I say, don’t condemn your union counterparts. We’re on your side. Strong unions set a pay standard that nonunion employers follow. Without the influence of unions, you would likely be earning less than you are right now. Belonging to a union is the only way to protect your right to fair treatment in the workplace. This includes discipline, wage protection and benefits. If you can’t join a union, try and organize one at your workplace. Unions can and will help.

Before Kathy Lambert and the Seattle Times editors continue to come down on unions, let them try living with working class salaries and medical benefits first. Before they point their fingers at those who are earning less, let them point their fingers at those who are earning more. Those citizens are not only more able to bear the financial load, but they bear more responsibility than the lower classes for this current recession. Rather than looking to the working class to pay greater taxes, and suffer service cuts, our leaders should do the right thing and pursue recession relief from those wealthiest citizens who have benefited the most from the labor of the average citizen, and are the most able to afford it.

In Solidarity,

Andrew A. Jeromsky, Executive Board Officer

CANDIDATE MEET AND GREET IN CONJUNCTION WITH THE PUGET SOUND LABOR AGENCY’S ICE CREAM SOCIAL

WEDNESDAY, JULY 21ST • 5:00p.m. - 7:00p.m.

SEATTLE LABOR TEMPLE, HALL #1
2800 FIRST AVENUE, SEATTLE

HOSTED BY THE MLKCLC POLITICAL ACTION COMMITTEE