

The President's Report

by Lance F. Norton



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Rushing to Judgement

On April 17, 2007, one of our members, a transit operator since 1994, was involved in a fatality accident. The resulting media fury was unprecedented and in one case sensationalistic to say the least. The sensationalistic reporting was based in part on the fact the operator had been terminated in 2005. Following the 2005 termination our member filed a grievance and the membership voted to pursue the grievance to arbitration. The Union resoundingly won her case. The operator was reinstated with full back pay having all record of discipline removed from her file. Although the investigation into last month's fatal accident is nowhere near complete, and the facts and circumstances are still unknown, the media leapt at the opportunity to demonize both the operator and the Union.

The Seattle PI headline two days later read, "Driver in fatal bus crash fired in 2005, then rehired." Radio broadcaster Dori Monson told his

*"Life is a tale told by an idiot – full of sound and fury, signifying nothing."
–William Shakespeare*

listeners that the "Union has blood on its hands." The KIRO news radio website states that Mr. Monson considers himself "a government watchdog," and "who approaches each story by judging its issues on it's merit." (the website obviously needs an editor) But Mr. Monson's remarks indicate he's more of a lapdog than a watchdog, and that he rushes to judgment well before examining the merits of any issue. In fact, had Mr. Monson and other members of the media chosen to research the facts, and to try to understand the Union's obligations

with respect to its membership, they would have had a very different story to tell. But that wouldn't have been as sensational.

Just as Mr. Monson did, Metro management rushed to judgment in 2005 when it terminated this operator. She had been fired for stopping her bus on the West Seattle Bridge after two juveniles became angry and verbally assaulted her when she (following Metro policy) refused to allow them to deboard after the bus left the last stop before the Viaduct.

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The Month at a Glance

Executive Board Report

May 29, 2007

All officers were present except Kenny McCormick and Chris Daniels who were on vacation, and Brian Sherlock, Rick Sepolen and Kermit Gipson who were ill.

The following business was conducted:

- Motion by Judy Young to donate \$250 to the Bruce Pittman Foster Scholarship Awards.

- Motion by Paul Neil to send all of our International Convention Delegates plus two alternates to the ATU International Convention in Las Vegas Sept. 15th through September 21, 2007 paying travel, lodging, registration, and per diem.

- Motion by Dee Wakenight to send up to four delegates from our Local 587 Latino Caucus to the ATU International Latino Caucus meeting September 13 through 16, 2007 paying airfare, lodging, registration and per diem.

- Motion by Neal Safrin to send up to six members to the Washington State Labor Council Convention in Seattle August 16 - 18, 2007 paying registration and \$25 per Diem.

- Motion by Paul Bachtel to recommend pursuing the grievance of Edgardo Reyes for the membership's consideration for arbitration.

- Motion by Neal Safrin that Local 587 purchase 75 Mariner Tickets for September 30th at a cost of \$16.00 per ticket and purchase food that will be served in one of the hospitality areas two hours before the game at a cost of \$14.50 per person for a total cost of \$2,300.00. Members will purchase no more than 4-tickets per person at face value from the Financial Secretary, leaving the union with an expense of \$1,100.00 for the food.

Business of the Membership

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

- The membership voted to approve the motion by Ed Stanard to pay up to \$600 for a sign along side highway 101 in memory of Brother Steve Biss who was killed by an intoxicated driver.

The following members were May pot draw winners: Dee Wakenight at the Charter meeting, Paul Tefft at the Morning meeting, Troy McKelvey at the JTA meeting, Robert Eash at the CTS meeting. CTS rolling pot draw of \$225.00 was won by Terecia Acorn. Next month's rolling pot will be \$25.00.

Tentative Agenda

Membership Meetings:

CHARTER MEETING
Thursday, June 7, 2007

8:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, June 8, 2007

10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, June 11, 2007

8:00 p.m. (this month only)
Port Townsend Rec Center
Port Townsend, WA

CLALLAM TRANSIT
Tuesday, June 12, 2007

7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

Among Topics to be Discussed: Grievance and arbitration update, Sound Transit Phase 2 and RTID proposal, Upcoming International Convention, Organizing committee. **Unfinished Business:** None

Attention All Local 587 Women

The Labor Education and Research Center for The Evergreen State College is gearing up for its 17th annual Summer School for Union Women and Community Activists. The summer school this year will be held on June 27 through July 1, at The Evergreen State College in Olympia.

Members interested in attending must send a memo to President Norton no later than Thursday, June 10, 2007. Local 587 will be sending up to three attendees, first come, first serve. Priority will be given to members who have not attended previously.

In Loving Memory...

What we have done for ourselves alone dies with us; what we have done for others and the world remains and is immortal.

— Albert Pike

Robert Hargreaves. Passed away March 29, 2007.

Brother Hargreaves began his career as a Metro part-time transit operator August 03, 1989 and was assigned to Ryerson base at the time of his passing.

Myron Welton. Passed away April 22, 2007. Brother Welton



began his career May 05, 2006 as a part-time transit operator and was assigned to Bellevue base at the time of his passing.

Neil O. Myren. Retired member passed away April 26, 2007. Brother Myren was a Full-time operator and shop steward working primarily out of East base at the time of his retirement.

Hazen Lindsley. Retired member passed away April 14, 2007. Brother Lindsley began his career December 01, 1960 and retired January 01, 1975.

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

ATU Local 587

News Review

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WEINGARTEN RIGHTS STATEMENT

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

Letters to the editor

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

Send letters to:

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

Metro's Fare System: Illusion or Reality?

By Joshua Laff, Ryerson Base Shop Steward

As I demonstrated in my last article, there are many ways to get around paying fare when riding a King County Metro bus. Even the upcoming ORCA smartcard does nothing to assist in addressing fare evasion as it has its own contributions to avoid paying fare (such as cracking an empty card so it doesn't work, then claiming to the driver it's full). From what I can tell, ORCA does little more than make it easier for the regional transit agencies to collect fare from those already paying it. There's a question that comes to my mind based on my observations: What is the true nature of our fare system?

My conclusion is that our fare system is an illusion. It is a set of business deals, conflicting policies, and a scapegoat law designed with ridership, not finances, in mind. Increasing ridership is not a bad goal, and the methods to achieve that aren't as unhealthy as I imply. I simply hope to lift the curtain a bit on this illusion, and help drivers understand their role within it. By exposing these illusions, we make more informed choices throughout life. Even if we make the same choices as we did when the illusion was unknown, the fact that those choices are conscious usually leaves us in a healthier state.

An example many drivers are familiar with is the law written at the bottom of each farebox stating it is a misdemeanor crime not to pay fare. This law almost never gets enforced. Few fare evasion teams show up on our buses (I've never seen one). However, if a driver calls for police assistance for a problem passenger, the police may ask if the passenger has paid fare. If the answer is "no," barring any other law violation, the police will use that fare evasion as an excuse to arrest the passenger in question. Here we see that fare evasion laws aren't used for revenue, but for behavior enforcement.

The collection of fare revenue is filled with contradictions. Passengers who pay almost \$800 for a yearly pass and lose it are required to buy a new one (admittedly, ORCA is supposed to change this). Meanwhile, Metro sells Ticket Books at pennies on the dollar to homeless shelters. Drivers of Metro's Access services are currently forced to pay their own fare in full. Metro then turns around and arranges

partnerships with businesses, with a large discount per pass. The cost of a sticker for a reduced-fare permit works out to the owner riding at 18 cents a day. For cash paying riders, avoiding fare payment is a trivial task. It seems that the only people paying full fare are those who haven't figured out a way around it. Yet, since Metro drivers aren't supposed to argue fare, for all practical purposes anyone can ride for free. Unless Metro Transit Police needs an excuse to arrest someone, in which case they can't. At least, as long as our antiquated fareboxes are working that day.

With so many inconsistencies, with so many ways to avoid paying fare, with such an overwhelming lack of enforcement that many riders feel it second nature not to pay fare, the message I get from Metro is that fare collection is unimportant. We're told in training that the fare system is an honor system. It appears to me that it's actually a donation system. Pay if you feel like it, as long as you don't exhibit a pattern of abuse we can track on an SIR.

I don't mind it being a donation system. What I do mind is the illusion and that drivers are asked to be the public interface for that illusion. Even though Metro policy states drivers are not responsible for enforcing fare, riders that don't have proper payment still have an expectation that the driver has the power to determine if a person can ride or not. What's more, each individual has their own history of how they relate to people in a position of power. Many people have a subconscious need to play out a drama to feel empowered. They put themselves in a position where someone is forced to control them or tell them, "no," so they can fight back. Drivers are therefore not only left with the responsibility of juggling the fare illusion, they are also dragged into these dramas. If the fare system is portrayed to the public for what it really was (a donation system as long as you're not a jerk), the psychic burden on both drivers and fare-challenged passengers would be eliminated.

My current personal practice is to tell the fare-challenged, "Do what you need to do." This puts the burden of responsibility back onto the rider and removes me from their power drama. I'm not giving them

permission to ride, but I'm not giving them an excuse to fight. This isn't to say I don't let people by without checking in. If someone pays short, before handing them a transfer I may ask them, "You do know the fare is \$1.25, right?" If someone presents an expired transfer, as they walk away, I comment, "That transfer looks a little expired, doesn't it?" On old reduced-fare permit stickers, I'll ask, "Is that last month's sticker on there?" Notice these are all questions. I do not take on the role of an enforcer, only a neutral observer. That leaves them with the burden of how to deal with the answer. This also lets potential problem passengers know that I see them, without triggering their "fight authority" instincts. Combined with making eye contact and saying hello to everyone that boards, I have virtually no security incidents on my buses, and none that are serious.

I know that some drivers and passengers are concerned about the moral standpoint of enabling people to ride for free. They feel that when some riders are paying hard earned money for the fare in full, every rider should be held to the same standard. I agree, in theory. But as I indicate above, not everyone is held to the same standard. There is no standard, only the illusion of one. At the management level, Metro negotiates away nearly the entire cost of fare whenever it will increase ridership. Why should the drivers act any differently? What's more, if you are truly against enabling, by taking on fare enforcement, aren't you just enabling Metro not to deal with the issue system wide, and in a way that is safer and less stressful for drivers? This is the reason some drivers never hit the "3" key for fare evasion. They figure, why reward Metro for avoiding evasion issues by keying them to collect that money

from the federal government?

I'm not lost on the problem with publicizing a donation system. Metro will not only lose money in fare collection, but also in partnerships. If fare is not purported to be required to ride the bus, there is no illusion giving value to passes given out in partnership programs. Under a donation system, Metro would likely receive less money from these partnerships, and may have to bargain with a higher degree of personalized routing. Metro will therefore need to convince taxpayers of the benefits of paying for transit through taxes instead of fare, likely through property taxes.

So where does that leave drivers? Me - just as I don't want to take responsibility for the passengers' decisions not to pay fare, I don't want to take responsibility for Metro's decision not to enforce it. Nor do I want to take responsibility for the illusion Metro is trying to maintain. I find my interactions with passengers a lot less stressful under this approach. I don't get angry over passengers that try to sneak fare evasion by me. The joke is on them; they're playing those games over an illusion. But each driver needs to find their own relationship with that illusion.

For those that may still disagree with me, I leave you with this. If all drivers system wide stop trying to collect on fare evasion, Metro will see fare revenue fall. As full-paying passengers notice the behavior, many will either start complaining to Metro (or the newspapers) in increasing numbers, or stop paying fare themselves in increasing numbers. This would lead to either a serious revenue issue, or a serious public relations issue. Either way, Metro will then be forced to deal with the reality of their fare system, not the illusion.

Arbitration Update

1. Roland McVay: Grieved cancellation of shifts in violation of the collective bargaining agreement. Arbitration hearing held April 25, 2007. Decision pending.

2. Richard Paddon: Grieved management performing bargaining unit work. Arbitration began in February

with additional dates scheduled in May and June.

3. David Moore: Grieved termination for an accumulation of alleged minor preventable accidents. Arbitration hearing held April 26, 2007. Decision pending.

SHOP STEWARD TRAINING FOR NEW STEWARDS

WHEN: TUESDAY & WEDNESDAY
JUNE 12th & 13th 2007

WHERE: UNION OFFICE
2815 SECOND AVENUE #230
BAY VISTA OFFICE BLDG
BETWEEN BROAD & CLAY

TIME: 9am to 5pm

New Steward training is a 2-day session

Please call the Union office if you would like to attend no later than 4pm on Wednesday, June 6, 2007

Casual attire

**Boxed lunches will be provided*

Parking available in underground garage

People, Say Hello to the People

By Kevin Cooper

Hello people. When I started driving for Metro I quickly realized that I could only communicate with a few people. I rapidly noticed that we have an incredible array of different cultures and saying hello to them in their original language is a pleasure. This is very fun and it puts people at ease. Try it, and see if they will understand you. If nothing else you will get a smile from them for your attempt. If you are close to matching their language and accent they might respond to you so just think, you made a connection to a vast knowledge base of a different language and culture. If they respond and you don't know what they said, shrug your shoulders and say 'that's all I know'. It will help them to feel included in our society. It is enjoyable to try and guess their original language based on their English accent. Try it and you will amaze yourself at how close you will be to the country where this person grew up. This gives the people on the bus a chance to overhear you, and then notice the excellent conversation that will ensue from the others. When given the chance people will share their excellent experiences and they will leave your bus happy.

I thought to myself 'What would happen if I learned how to say hello in different languages?' This should

As transit operators we are the first people to welcome our tourists and immigrants.

be an easy task, but I swiftly found out it is not. Before your read further, I want to say that my spelling and words may be incorrect and there will be errors so please write in and correct my errors. ATU 587 administrators please follow up and correct my mistakes in a future *News Review*.

Here goes. In Germany they say 'Guten tag'. How do they say hello in Somalia? In Bengali they say 'Namaskar' and a kind man taught this to me at Starbucks. How did Chief Seattle say hello in his original language? In France they say 'Bonjour' or 'Salut' and my French wife taught me this. In Spain they say 'Buenos Dias' or 'Ola' and Mrs. Pierce taught me this in Spanish class. In India they say 'Namastay' and Chand educated me with this phrase. In Vietnam they say 'Chao' and a young intelligent Vietnamese woman explained this to me on the bus when she was going to see someone in the hospital. What do they say in the Sudan? In Japan they say 'Ohio'. In Russian they say 'Zdrastvouite'. In China they say 'Nehow' and one of my

Chinese colleagues taught me this. In Lithuania they say 'Labadiena'. What do they say in Argentina? In Hawaii they say 'Mahalla' and a Hawaiian lady going to a doctor's appointment shared this with me. In Australia they say 'Guday' short for 'Good Day'. In Cambodia they say 'Sua Sdey' and I learned this from a nice man behind the counter of a donut shop. In Romania they say 'Bon Journo' and my Romanian friend and Transit Operator, Dorel taught me this. There are many more ways to say 'Hello' in hundreds of different languages, so citizens of the world please say 'Hello' to the people.

Do you want to welcome different cultures, different languages to our beautiful city? If so, we must evolve into multilingual hello saying organization. If not, continue to grunt and sneer at them and you will create distance between you and the rich culture of this person. As transit operators we are the first

people to welcome our tourists and immigrants. Let's do it will class, elegance, a smile, and say 'Hello' to them. Do you want to ease their plight? If so, then look into their eyes, and with the look of compassion say 'Hello' to them. If you do this, here is what you will get in return. You will get their thanks, their love, and their respect, maybe not in words, but you will see it in them. If you do this, you will make a difference in the King County area because as you drive the bus you affect more than 1 million people daily. You will have a positive effect on people's lives and maybe their lives reach all the way to Marysville, WA USA, Barcelona, Spain, India, the Philippines, Vietnam, Korea, Bengali, Germany, Hawaii, China, France, Romania, Italy, Lithuania, Japan, Cambodia, and Somalia. If you do this you will have a positive global effect.

I have been enriched by my interactions with the members of the ATU 587 union (Transit Operators and Supervisors) and the Metro organization. I want to thank each one of the people who were patient enough with me to teach me one part of their language and I want to say 'Hello, people of the world'.

Whatever Happened to Safety First?

By James E. Reese

In light of recent events I would first like to extend my deepest condolences to all those involved; my heart goes out to you. Whatever happened to "Safety First" at Metro Transit? I remember the days when in training the rule of the day was the 3 S's; Safety, Service, then Schedule. The short answer is it went by the "waste side," because now all that matters is getting the bus out on the road at any cost regardless of whether the operator is too tired to drive safely after working a 10-plus hour shift. We the operators at Metro Transit have got to go back to the days of ole; the days of Safety First.

This means we have to put Safety First, and not allow Metro Transit to put Service, and Schedule ahead of Safety. We are the professionals out on the road. We have to stand our ground. If you're too tired to drive safely don't go out and do extra work which could cost not only you your job, but someone their life? If Metro doesn't want to let you off work when you tell them you're too tired to drive safely then shift the responsibility to Metro with one simple phrase. "I'll go drive that bus if you'll sign a waiver

accepting responsibility for what may happen out there;" then you are covering yourself. Chances are Metro won't send you out.

With our workforce as short as it is, why make it even shorter for Metro's lack of judgment when it comes to the Safety of the public and our jobs. Why can't Metro sit down with the Union, go through the part-time list and ask all those operators if they want to go full-time, and then make it happen. Those who stay part-time may work up to 7:59 with nothing less than a 4-hour minimum per day, and then do away with hiring part-timers once and for all. I do not offer this suggestion to anger my fellow brethren, but as a way to help us out of a hole which management has, and is continuing to, dig us into. Let's stand up and crawl out of the hole and get back to the basics of Safety, Service, and Schedule at ATU Local 587 and protect our jobs and the public from the madness that is the "Get the bus out on the road at any cost" mentality in which management deems Service and Schedule more important than Safety.

19th ANNUAL KING COUNTY EMPLOYEES CAR SHOW at the 31st METROADEO



Saturday June 16, 2007
Metro Transit Safety and Training Center
11911 East Marginal Way South

Registration 9 AM – 10 AM
Car Show 10 AM – 1 PM
Awards ceremony – 1:30 PM

All King County Employees, their families and friends are invited to show off their antique, classic or special interest cars, trucks, motorcycles or any other vehicle at the 19th Annual King County Employees Car Show. Great prizes and giveaways! Registration is free!

For more information visit www.mehva.org, e-mail us at info@mehva.org or call the MEHVA hotline 684-1816.

**Sponsored by the Metro Employees
Historic Vehicle Association - MEHVA**

Lack of Information Leads to Angry Riders: Commuter Revolt Imminent!

By Carl C. Jackson, Atlantic Base Operations

NOTE: This article was previously published several years ago. The recent closure of the University Bridge due to a water main break caused Metro Transit to re-route several transit lines around the disruption. It also brought to light an endemic problem with operational communications and a lack of logistical cooperation between Service Communications, Service Quality, and Base Operations. While I won't go into specifics, I want to point out that many people in these sections try to do good work but, at times, a lack of policy oversight and review hinders their attempts to do just that – good work! With the addition of new transit modes such as light rail and the South Lake Union Streetcar, it is tantamount that managers and supervisory personnel revise old thinking and adopt more stringent controls over communications and operating policies.

I recently heard about a "Meeting from Hell" that reminded me of some of the Sound Transit meetings that have been so entertaining, in a sort of "Springer-esque" fashion. The gist of the meeting between a fictional transit agency and the riding public goes something like this:

The manager of the agency's "Public Relations Department" decided to hold a meeting to hear passenger's complaints. The agency's ability to deliver timely, efficient service had been severely impacted by a bad winter, aging equipment, service failures and late or canceled runs.

The outraged audience proceeded to break the hapless management team into tiny little pieces. The rising crescendo of anger fed on itself with statements of indignation such as, "...and in the whole 40 years of your existence, have you EVER operated on time?" "Do ANY of you people ever ride on the same busses and streetcars that we do?" "Why is it that my bus doesn't show up sometimes?" And finally, "My trash cans are cleaner than the interior of these busses!"

While it may not dampen the attitude of the patrons, the best way to handle such complaints is to provide facts up front.

For example, it's one thing to try and deal with a small amount of cold or hot weather extremes and blame poor operations on Mother Nature. But, if a severe winter storm is predicted, the public should be alerted that the storm may cause service interruptions. If snow is the issue, the public should be told that the responsibility for plowing city streets, in most cases, falls on the city, NOT on the transit agency! It's a matter of maintaining good damage control as well as a mandate to keep the public informed.

Other valid factors that can disrupt operations are major roadwork that forces route changes, equipment failure, and abhorrent passenger behavior necessitating a police response.

In this, the later part of the 20th century, it is possible to predict, with fair accuracy, when the weather will be bad. Unless it is an emergency, most cities will usually provide information well in advance when work is to be done that will close streets to transit service. In both cases, the transit riding public, as well as the operations department employees should be alerted to potential transit problems.

Bitter complaints are often registered about a distinct lack of on-time performance. Nothing upsets transit patrons more than missed connections, especially if the connection has to be made during off-peak hours, and in bad neighborhoods. Any transit agency that values its reputation should have objective on-time performance information readily at hand.

It should report publicly the on-time performance facts as a regular course of business and certainly at a meeting with the riding public that is likely to turn ugly.

Lack of information is certainly a major source of public complaints. There is nothing more disquieting than being stuck on a bus or on a train with no indication of why the delay has occurred or how long one is likely to be marooned. Most anyone will tell you that information is power, and power allows for control of almost any situation!

The best way to head off complaints is to provide as much up-front information as possible. Portland, Oregon has a system installed at select bus stops in the downtown area that displays current bus arrival information. If a patron knows the regular bus is late, or has developed operational problems that will prevent it from showing up at all, he/she might be able to revise their travel plans and use an alternate means to get home or get to work in a timely manner. Bus drivers and train crews should be specially trained to tell customers what is happening, the cause of any problems and how long it is likely to interfere with normal operations. Transit control centers MUST have faith in the ability of the operating staff to deliver timely information to patrons. If that two-way partnership does not exist, then such factors as inadequate training or a less-than-efficient communications link between on-scene personnel and system control should be immediately investigated. A routine policy review should be implemented at yearly intervals to stay current with changing trends and real-world scenarios.

With two-way radio communication common in transit today, there is no excuse for dispatchers to not tell drivers and operators what is going on. Conversely, in cases of extreme weather conditions, district supervisors should be stationed at relief points around the system to inform road relief drivers and train

crews as to any changes in service routings. This can go a long way to insure the best possible operations under adverse conditions. Managers should ensure that ALL transit department vehicles are equipped with radios to allow for the seamless flow of information in both directions. Operating department personnel must pass information concerning delays to passengers in an appropriate and sensitive manner.

The news media is also a good outlet for information; it can be used to facilitate public relations "damage control" in cases where the transit agency is not directly responsible for service interruptions and delays. If it appears that construction or bad weather is going to delay bus

operations, it should be announced in the newspapers and on radio and television broadcasts.

It is impossible to keep all of the customers happy all of the time. But people who are well informed are usually much happier about transit than those who find themselves stuck without ANY forewarning. As we enter the next century, transit managers and operations employees must be made aware of operating rules and practices that have been in place over much of the last century and go forward with creative, flexible thinking. This will ensure that a transit system that everyone can be proud of and rely on will exist in the new millennia.

RETIREES' BARBEQUE

The annual ATU Local 587 Retirees' Barbeque will be held on **Thursday, June 21, 2007** at:

**Woodland Park/Green Lake
Stove #6
11:00 a.m. – 3:00 p.m.**

Hot dogs, drinks and condiments will be provided. Please bring a side dish if you are able.



Reminder: We have one north end Retiree Chapter meeting on the first Saturday of each month at 7:30 a.m. at Barlee's on 205th Street in Shoreline, 3 blocks east of Aurora. We also have a south end meeting at the Burien Elks on 140th & 1st Ave. S. in Burien. That meeting takes place the third Saturday of each month at 8:30 a.m.

The barbeque and meetings are a chance to meet with old friends. Mark your calendars and come join us!

2007 Access Rodeo

**When: Saturday June 09, 2007
9:00 a.m. – 1:00 p.m.**

Where: 11911 E. Marginal Way S. Seattle

Food and Gifts

BBQ Lunch for All Attendees
All drivers will receive 2007 Rodeo Pin and Hat
Judges will receive a thank you gift and a Hat

Timed Obstacle Course

Backing Turning
Serpentine
Barrel Clearance
Smoothness & Safety

Fun for All Ages!

Remote Control Car Rodeo Course
Best western Costume Contest
Coloring Contest Wandering Magicians

ATU Is Organizing!

By Neal Safrin, Executive Board Officer Local 587

Before November 1st, 2006, ATU International did not have an organizing department nor an organizing director. Our first ever organizing director, Charles Lester, recounts how when he was interviewing for the job, he was told that the Union had won organizing elections in spite of themselves. Things have changed for our Union since Charles Lester came on board. Brother Lester vowed to put the model for organizing presented at the 2006 AFL-CIO Organizing Summit to work in ATU. Now that model has paid off for 400 transit drivers and office employees in several cities who have joined ATU and will now be able to bargain for better wages. Hundreds more drivers are voting in the next few weeks on whether to better their lives by joining a union.

"What makes these victories especially important", Lester says, "is that this is the first experience many of the locals involved have had with successfully helping workers join a union." Local members are the backbone of a successful organizing campaign. ATU, with the active support of the AFL-CIO, is training local members in new techniques that the members will take back to their locals and go out and organize new properties. "We are building power from within", Lester says.

One of the ATU locals that are currently very active and successful in organizing new properties is our sister local in Portland, Local 757. Local 757 is the only ATU local in the entire state of Oregon. They also represent workers in Southwest Washington. It was here in Washington that they achieved the easiest of their successes. Local 757 achieved recognition for workers employed by the City of North Bonneville. The new members will include all city employees including the police chief and city clerks. They were unable to bring the mayor and judge into the bargaining unit although the mayor

and the judge were very supportive of the organizing efforts. It is interesting to note that there are not any transportation employees among the new members from the City of Bonneville. Evidently, the city employees specifically requested that they become represented by ATU.

Another Northwest organizing victory took place in Camby, Oregon, where drivers from Camby Area Transit (CAT) voted by a two-to-one margin to join Local 757. The local successfully organized the drivers at CAT. Member organizer, Kevin Kinoshita from Local 757, worked his first campaign. He says that the most important lesson he learned was that the most successful organizing drives have the greatest employee participation. The employees at CAT were constantly talking with co-workers and assessing the level of support for the Union. Paratransit employees in the Sandy Area (also near Portland) are expected to vote to join ATU in the coming weeks. When taken together with the Camby members, this will add 100 new paratransit members to Local 757 in the Portland area.

The roughest organizing battle for Local 757 took place in Bend, Oregon with a private contractor for Bend Area Transit, Paratransit Services. Our officers from Local 587 are familiar with this company as we represent the employees of Paratransit Services in Clallam County, Washington on the Olympic Peninsula. Local 757 won the election to become the exclusive representative of 40 drivers, dispatchers, call-takers, and customer service representatives but the company fought every step of the way. The employees of Paratransit Services voted in January to join the union, but the company challenged the election. The National Labor Relations Board (NLRB) rejected the challenge but the company appealed the decision. These types of delaying tactics and worse are all too common in today's anti-union climate.

This campaign was also a great example of how we can gain the support of elected officials to "lean on" a company to end its delaying tactics. After Paratransit Services filed its appeal with the NLRB, a few dozen employees of Paratransit Services and their supporters showed up at a Bend City Council meeting to ask City Hall to urge the city's bus service provider to honor the workers vote to join ATU Local 757. In response to this request, the Mayor of Bend wrote, "On behalf of the Bend City Council, I am writing to encourage Paratransit Services to drop its efforts to appeal the decision of the NLRB regarding the establishment of a union among the Paratransit workers of Bend. A majority of the City Council encourages Paratransit Services to accept the ruling of the NLRB and terminate any efforts to appeal that decision."

Next, Russ Evans, a Paratransit Services driver and activist was fired shortly after testifying in support of bills that would restore a workers right to choose a union. ATU filed an unfair labor practice complaint over the termination. Eventually, Brother Evans was rehired and is now back at work. Paratransit Services has dropped its challenge of the workers decision to join a union.

Finally the workers are looking forward to negotiating their first ATU contract.

Local 757 was greatly assisted by members of the Central Oregon Labor Council and "Jobs with Justice" who saw this campaign as not only important for transit workers, but for all other non-union workers who need to be organized. This is an integral part of the plan of the new ATU Organizing Department. ATU intends to utilize allies such as Labor, community groups, religious organizations, and elected leaders. "The assistance we got from other Unions was amazing and greatly appreciated", reported ATU International Vice President Ron Heintzman, who assisted in the campaign.

Since ATU has decided to place a strong emphasis on organizing, the ATU Organizing Department worked with the AFL-CIO Organizing Institute to create an organizing training program designed to address the particular needs of our union. In anticipation of new organizing efforts in the Northwest, ATU Locals 757-Portland, 587-Seattle, and 1015-Spokane, sent about 50 ATU activists to Portland on the weekend of April 27-29 to take advantage of the new program and to gain the necessary skills and tools

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News from the Organizing Committee Corner

Seminar: Portland, OR. — April 27 & 28, 2007 — Hosted by ATU Local 757
Attending: Financial Secretary Paul Neil, Executive Board Officer Neal Safrin, Committee Chair Lisa Nault & Shop Steward Chuck Lare participated in an education workshop for organizers.

Charles Lester, ATU International organizer & Sarah Mackenzie, AFL/CIO Organizing Institute led an informative & empowering weekend. It started with a rally Friday night supporting Employee Free Choice Act <http://www.gov-track.us/congress/bill.xpd?bill=h110-800>, followed by a full evening Friday & full day Saturday. We're excited about ORGANIZ-

ING! Both in our local and bringing in new employees/properties are essential to our future. Yes, ESSENTIAL. Do you like your benefits & compensation? We want to maintain & better our working conditions. To do this we need to keep what we have, negotiate more & ORGANIZE new members.

Yes, new members. New members help protect our industry & bring up the standard of living for low-wage workers (doing the same/similar work as we do). Who's gonna do this? ACTIVISTS! I am calling out all activists/ volunteers; we need your help. We need participants to be organizers/ activists. Got experience? If not we will train; If so, come offer your expertise.

Upcoming Training

Speaker: Verlene Jones, Union Cities Organizer

Subject: Training, including Common Sense Economics, talking with members and communication strategies.

When: June 7, 2007, 10:00 a.m.

Where: Union Office, Local 587 Conference Room, 2815 2nd AVE. Suite 230, Seattle, WA.

Seating: Limited space available

In Solidarity,
 Lisa Nault
 Local 587 Organizing Committee Chair

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

Flummoxed

By Dee Wakenight, Executive Board Officer

Does anyone really believe that this would be possible without union membership? If you believe unions aren't necessary just consider that at least in transit at King County the "bosses" are union members also, IFPTE Local 17.

May Day is the historical workers day around the world. Sorry I never understood or participated in the May Pole stuff. Workers had an even better event this year, in Seattle.

This year it was the date for an AFL-CIO sponsored town hall meeting with Presidential hopeful John Edwards. Machinist hall in South Park was the chosen location. Noon was the scheduled start time.

The Martin Luther King Jr. County Labor Council organized the event with less than a month lead time. It's difficult getting over 800 people to show up for an event on a Tuesday at Noon when you are not serving lunch. They did an admirable job. *Thank You Very Much.*

Tickets were necessary for admittance to the event.

Some of our Executive Board Officers, who were not involved in the pick at the time, were in attendance, along with the ATU's lobbyist, Pam Crone, who had come from Olympia to take part in this historic event.

How often does the opportunity come along for "just people" to have a chance to ask a Presidential Candidate a question? Upon arrival,

there was for all to see a table set up where attendees were able to write out questions for consideration to ask John Edwards. There is this question that has been bothering me for a long time, long enough that I had actually sent it to the AFL-CIO asking for an answer. The answer received was not acceptable so a second opinion was necessary.

Major Television, TVW, (public access) and the PI were in attendance. Unfortunately we were not the only appearance in the area so he arrived a bit late. When he did arrive we knew that it was worth the wait. The Headline in the Seattle Post Intelligencer, May 2, 2007 "Edwards met with raucous applause at Seattle stop"

The war was addressed, personal

history about his labor background, both parents had been in unions, and yes he does walk the line, the picket line that is. We were also reminded how 4 years prior, on this very day, George Bush had declared "Mission accomplished" onboard the famous aircraft carrier. Also addressed were many Labor issues, the right to join a union, striker replacement, his health care plan, what was needed to restore the trust between the president of the United States and the rest of the world.

Now we come to the last question, to quote the Seattle PI: *One question flummoxed the otherwise smooth-talking candidate, when a woman identifying herself as a bus driver bluntly asked: "Are you willing, once you're elected, to repeal all right-to-work laws nationally?"* Unfortunately the PI semi miss quoted me.

Right to work is a misnomer. It sounds good but is the death of most unions. What it seems to really mean is the right to work for less. Unions are in place for the benefit of the workers but they do

not have to join. Everyone has to try to get the best benefits, wages and working conditions with out the assistance of the entire workforce. The union represents the interests of ALL the workers not just the boss's brother-in-law or those suck ups who we have all seen at other work places, who get ahead for the wrong reasons, that do not enjoy the benefits and protection of union membership.

Does anyone really believe that the BOSS is their good buddy, and will go against the grain just to save your sorry skin? Some of us understand this better than others do because we ruffle the feathers of those in authority, because we can. Does anyone really believe that this would be possible without union membership? If you believe unions aren't necessary just consider that at least in transit at King County the "bosses" are union members also, IFPTE Local 17.

The definition of the word flummoxed; perplexed seems to cover it the best.

How can Seattle and King County Metro Transit become truly efficient?

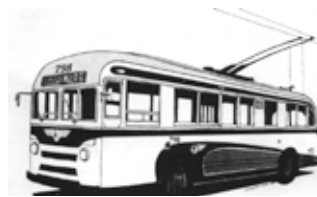
By James E. Reese

I'm a true bus enthusiast who has lived here in Seattle; Cincinnati, Ohio (my hometown); Columbus, Ohio; San Diego, CA; and Philadelphia, PA. I have ridden on a lot of bus systems and must say Seattle's is a good one that could be better. Take SEPTA in Philadelphia, the bus fare is \$2 all day, transfer are .60 cents, and zone fares are .50 cents. And the people here think they are paying too much here? I won't use the word I'd like to use to describe that attitude because it's not appropriate for this publication. However, in Philadelphia they have all modes of transit running, the bus system is on a grid pattern; the subway runs throughout the city, county and out-lining areas; commuter rail service runs from Trenton, NJ to Wilmington, DE. Very reliable indeed, but how do Seattle and King County get like that? Good question.

That rail right-of-way King County just got from BNSF is one answer. Instead of building a bike and running trail on the right-of-way King County could run a commuter train from Snohomish County through Woodinville, Redmond, Kirkland, Bellevue, Renton into downtown Seattle during rush hour, and at all other times the train could run between Snohomish and Renton. A rail

system running on the right-of-way could ease the massive traffic jam on I-405 and the State of Washington could use the money they are planning to use to widen the interstate somewhere else.

We all saw how the monorail went down in a blaze of glory because it was done the wrong way and no one will admit it. If the supporters of the monorail measure had come to the public and said we want to build the monorail running it from downtown to Northgate via Ballard (a much shorter route) it could have been started by now. Is it too late to get the public back-on-board the monorail project? One thing we can try to do is get the private sector to help fund the expansion. How do we do that you ask? Simple, by selling naming rights and advertisement to the cars to generate enough money to get it started again. When it is time to ask the public for financial support the public will react positively to the fundraising already done and might be willing to fork over money to finish the project. The people of Ballard would have true express service to Downtown and to Northgate. They could connect to the light rail at Northgate to go north into Snohomish County or Downtown to go to the airport.



Take a Trip Back in Time!

2007 EXCURSION SCHEDULE

For the twenty-third year the Metro Employees Historic Vehicle Association (MEHVA) is sponsoring excursions and special trips using our fleet of historic trolley and motorbuses. **All trips will depart from 2nd Ave. S. and S. Main St.**, across from the Seattle Fire Department Headquarters. Fares are \$5 for adults, \$4 for seniors (65 and over) and \$4 for children (2-11). Metro transfers, tickets, or passes are not accepted. **Please, no food or beverages onboard the historic buses.**

MEHVA Hotline: (206) 684-1816.

MEHVA is a volunteer group of present and retired Metro employees, and others, who are dedicated to the preservation, restoration, and operation of historic transit vehicles, which have operated in the Seattle/King County area. MEHVA is a tax-exempt, non-profit corporation in the State of Washington.

Trackless Trolley Excursions

Sunday, June 10: SEATTLE TROLLEY TOUR.
Enjoy an unhurried 4-hour tour of Seattle's unique trolley system. Our restored trackless trolley buses will take you from Seattle's hectic downtown to several fine old neighborhoods throughout the city. Stops for photos and lunch. Trackless trolleys depart at 11 a.m.

Saturday, August 11: NIGHT TROLLEY TOUR.
A 3-hour tour of Seattle's distinctive and varied nightlife neighborhoods; Pioneer Square, Broadway, lower Queen Anne and the University District. Stops for photos and coffee. Trackless trolleys depart at 7 p.m.

Motor Bus Excursions

Sunday, July 22: SNOHOMISH TOUR.
A 4-hour scenic trip to the historic town of Snohomish for lunch and antique shop browsing. Buses depart at 11 a.m.


Sunday, October 7: FALL FOLIAGE TOUR.
A 4-hour trip through the Cascade foothills along the quiet back roads of east King County when the autumn leaves are turning color. Stops for photos and lunch. Buses depart at 11 a.m.

Saturday, December 8: SANTA'S LIGHTS TOUR.
Santa Claus takes time out from his busy schedule at the North Pole for a 2 1/2-hour tour of Seattle's best Christmas lights. Buses depart at 7 p.m.

MEHVA memberships are available to anyone interested in the continued preservation, restoration and operation of historic transit vehicles in the Seattle/King County area.

Metro Employees Historic Vehicle Association
c/o Metro Transit
201 S. Jackson St. Mail Stop CAB-TR-0350
Seattle, WA 98104

www.mehva.org



Letters to the Editor...

Passenger Data Base

Dear Editor,

A passenger told me the substitute driver had difficulty convincing a regular rider who happens to be deaf and blind to board his bus. A second passenger told me of a separate incident where the operator took another deaf and blind rider to the terminal because the driver was unaware of this special needs rider's stop.

One of these concerned passengers cited having witnessed similar encounters at the shake-up change or when the regular drivers are absent.

"Why doesn't Metro have a data

base for each route so that drivers can be forewarned of regular passengers who have special needs?" she asked.

She has a valid point. If I had been able to convey to the substitute driver that I have regular special needs passengers, where they board and where they exit, this may have prevented the unfortunate confusion.

Why don't we have a data base informing operators of peculiarities of particular trips or of riders who have unique circumstances?

Sincerely,
Joe Kadushin
Ryerson Base

Careless Driver?

Dear Editor,

Recently on Saturday May 12 the PI on the front page of the newspa-

per reported the customer service complaints from the personal files of a Metro bus driver involved in an accident. For years drivers have complained about the "CAO" complaint process. The public can call Metro and report whatever about a driver. We are basically accused without facing our accuser. Many of these complaints are from the perception of the customer and totally inaccurate and yet they remain in our personal file as "careless driving." For example how many times have you put on your turn signal to pull out into traffic from a bus stop, waited for a break in traffic and when there is no car for almost a block started to pull out and then had the car a block away floor it, because they sure don't want the bus in front of them! Many times these car drivers with attitude want to call in and say the bus driver pulled out in front of them. Guess what the category is? Careless driving. And WHO really was the careless driver? How about the driver of the car that did not obey the law and YIELD TO THE BUS. Yet we get the careless driver complaint in our file.

One of my favorite stories was a driver that got called in to his base chief for careless driving. The accuser said in the CAO complaint the bus driver had passed a bus and then honked at a truck and got out and yelled at the truck driver. Now here is the truth.... the operator was driving an express bus and the bus in front of him waved him to go by (complaint about passing a bus). The bus was following a truck and the operator noticed the truck dropped a box out of the back of his truck so he honked to get the truck drivers

attention. He was not able to get the truck drivers attention and at the next red light the bus operator jumped out of his bus to run and tell the truck driver he lost a box and knocked on his window and told him. The truck driver thanked him. The accuser in the bus called this "road rage".

Another bus operator told me of a time he was called in for yelling at a passenger. The truth....he unloaded a bike passenger in Fremont and noticed that the biker forgot his bike so he jumped off the bus and yelled to the biker that he forgot his bike. Someone on the bus thought he was yelling at the passenger and called in a complaint.

These complaints are in our files, listed in categories such as rude behavior or careless driving. This procedure is very frustrating to drivers and time after time as a shop steward I have taken these frustrations to management. We are told that there is no discipline for these and "we just want to hear the driver's side after we have heard from the complainant". We live with this system. And now we find these false complaints can be reported as facts against us in a newspaper. This is outrageous that these records are kept and the newspaper can report these complaints as facts. This system needs to be changed. At some point these false reports should not be allowed to stay in our files. I encourage every driver to ask to see your personal files and see how your explanations too many of these false accusations are recorded.

Ruth Wilson
North Base shop steward.

SEND IN YOUR OPINIONS

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

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

"Roads and Transit" package coming this November for you to vote - Part One – the ST2 Plan (the transit side)

By Warren Yee, South Base

On April 26th, the Sound Transit Board of Directors adopted the ST2 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.

The ST2 plan is a 20 year plan and builds on "Sound Move", which is the plan that Sound Transit is currently building and operating with ST Express Buses, Sounder Commuter Rail and Link Light Rail. The ST2 plan consists of the following:

- LINK Light rail - 49.5 miles of new light rail
- North Corridor Extension from University of Washington - Husky Stadium to Mill Creek/Ash Way P&R
- South Corridor Extension from

- Sea-Tac Airport to Tacoma Dome Station.
- New East Corridor from International District Station to Overlake Transit Center, with a possible extension to Redmond.
- New Streetcar between International District Station and Capitol Hill via First Hill/Broadway.
- Contribution to system maintenance capacity, fleet and annual operations.
- ST Express Bus
- New Bothell Transit Center and Parking Garage.
- New North Renton Parking Garage
- Funding Contribution to Burien

- Parking Garage
- Contribution to bus maintenance capacity and bus fleet
- 77,000-96,000 additional on-going annual service hours by the end of ST2.
- Operational savings from service reinvestment in response to rail.
- Sounder Commuter Rail
- Permanent stations in Edmonds and Tukwila
- Parking expansion at Mukilteo, Auburn, Sumner and Puyallup
- Track and structure upgrades in the Tacoma area.
- The cost of the ST2 (transit) por-

tion of the "Roads and Transit" package in 2006 Dollars is \$7.4 billion (this is just the sales tax revenue, federal grants and other sources make a grand total of the ST2 package of \$13.4 billion). The ST2 portion would require an additional 0.5% sales tax. However, there is the "Roads" portion of the package that has not yet been formally approved by the Regional Transportation Investment District (RTID). That approval will be coming on June 8th and will be part 2 of this article in July's News Review. Stay tuned.

For more information on the "Roads and Transit" ballot issue, go to <http://www.roadsandtransit.org/index.htm>

From there, you can get the web links to both the transit side (Sound Transit 2) and roads side (Regional Transportation Investment District) of the ballot issue.

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

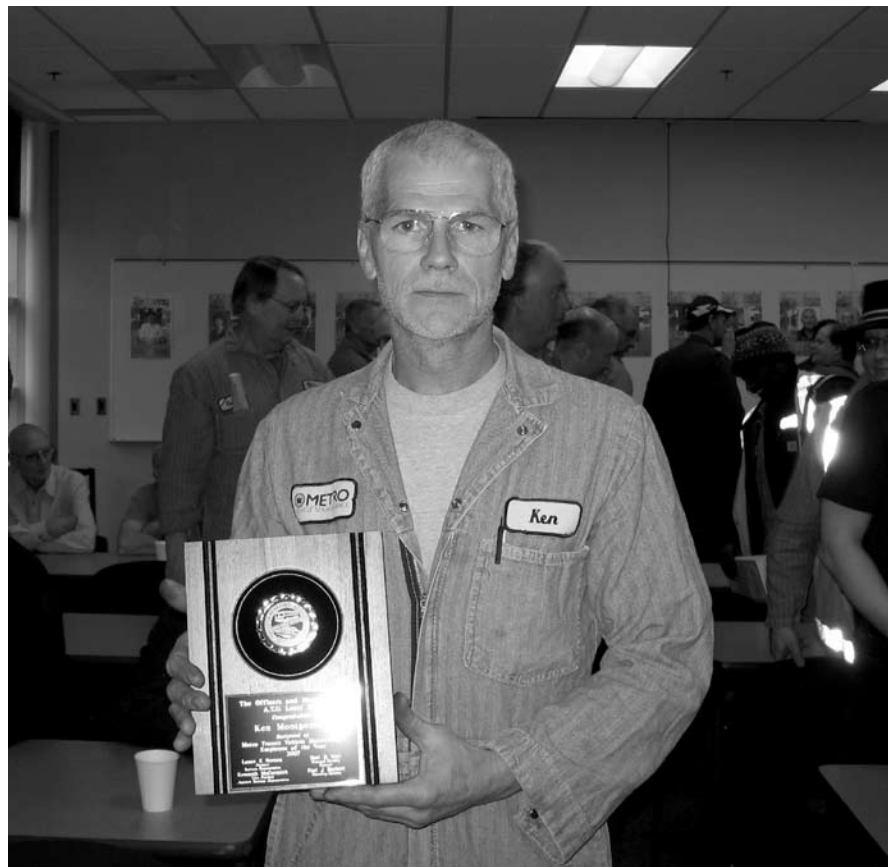
Section 6. The Executive Board shall create an annual budget in the month of February. The budget shall include, but shall not be limited to, projected income, projected fixed expenses, projected variable expenses, and projected savings. The budget shall be presented to the membership at the March meetings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



Brother Ken Montgomery

On Friday April 27, 2007 President Norton, Vice President McCormick and Recording Secretary Bachtel attended the Vehicle Maintenance 2007 Employee of the Year ceremony at South Base. Brother Ken Montgomery was named Vehicle Maintenance Employee of the Year having been selected by a vote of his peers. On behalf of the officers and membership of Local 587 President Norton presented a plaque honoring Brother Montgomery as **Vehicle Maintenance Employee of the Year for 2007.**

Comedy— Not sick leave abuse

Negotiations between the union members and their employer were at impasse. The union denied that their workers were flagrantly abusing their contract's sick-leave provisions.

One morning at the bargaining table, the company's chief negotiator held aloft the morning edition of the newspaper. "This man," he announced "called in sick yesterday!"

There on the sports page, was a photo of the supposedly ill employee, who had just won a local golf tournament with an excellent score.

The silence in the room was broken by the union negotiator.

"Wow," he said. "Just think of what kind of score he could have had if he hadn't been sick!"

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

How Metro Creates Your Run Card

By Linda Anderson, ATU 587 Executive Board

How many of us understand how the Metro Transit Operator work is cut? What determines whether a piece of work will be long, short, part time or full time, and why is the work at one base so different than at another? Who makes these decisions? And what's up with Part Timers who used to pick straight through now having to pick dual trippers?

I've set out on a quest for answers. My first step was to meet with Anita Barreca, Supervisor of Scheduling; Service Development Section. In the next couple of months, I will continue searching for information on how the work is cut and why it is changing, and what we could see ahead. Here's what I learned from Ms. Barreca.

The Run Cutting Process

The process starts with the nature of the service itself. Where does each route go? When does it start running in the morning and stop at night? How much time is there between trips (headways)? Are there more trips during rush hour? Is there midday service? These are questions that are determined by Service Planners long before the run cutting starts.

The nature of the service varies from base to base. At one extreme is South Base, where there are a lot of peak-only routes, and not much all-day service. The other extreme is Atlantic, where all the routes run consistently all day. The rest of the bases fall somewhere in between. At this point in the process, there is very little thought as to how this works out for the Operators.

Next, the Senior Schedulers make all the trips on each of the routes. Once that is done, they put trips together to make assignments. The goal is to get all of the trips filled with the limited number of coaches in Metro's fleet.

Metro is currently short on coaches, so this is a significant consideration. The limitation on the number of caches available could occasionally result in having to go back to Service Planning and cut some service from new routes or delay expanding service on new routes.

The next step is to look at the work from the current shakeup and copy about 80% of it virtually unchanged. This means 80% of the next shakeup's run cuts will stay the same or only vary by a minute or two from the current the run cuts. The other 20% of pieces no longer fit together the way they did before, because of changes in the running time or blocking (hooking together of trips). These must be "reshuffled." Each piece of new work must be in compliance with the ATU Contract. The resulting run cuts are not necessarily very efficient but they achieve a working template.

The Schedulers then meet with the OSS Coordinators in Transit Operations Planning, who must reconcile the run cuts with their manpower projections. At these meetings be-

tween Operations and Scheduling, Operations Planning determines an optimal workforce mix of Part Time to Full Time, maximum numbers of dual tripper assignments, 4/40s, and so on. They do this based on forecasts of Operator counts and hiring models, and then negotiates the run cuts with Scheduling to get the best fit.

Projecting how many drivers will be working each shakeup is the job of the OSS Coordinators. This requires knowing how many people are likely to retire, be out on workers compensation, be hired, and fired, and so on. They do this using sophisticated workforce modeling. These projections also determine how many Part Time Operators will be promoted to Full Time, and when the classes will be.

The Schedulers now enter certain parameters into the run cutting process. Using the Contract, they give a range of how many of each kind of work, full time and part time, day runs, combos, dual trippers, and so on, may be cut. Then, they tighten up these ranges to make the run cuts as efficient as possible and to meet manpower targets.

The Schedulers must also make the right number of RDO combinations, make sure there are enough relief cars to get to the relief points they've created, and see if there are any more adjustments they can make for cost savings. Finally, the OSS Team uses modeling formulas to determine the right amount of work and number of lines for the Extra Boards.

The Work Varies with the Base

Combos, part time straight through-work, and dual trippers are somewhat interchangeable. All of them service the peak hours. But in certain situations, one can be more efficient than the other.

A good example of this is at South Base. South Base has a lot more peak service than midday service. This peak hour service could be made into combos or into part time work. But it is more efficient to cut it into part time work than combos. This is because many of the routes travel a long way to do a single trip. A p.m. peak trip originates at the base, then deadheads all the way to downtown Seattle, picks up passengers, and then must go all the way to south King County. By the time one trip is completed, the rush hour is pretty well over, so it doesn't make sense to add another trip to that piece of work. This leaves lots of trips that are about 2:30 to 3:30 hours long. These are not very efficient for making into combos, where Metro has to pay 8 hours. But they are very efficient as part time work. This is why South Base has a lot of Part Timers working 3-hour trippers and dual trippers.

On the other hand, Atlantic has the same headways between trips all day long. There is very little extra service at rush hour, and most of that is farmed out to Central base on

diesels. At Atlantic, it is very easy to cut efficient combos, with 4 hours on each half, or 3 and 4. When Metro needs to create more combos and straight through 8 hour work, they can do this very easily at Atlantic. This is one reason there aren't very many Part Timers at Atlantic.

In general, Metro tries first for the maximum use of Full Timers. A combo can be made of a 5 hour tripper and a 2.5 hour tripper until the contractually "legal" combinations have been used up all. The remainders go to Part Timers.

Do Full Benefits for Part Timers Affect the Run Cuts?

Although about two thirds of Part Timers want straight-through work that is 4 hours or more, Metro tries to avoid cutting it. This is the most expensive work to cut, because those working it receive full benefits and yet work less hours than Full Timers, and they only work one rush hour instead of two, as in the case of dual trippers. The run-cutting program has the costs of benefits factored into it. It will try to figure out the most cost effective way to cut the work.

If there is a choice between a piece of work that is 3:50 long and pays no benefits and one that is 4:05 long and pays benefits, obviously, the shorter piece is more efficient. If Metro is going to have to pay benefits anyway because the stand alone tripper is just over 4 hours, the Scheduler may decide to add a two hour tripper in the afternoon to make it a dual tripper. In the end, however, the most important thing is to get the work out.

What's Happening to the Long Pieces of Part Time Work?

Part Timers who have been here over 10 years and who used to pick over 4 or 5 hours straight through are now picking dual trippers to get those hours. What's happening here? First of all, part-time work has

been reduced by 95 pieces of work and full-time has increased by 126. Over the last three years, part-time work has been absorbed into combos. In June of 2004, there were 386 pieces of work over four hours, including dual trippers. In June of '05 it was 300; in June of '06 it was 320; and now, in June of 2007, the number is 342. (note: in the summer, there is less long work, because school work goes away. The number of over four hour pieces goes up in the fall.)

At the same time, the number of dual trippers (DTAs) has stayed the same: in June of 2004, there were 154 DTAs, in June of 2007, there were 153 DTAs. The number of dual trippers has not increased, so the loss in longer trippers has all been from straight-through work.

Ms. Barreca believes that the longer part time trippers come and go based mainly on the economy and how many Operators are on the property. The long, straight-through trippers are the most subject to fluctuation. When the economy is good, Part Timers are harder to hire, and with less operators, long trippers get put into combos. When unemployment rises, and there are more Part Timers, the high seniority Part Timers see their straight through hours return.

The Bottom Line

Our goal as Operators is to get the best quality of work, hours, and days off that we can. But, as you can see, Metro's primary goal is to fill the service, and to maximize efficiency. Metro gives very little consideration is given to how this affects the Operator, outside the provisions of the Contract. The nature of the service, manpower, equipment and many other factors must be balanced together in a sophisticated process to make the run cuts. We Operators always want the quality of our work to improve, but influencing the run cuts, even through changes to the Contract, is a complex proposition. Understanding the run cutting process a little better is a good place to start.

Upcoming at Local 587

JUNE 07	Charter meeting
JUNE 08	Morning meeting
JUNE 09	2007 Access Rodeo
JUNE 11	Jefferson Transit Authority meeting
JUNE 11	Shop steward Election at JTA meeting
JUNE 12	Clallam County meeting
JUNE 16	Metro Bus Rodeo
JUNE 26	Executive Board meeting

The good, the bad and the ugly

By Brian Sherlock, Executive Board Officer

I am delighted to be able to bring good news: It seems we have our General Manager, Kevin Desmond, to thank for finally getting top VM management to honor many years of broken promises that the tall Gillig mirrors will be changed

maintaining the fleet. Once a problem gets to one of our remarkably good mechanics, we can count on an excellent outcome unless a work order is unclear or a test drive does not reveal a problem. Now, if that occurs, we can communicate and



Even a heavy wheel block, balanced on its corner can't dent the "padding".



The tip of the wheel block blown up from the photo above; please note that the seat pan has a bowl shaped contour but the "padding" doesn't yield to the weight of the wheel block.

and airfoils installed on our trolleys as well as the 30- and 35-foot diesels. This action will certainly save accidents, careers, grief and lives. Many thanks! More good news has followed from exposing another VM management practice — throwing away work orders. We used to get a print-out listing work orders and actions taken, but for many years VM leadership has told us that it was impossible for their new and improved computer system to report this basic information. It has always begged credulity that mega-dollar maintenance tracking software could not track maintenance! However, North Base Operations Supervisor Dave Jolly has recently managed to obtain just such a report! This will help eliminate the disappointing practice of throwing away work orders or otherwise losing track of needed repairs. More importantly, it will improve communication between Operators and Mechanics, a longstanding weak point in

cooperate. I want to offer another hearty "thank you" to Operations management for providing what VM management has long called impossible.

Part Two... Spin and Sit?

For many years, a sore point has been the lack of prescribed driver's seat maintenance in our coaches. This is yet another area where the top of VM management has been a roadblock ignoring many years of pleading from Operators, Base Chiefs, Base Supervisors and the Safety Department. In a recent survey, half of all Operators report pain, numbness or injury due to the seats and there is no mystery about the cause of this unnecessary suffering and its costs. The seat manufacturer says that the foam needs replacement every six months. The management of VM knows better and is failing to perform this prescribed maintenance.

More than disregarding even the manufacturer of the seats, Operator work orders for defective seats are being ignored. This has been proven many times but never so clearly as in a recent demonstration of the culture of VM management which recently arrived in the form of a seat which had not been overhauled since 2004 and was as hard as a brick. I wrote a work order for the needed seat overhaul. The next time I got this coach, the seat had changed; it no longer had the overhaul date painted on the base as before. Although I was concerned that the date label,



Ever wonder what the "cracker crumbs" are on the top of our seat backs? It is the headrest foam becoming brittle and falling out.

our tracking mechanism for seat overhauls had been overlooked or discontinued, I was delighted that the work order had been answered until I sat down and found padding like granite. A closer look showed disintegrating foam falling out of the headrest, seams coming apart, ancient upholstery and a fine example of why we are seeing stunning levels of pain, numbness and injuries from the seats. I checked the seat base, where the date had been and it had not been painted over with black paint, as others have. This made no sense, who would get a work order on so rotten a seat and just swap out the base — the only part that worked? This got me to thinking about the turn of mind of anyone who would respond this way; what would such a remarkably cynical person have done? I

much harder than the seat or the attitude directing such an ignorant managerial culture.

It is not a matter of ignoring necessary maintenance for a short time. We are only managing to complete this scheduled maintenance after 800% of the required interval! The problem is not our excellent Upholsterers or Mechanics. The problem is not that the specifications, need, injuries or costs are unclear. It is not Operations management. The problem is not Risk Management and it is not the Safety Department. They all see the problem and its obvious solution. Most significantly for the agency, it is not a lack of money being spent; many millions in L&I funds are being wasted when the seat manufacturers prescribed maintenance would be far less costly. It boils down to the top of VM Manager proving,



Instead of overhauling this seat with petrified padding, the frame rails were rotated to hide the 2004 overhaul date in the small space between the seat and coach interior wall.

could just see a manager deciding to solve the problem by hiding the date through swapping the frame rails side to side. There are only a couple inches of room between the wall of the bus and the frame rail on the hidden side so I took my little digital camera and threaded it into the narrow space. You see in the accompanying photo what I discovered: "A date that will live in infamy!" I just about fell out of the seat laughing; at least if I had, landing on the floor would not be

once again, to be unwilling to cooperate with the rest of our agency and King County. Allowing this has shifted costs from VM to other County accounts. For many years the bills have been multiplied and paid by loyal King County employees, Operations, King County Risk Management, L&I, medical insurance and our members' health and sick leave accounts. How would one of our members be treated if their actions caused such harm for so many years?

Extending The Ride Free Zone

Efren M. Villanueva

Last month's *News Review* brother James Reese wrote an interesting comment on FREELOADING passengers and the "RIDE FREE" zone. Allow me to expand on this subject.

Most of us cringe when freeloaders just run onto the rear of the coach (knowing full well the driver isn't and won't contest his/her actions) hoping the driver and other passengers won't notice. OH YES, WE NOTICE, THEY NOTICE, what are we, idiots? I've received comments from other passengers saying, "that person got away with it, why can't I?" I call the coordinator and their comment is, "press '3' on the fare box and forget about it." During part-time class our instructor mentioned that 10% of passengers (out of the 12 million riders) don't pay the fare. To get management's attention one needs to produce numbers acquainted to dollars. What do freeloaders and the "ride free" really cost the county?

The following figures are based on the 12-million annual ridership or 1-million per month with the King County's population of 1,793,583. I'll assume some numbers (which WILL be different from yours, NO, I won't help you count your toes) for lack of concrete statistics.

As I've mentioned, during part-time class, it was stated that 10% of riders don't pay the fare and that this number is growing. Ten percent of 12 million passengers equals 1.2 million freeloaders (and growing). $1,200,000 \times \$1.25 = \$1,500,000$ (lost revenue). The "RIDE FREE" lasts

for 13 hours. Let's say we transport 300 passengers per hour $\times 13$ hours $\times \$1.25$ (fare) $\times 325$ days = $\$1,584,375 + \$1,500,000$ (freeloaders) = $\$3,084,375$ (lost revenue) per year. Now do I have your attention? Of course the numbers are fabricated, hey Mister or Miss Manager, stick your numbers in and see what you get.

Also, during part-time class, our instructor mentions that 10% of metro's budget is derived from passengers' fares. If we transport 1 million passengers per month, that's actually 500,000 because it's a round trip. Taking into consideration discounts for seniors, handicapped and students, let's say we average the 500,000 passengers as paying \$100 per month which equals \$50,000,000 revenue.

HEYFOLKS, HOWABOUT A TOTALKING COUNTY "RIDE FREE." Where do we get the \$50 million? I hate to mention this. SALES TAX on food to King County residents only. Let's say the 1,793,583 King County residents consume \$200 per month on food (which includes lots of pizza, a myriad of sporting events and entertainments). $1,793,583 \times \$200 = \$358,716,600$ per month food expense. $\$358,716,600 \times .15$ cents sales tax = $\$53,807,490$. THEREFORE, "RIDE FREE" in King County, 24/7. The only public transportation in the world to provide this. If you think 350,000 ridership is a lot, this Ride Free might increase to 700,000? This concept isn't to just food. So you don't like sales tax on food, how about 5 cents on gasoline. That'll surely hurt at the pumps (if

it doesn't already). Is \$50 million dollars a lot of money on a Metro budget of billions?

I can hear the comments. TAXES, TAXES, TAXES. NO, NO, NO.

But, what are the benefits? (These are not in any particular order.)

1. Eliminate freeloaders and downtown "Ride Free" (Remember the \$3 million loss, well that's gone)
2. This system will entice commuters to use public transportation. Of course people love their cars and won't dare jump on a coach with freaky people. Believe me, this number will gradually diminish.
3. Commuters will also say, why should I drive when public transportation is FREE?
4. Reduce vehicles on the road.
5. A reduction in vehicles will reduce road repairs.
6. A reduction in vehicles will expedite travel.
7. A drastic reduction in driver muggings. (Reduces stress on the driver)
8. Well folks, an increase in ridership will mean more route/runs. Part-time drivers' hours will have to be increased to 5 hours. This will mean health care for ALL (On the other hand maybe 5 cents tax won't be enough).
9. More part-time and full-time drivers required.
10. The cost of producing transfer tickets, passes, etc. will be eliminated.
11. The King County Council and

the Executive can say to the Governor and the Federal Government that we've slightly reduced traffic congestion. But, by doing this, it may reduce construction funds.

12. Those who can afford the high price of gas will also realize the slight reduction in traffic congestion.
13. Never can tell a slight reduction in traffic MAY reduce insurance premiums.
14. What are your ideas on the benefits of this system? VOICE THEM!

Managers will say that taxes and budget are purely political. But, what is paramount to their constituents is that the increase of public transportation is better for all.

I can only surmise that the guidelines for receiving federal and state budget for public transportation is that the public MUST contribute a fare amount. I can also assume that the fare amount is not specified. What about 25 cents? Will this appease the Feds?

I am proposing this in light of the growing concerns of "FARE" disputes and traffic congestion and that drivers' should not police fare violators. Our job is to drive and to drive safely. NOW, here is the bottom line, "WE DON'T HAVE A HAIRBALLS CHANCE OF GETTING THIS MUCH NEEDED IDEA THROUGH." Thank you Brother James for your thoughts.

How Was Your Pick?

By Lisa Thompson, Executive Board Officer

Well, if you've been working at Metro a long-time, you know what to do. But, if you happen to be a new hire, it can be difficult to know how to prepare yourself for a successful pick. Your first clue that pick is getting close is when the seniority list comes out. Look up your ID number and what day and time you will be picking. Next to that will be your pick number. Pay attention to your pick number as it is important if you are going to be submitting an absentee or restriction form.

Don't know what an absentee form is? It is an insurance policy. Even if you intend to pick in person you may want to fill out an absentee pick form as an insurance policy just in case you run late for the pick. The Union will be able to make a better selection for you if you have told us what you want. Submitting an absentee pick form doesn't mean you can't pick in person; you can still come to the pick yourself, and no harm done.

A restriction form may be necessary for part-time operators if there is an important reason, like another job, school schedule or child care. A restriction will ensure you can continue working your needed a.m. or p.m. restricted schedule. The union will verify other employers, school schedules or childcare claims. You must include information to allow the union to verify your restriction for the restriction to be honored.

Many of our new members do not know that we run a preview the week before pick. This can really help you! Even if you are not able to get your first choice, you can get a good idea of what's available in an unrushed setting. The run information is now available online at ATU587.com! So, take your time to look it all over. We may even have the run card information online next time too!

We don't encourage people to call the pick room during the pick process as we have only one phone line and often receive many calls. If you can't fill out an absentee pick

form at the base it is much better to call the pick room during preview week and fill out an absentee pick form over the phone. If you have forgotten to submit an absentee call

as soon as you know you can't make it. The sooner we hear from you, the more likely we will be able to provide you the best pick selection possible.

Say What?

The following sentence comes directly out of a letter of Oral Reminder regarding sick leave usage issued to a Rider Information Specialist:

"It is important that you discontinue your pattern of sick leave usage due to illness."

The Scarlet Letter (of complaint)

By Brian Sherlock, Executive Board Officer

I recently accompanied one of our members as he spoke to a chief about a complaint. This senior Operator is among our most courteous and dedicated and someone who also takes Metro's policies to heart. His crime was having adhered to policy by asking for a fare. The complaint was from a third party who decided that another passenger did not need to pay. There was an additional accusation that the request for a fare was racial; apparently the complainer had forgotten that both driver and non-paying passenger were people of color! Our member had a good laugh over that

and provided an excellent explanation of the rest of the non-event. I recommended that he never pay any attention to the fares since, if he does, this will inevitably happen and he will be chastised again. The chief disagreed, pointing out that he could get a PR for that.

Next he was told of serious concern regarding a pattern of complaints about asking for the fare; there were two others since last November. If you try to do the job right, in that time, asking for the correct fare, pass or zone fee only once or twice an hour, would mean asking literally thousands of times.

For only three to complain about violation of their *special entitlement* is grounds for praise, not chiding.

To put the shoe on the other foot, I suggested to the Chief that although we knew that he was only doing what policy demanded, both the Operator and I were displeased by what he was saying. Furthermore, no one who received this kind of complaint for doing their job liked what he had to say. Most importantly, "this was a serious pattern" and that, as he had said, we were "concerned" and that perhaps "he should think about how he was saying it". Lastly, I noted that this complaint arose far

more often in this office than on any coach in the fleet.

Policy and reality should be brought into agreement. Requesting the correct fare, from only the significant percentage of passengers paying for one zone and going two will quickly have you up to your ears in complaints. Fares are optional and Operators should no longer be forced into a no-win situation, following policy and inevitably getting complaints, or ignoring fares, as most of us do, and receiving this kind of clear threat of discipline.

Cover Your A**

By Dee Wakenight, Executive Board Officer

Does King County Metro take the Joint Labor Management Insurance Committee (JLMIC) seriously? It certainly seems they don't. Here are some facts, you decide.

On March 2, 2007 an e-mail was sent to the JLMIC union participants, (unions at the county who have agreed to abide by the decisions of the committee regarding benefit levels for most county employees) informing the unions that the powers that be, the county, had decided there was no need for meetings in the month of March. Meetings are normally scheduled twice a month to enable those needing to report to the council or the executive an opportunity to do so in a timely manner.

Here is part of the canceling e-mail, "The forces of nature are making

it clear that March of 2007 is not a good time for the JLMIC to meet. We had to drop 3 agenda items from the meeting because of technical issues and illness, which leaves us with a really "light" agenda of items that are not critical to discuss immediately. We were already thinking about canceling the meeting because of the LERA (Labor and Employment Relations Association) conference March 19 & 20 at the Washington State Convention Center. So given all of that, both the March 6 and March 20 JLMIC are cancelled. Our next meeting will be April 4."

On April 12 we were informed that there would be no meeting for the 17th of April but there would be a meeting on May 1.

Alas, on April 27 we were again notified via e-mail that there would be no meeting in the month of May. Finally this one got quite a bit of

outrage from the union participants. By Thursday May 10 everything was in high gear, here is part of the e-mails going back and forth. "My sincere apologies for Management members of the JLMIC not consulting with the Union members before deciding to cancel the May meetings. The concern was that there were no substantive issues for the agenda—just status reports—and the recognition that most people can use every minute that can be freed up when non-essential meetings are cancelled. In the future we will always send a notice polling the entire JLMIC about canceling a meeting." Following this was an answer to the 2 questions raised at the April 3 meeting. Not bad, only took more than a month to answer questions raised at a non-essential meeting affecting all employees at

King County.

Some of the non-essential items and information requested have to do with the age old practice of bait and switch. You know when a vendor wants to improve their bottom line and puts the onus on the participants. The participants in the JLMIC use the meetings as an opportunity to get to the folks who are in charge of various aspects of our health care plan from the county. At the non-essential meetings it's even possible to find out how the rest of the county employees are dealing with the same problems as we are experiencing.

Everyone in Transit should remember the age old advice, cover your a** (CYA) we should all take lessons from the pros.

Incidents And Accidents

By Michael Egan

I am calling on all Union members to support me in addressing the Health and Safety concerns of its membership. We need more Public and Media awareness. We need decisive action to present a motion and plan to the Union, that the Union will bring forward to the "Powers that Be", whether it is City Hall, Legislators or Metro Management. The health but more importantly

the safety of the "Driver" has been treated like "Dirty Laundry" for far too long. The time has come for the Union to step up and do what is badly needed and what is right for its members.

If you are interested in following up on this you can contact me... Michael Egan at Central Base # 20683 or call me at home 206-352-5758, 206-853-5548 cell.

Gates Sr. and others to hold Tax Forum at Labor Temple

Submitted by Dee Wakenight

Bill Gates Sr. and leaders from our community will come together on June 20, 2007 at 5:30 PM in Hall 8 Seattle Labor Temple to discuss progressive ways to address our regressive tax structure in Washington State. Now is the time to raise your voice on the issue of tax reform. This Tax Forum will provide

a way for your union to get active in the Washington Fair Tax Coalition and begin the process of creating legislation that will be fair to all of us. Everyone is welcome to join us in this discussion!

For more information contact Verlene Jones—Union Cities Organizer at (206) 441-7102

President's Report, continued

Although the bus did not have a video camera, the incident was audio recorded when the operator called dispatch seeking help. In the grievance process Metro chose not to enhance the audio tapes in order to try to understand what happened; in the arbitration process the Union did just that and did have the tapes enhanced to reveal the actual circumstances on the bus that night. The enhanced tape confirmed the driver's version of the events. Metro rushed to judgment in terminating her. The Arbitrator hearing the case was highly critical of Metro and its management, and found that the driver had stopped the bus only for "safety considerations, nothing more and nothing less."

In fairness to the Seattle PI, it reported this finding of the Arbitrator's decision. Mr. Monson on the other hand was either ignorant of it, or chose to withhold it from his listening public. In any event, the implication of Mr. Monson's reporting was that the Union was complicit in allowing an unsafe driver to be back out on the street so that she could later be involved in a fatality accident. Mr. Monson's sensationalistic and ignorant remarks are just plain wrong, and demeaning of the

fundamental principles underlying just cause with respect to employee discipline.

This Union represents over 4,000 members, and we are very proud of our record with respect to protecting our members' rights. Anytime a member is disciplined, and it is brought to our attention, we make every effort to carefully review the facts of each case, and try to figure out the best way to protect our members. As opposed to what Metro did in 2005, and what Mr. Monson did last week, we do not, and cannot, rush to judgment. Our decisions are not based on personalities. Our decisions are based, simply, on the facts, the collective bargaining agreement, and the law.

Every union has a legal obligation to represent all of its bargaining union members fairly. That does not mean that the union has to be right all of the time, but it does mean that we, the union, cannot act "arbitrarily, discriminatorily, or in bad faith" towards any member. It does not mean that we have to take every single grievance to arbitration, but it does mean that we should have a good reason before choosing not to pursue a grievance to arbitration. It does not mean that we need to be right about every decision we make

about whether to take a case to arbitration, but it does mean that we should not make a decision before we are informed about the facts underlying the grievance. We have adhered to these standards, and will always continue to do so.

For these reasons, it is irresponsible for a journalist to suggest that the Union has "blood on its hands" simply because it went to great lengths to ensure that a terminated member was treated fairly. For the record, this operator had a relatively good driving record, and it simply was never an issue in her arbitration. We spent a reasonable time looking into her case before and during the grievance process. Afterwards we made a recommendation to the membership to take the case to arbitration. The membership voted in favor of going forward. The membership made its recommendation based upon the facts that were provided by the Union officers and not based on anything else. The Union – together as a body – moved deliberately and in good faith in arriving at a reasonable and rational decision. That decision was enthusiastically validated by the Arbitrator. I have no doubt that any other rational person, looking closely at the facts, would have arrived at the same conclusion – that this operator was terminated absolutely without just cause, and that she deserved to have

her job back. Had Metro not rushed to judgment before terminating her, the issue of her prior termination would not have become fodder for Mr. Monson's radio show.

If only the media could adhere to the same standards as does the Union, before rushing to judgment in order to sell newspapers or advertisements, the public would have been better informed. Instead, the reporting surrounding this case reminds me of a quote by William Shakespeare – "Life is a tale told by an idiot – full of sound and fury, signifying nothing." Mr. Monson's approach to this story fits this description. Ironically, this well known quote comes from Shakespeare's Macbeth, in which the theme of bloody hands runs throughout the play. While every member in this Union mourns the death of an innocent young man, it is journalistic irresponsibility to suggest that the Union – either its officers or its membership – has blood on its hands. The due process and fair representation given this operator was something every Union member understands, and has grown to expect.

Regards to all...

Be Safe....

Lance F. Norton

President/Business Representative
Local 587

The Financial Secretary's Report

Duty of Fair Representation

By Paul Neil



Most of us have heard about the tragic accident on the Auburn-Enumclaw road where a METRO coach collided with a pick-up truck and the driver of the pick-up died.

Many of us have also heard some METRO managers as well as at least one of our local talk radio demagogues pointing a finger at the union because two years ago METRO had terminated the Operator of the coach involved in this accident and the union had gotten the Operator's job back through the arbitration process. The phrase "The Union has blood on its' hands" has been thrown around because some do not want to be confused with facts. What are the facts?

1. Michael Dahlquist is dead. Our first concern should be with his friends and family not with trying to assign blame or using this tragedy to boost ratings.
2. The accident is still under investigation. The Washington State Patrol is carefully investigating this accident just as it has thousands of other fatality accidents. We need

to let them do their job and then take appropriate action.

3. The Union fought to get this operators job back previously because it was fulfilling its "Duty of Fair Representation".

What is the "Duty of Fair Representation"?

In 1944 the U.S. Supreme Court ruled in *Steele v. Louisville & Nashville Railroad* that the union had to represent all employees in the bargaining unit fairly. Under the Railroad Labor Act that as the exclusive bargaining representative for all employees in the bargaining unit the duty of fair representation was imposed on the union. The Court has also ruled that this holds true for unions subject to Labor Management Relations Act (such as A.T.U. 587).

In 1962 the court also ruled that a union's violation of its duty of fair representation constituted an unfair labor practice. The Court has stated that if a union represents an employee arbitrarily, discriminatorily or in bad faith it has failed to meet its duty of fair representation. The court

has also emphasized that a union must meet a very high standard of complete good faith in representing the bargaining unit, similar to the duty owed by fiduciaries (trust fund trustees) to fund participants or beneficiaries or the duty owed by an attorney to a client.

What this comes down to is the union must represent you and all other union members regardless of how the union officers or membership may feel about you or your work record. The union must deal with the merits of your case. If someone files a grievance that has no merit the union does not have to go beyond a first step hearing but if there is some merit then the union is duty bound to pursue the griev-

The union must deal with the merits of your case.

ance. The union can not allow the company to violate the contract or the principle of just cause regardless of how good or bad an employee's record is.

In the situation where the operator in this accident had been previously terminated she had a strong enough case that an arbitrator not only had her reinstated to her job but also gave her full back pay. When and if the operator involved in this tragic accident faces discipline A.T.U. 587 will fulfill its duty of fair representation at that time.

I ask that we all reserve judgment on this accident until the investigation is completed and then deal with the facts of the case.

The Recording Secretary's Report

By Paul J. Bachtel



Issues Review



Irene Hull holding her world famous photo

Every so often the Union office is blessed with a visit from one of the most senior labor leaders in our area. Irene Hull stops by to deliver the most recent edition of the "Peoples Weekly WORLD", a newspaper espousing communist ideology. Recently, Irene stopped by carrying a photo of her taking four of Seattle's finest into custody. The photo became famous after being broadcast across the world. I snapped a photo of Irene and her photo and asked Executive Board Officer Wakenight to obtain a bio of Irene's life experiences. Above is the picture of Irene holding her photo and below is the bio Irene submitted. If you'd like to meet Irene just attend a labor function such as a Martin Luther King County Labor Council, A. Philip Randolph or Jobs With Justice meeting and you're sure to cross paths with Irene.

Irene's Bio

My mother insisted that I "must make something of my self". My father said, "Those carpenters won a \$1.00 a day wage!" He was so pleased, even though he never got to join a union. My parents helped form a Coop during the "Great Depression. I couldn't get a teaching job because they wouldn't hire married women. I did go to work as a Carpenter and Joiner putting insulation on the deck-heads and the bulk-heads on the C-3s and the Liberty ships. We worked on a permit—the union didn't let us join their union. I didn't worry, I got the same \$1.20 an hour that every one in that shipyard got.

I became a union activist out of the bindery in the printing industry, helped found the Coalition of Union Women, Was affirmative action chair for years. My father in-law taught me that women had rights but didn't like it when I used those rights on his son. (Cultural habits are pretty strong) I didn't realize the destructive conditions of racism until the civil rights struggles took place. I'm sorry that we still haven't eradicated that divisive condition, nor that of anti-communism, and the continued barriers to women's equality.

I am truly pleased I have lived to see progress, but I hope I live to see the end of this destructive war!!

Website Construction

Have you noticed the way people respond to a construction site with a hole in the ground? People just have to go look into that hole to see what's down there. The same can be said for people's reaction to website construction. Anyone interested in watching the new atu587 website under construction may view the entertainment at <http://www.adventwebsites.com/>. Click on ATU 587 to view our prospective hole in the internet.

Crisis Management

For years Local 587 has warned KC Metro it is operating with a shortage of operators. We argued the primary reason operators may abuse sick leave is a direct result of the inability of operators to obtain an excused absence through the lay-off book. We argued the level of industrial injuries and valid sick leave use is a direct result of forced overtime. We argued the dramatic increase in cancelled service is a direct result of the shortage of operators and it seriously damages our credibility with the public. When the scheduled bus doesn't run it often results in the following coach running behind schedule and the operator of the following coach facing angry customers who presume his/her bus is running late, not realizing KC Metro is canceling service. Recently we argued the shortage of operators would directly impact the ability of KC Metro to train a sufficient number of operators in new tunnel operations

prior to the September opening of the Downtown Seattle Transit Tunnel. All of our arguments have fallen on deaf ears.

Presumably the reason for the shortage of operators is a result of KC Metro's intent to be good stewards of the public treasury by limiting the number of employees receiving benefits and bonus or report time. Given it takes KC Metro months to respond to part-time transit operator employment applications it surely can't be a result of insufficient applicants. Given KC Metro hasn't seen fit to increase the minimum tripper guarantee and does all in its power to cut part-time tripper length it surely can't be a result of the quality of candidates applying for employment or a high turnover rate, or could it?

In six weeks time, and after pick has taken place, KC Metro is scheduled to promote 72 operators from part-time operator to full-time operator. The result will over tax the Training Section at a time when Training is gearing up to train and retrain a huge percentage of the operator workforce on tunnel operations. The resulting open trippers (left open by promoted part-time operators) will cause move-ups throughout the system. No doubt workforce chiefs will be contacting chief shop stewards suggesting part-time move-ups to entice as many part-time operators as possible into working open dual trippers.

The workforce flexibility that once existed when promoting a part-time operator working a single tripper to full-time operator status no longer exists. Many of those promoted are already working a dual tripper with the only resulting change being a slight increase in hours worked and operator utilization on nights and weekends. The sad truth is KC Metro has backed itself into a corner of insufficient workforce availability based on poor managerial decisions resulting in cancelled service, high sick leave usage, high industrial injury rates and low operator morale through 'crisis management'. Who's responsible?

Pick Room Woes – Part-time

Many operators arrived at the part-time pick room only to discover the pick had reached a.m. lockout. The summer 2007 part-time pick reached a.m. lockout at approximately 3:00 p.m. on Saturday May 5, 2007. A lockout results when the number of a.m. restrictions equals the number of open a.m. assignments available for pick. As in past years the pick crew suspects abuse when an operator submits a pick restriction (a.m. or p.m.) and then picks a dual tripper or the opposite shift. Who knows, maybe life circumstances have changed and the appearance of abuse is misleading.

My suggestion to resolve the appearance of impropriety or possible abuse of the restriction process is to limit those who submit a restriction form to working the requested restricted assignment (a.m. or p.m.) as a result of submitting the form. If an operator submits a restriction form the operator will work the restricted assignment. Once the pick begins all restrictions are final.

Rather than attempt to validate restrictions such as "My mother can only provide daycare in the morning" or "I work part-time for my brother in-law" why not validate all submitted restrictions and in doing so, treat all part-time operators equally. Issues such as allowing or prohibiting an operator who gained their assignment through a pick restriction from working the Additional Tripper List (ATL) or Vacation Reliefs will have to be addressed during negotiation.

Pick Room Woes – Full-time

Scenario 1

An operator who didn't pick an assignment last shake-up also didn't show up for pick. When an operator doesn't show up for pick and our pick crew can't reach the operator by phone the pick crew picks an assignment based on the operator's current assignment. If the operator

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WORK SITE VISITS

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

June 06 th	CAO/RIO	KSC	8:00 am – 10:00 am
June 15 th	SPT — Lake City Way		5:00 am – 07:00 am
June 28 th	North Base	OPS	5:00 am – 07:00 am
June 28 th	North Base	VM	7:15 am – 09:00 am

WORK SITE VISITS

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

June 13 th	MV Transportation	3:00 pm – 5:00 pm
June 14 th	Solid Ground	3:00 pm – 5:00 pm
June 15 th	Lake Union Facilities	5:00 am – 6:00 am
June 18 th	South Facilities	5:00 am – 6:00 am

ATU Organizing, cont.

to help workers in their areas gain a voice at work. Lance Norton, President and Business Agent for our local, sent a delegation made up of Financial Secretary Paul Neil, Organizing Committee Chair Lisa Nault, Shop Steward Chuck Lare, and myself. All the members from the various locals were committed to learn and use the training on upcoming organizing drives.

After arriving in Portland late Friday afternoon, we joined with members of our sister local, 757, and with "Jobs with Justice" for a rally outside Oregon Senator Smith's office asking that he support the Employee Free Choice Act that has

passed the US House of Representatives and is being considered by the Senate. More than half of the people attending the rally were ATU members. Stewart Acuff, the Organizing Director of the AFL-CIO, joked that he did not know that he was attending an ATU rally. He talked about the importance of the Employee Free Choice Act and how organized labor supports the middle class in this country.

The following day our instructor was Sarah McKenzie from the AFL-CIO Organizing Institute, with Charles Lester assisting. They led us through the skills building two-day training program. We

then broke up into small groups for role-plays. Sister McKenzie emphasized that when we are trying to organize non-represented workers, there is no substitute for visiting the workers at their homes. We trained in countering the inevitable anti-union campaign that will happen once we begin to sign up the workers. I was interested to discover that there were three retirees from Local 757 participating in the training. They pledged to recruit other retirees to help with organizing campaigns, home visits and phone calls.

Another sister local, Local 1015 from Spokane, is currently engaged in an organizing campaign of transportation workers in Moses Lake. Currently they have 55% of the employees signed up but they want 65% before they petition for an election. The members from that local who attended the conference will be able to immediately put their new skills to work in Moses Lake. All the delegates from Local 587 who attended the training are also hoping for an early opportunity to utilize their new skills in helping workers gain a voice at their workplace and better their lives by joining a union.



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 p.m.



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.

Please Post

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.

Recording Secretary Report, cont.

isn't currently working, and thus has no current assignment, the pick crew is left with no choice but to pick an assignment completely at random. At times the single phone line is busy or the number of no-show and absentee picks is so numerous the pick crew may not be able to attempt telephone contact. It is strongly suggested those who may not be able to attend pick submit an absentee form prior to preview week and call during preview week to confirm the absentee form has arrived in the pick room.

Scenario 2

An operator who couldn't decide what to pick was passed up by the pick crew. Passing up occurs two minutes after an operator's pick time and results in those lower in seniority picking around of the passed up operator. In this particular circum-

stance the operator being passed up had placed his I.D. number on three open assignments but couldn't decide on the last two assignments. Those who picked around later discovered the operator with three out of five assignments picked later chose to erase his ID number from the three assignments selected and pick the extra-board. The operators who picked around lamented that they wished they had the opportunity to pick the three assignments later reopened by the operator who changed his mind and picked the extra board. The point of the scenario is, don't allow someone to hold work open by partially picking. Insist the operator either completely pick or reopen the work for another operator to pick on pass up. If all else fails see one of the two union representatives in the pick room.

Informational Speaker

Speaker: Randy Stevenson,
Chief Shop Steward, Central Base

Subject: Trek from part-time to full-time for KC
Metro Transit Operators

When: Thursday June 07, 2007, 7:15 – 8:00 p.m.
(Just prior to the Charter meeting)

&

Friday June 08, 2007, 10:00 – 10:30 a.m.
(Just prior to the Morning meeting)

Where: The Labor Temple, Hall #8
2800 First Ave., Seattle WA.