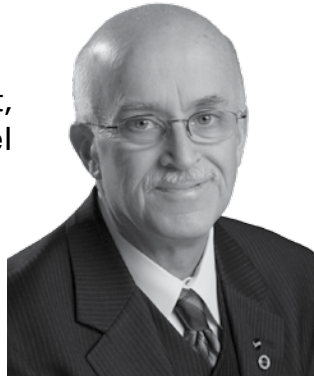


The President's Report

by President,
Paul J. Bachtel



Metro Bargaining

The labor agreement between Local 587 and King County Metro (KCM) expires October 31, 2010. In hopes of reaching a tentative agreement prior to expiration, Local 587 and KCM began formal bargaining on Wednesday, April 28, 2010. The parties have agreed to continue meeting approximately

two days per week until either a tentative agreement or impasse is reached. Although both sides are hopeful a tentative agreement can be reached and brought back to the membership for a ratification vote, it's also possible (or probable given the present economic and political environment) the parties will be

unable to reach tentative agreement on major economic issues.

If the parties fail to reach tentative agreement, any unresolved issues will be forwarded to mediation for either settlement or certification for interest arbitration.

Interest arbitration is similar to a court trial where an interest arbitrator sits in judgment while attorneys representing Local 587 and KCM present arguments. In almost all instances the ruling of the interest arbitrator is final and binding. Although it is possible one side or the other could appeal the ruling of the interest arbitrator to Superior Court, a court will only intervene if the ruling is arbitrary or capricious. The key difference between a tentative agreement ratified by the membership and a ruling by an interest arbitrator is the membership doesn't vote to approve or reject the interest arbitrator's ruling.

In the years since Local 587 and KCM became subject to state mandated interest arbitration (as

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NEWS REVIEW ON-LINE

Many members, other ATU locals, those in government and the media, and even some in management do not know that the *News Review* is available on-line at: <http://www.atu587.com/news-newsletters.html>. It is available before the printed version is printed and delivered.

Many have asked the Local to cut back on mailing copies to themselves and others who would find it easier to read (and re-read) on-line. Therefore, effective with the publication of the July edition, the *News Review* will only be mailed to those who are not employed at one of our represented properties and who formally request a paper copy by contacting Recording Secretary Brian Sherlock via e-mail at brian.sherlock@atu587.com or by phone at (206) 448-8588.

Anyone who is employed at a represented property and has a compelling reason for continuing to receive a paper copy by mail, please contact President Paul J. Bachtel via e-mail at president.bachtel@atu587.com or by phone at (206) 448-8588.

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The Month at a Glance

Executive Board Report

May 25, 2010

All officers were present with five exceptions. Patrick Stevens and Clint De Voss were running the VM pick. Ray Mason was attending a PDC training session and Ludwig Becker was unable to attend due to a scheduling error at JTA.

The following business was conducted:

Motion by Ninus Hopkins to approve the bylaw providing First Transit Shop Stewards

Motion by Lisa Nault to pay expenses up to \$1,000 for up to three officers to attend the International Latino Caucus

Motion by Andrew Jeromsky to provide an annual King County bus pass for Ninus Hopkins

Motion by Paul Neil to approve the salaries and compensation by-law change

Motion by Don Mac Adam to continue the Afternoon Meetings for the next six months and provide a \$50 pot draw

Motion by Paul Neal that ATU 587 sponsor a meal at a cost up to \$2,000 for the NW conference

Business of the Membership

At the April 2010 cycle of meetings, the following business was addressed:

The membership voted to pursue the grievance of Alice Jefferson to arbitration.

The membership voted to pass a motion by Randy Steinman to have a \$100 pot draw at the Wednesday afternoon meetings.

In Loving Memory...

We understand death for the first time when he puts his hand upon one whom we love.

—Madame de Stael

We recently learned of the passing of **Kenneth R Strom**. Ken joined our union in 1948 and retired in 1983, having both a long career and very long retirement.

Charles J Giesler, who passed on May 15th, was an equipment dispatcher who became a member in 1974 and lived to age 92.

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

Membership Meetings:

Tentative Agenda

CHARTER MEETING
Thursday, June 3, 2010
8:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, June 4, 2010
10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

WEDNESDAY MEETING
Wednesday, June 9, 2010
3:30 p.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

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

CLALLAM TRANSIT & PARATRANSIT
Tuesday, June 8, 2010
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

Among Topics to be Discussed:

- Grievance and Arbitration Update
- King County Metro Negotiations
- First Transit Contract Issues
- First Transit Member issues
- Bylaw proposals

Unfinished Business:

- None

Arbitration Update

1. **Alan Freeman:** Grieved termination for alleged gross misconduct. Termination upheld. We wish our Brother well
2. **Alice Jefferson:** Grieved accident points being transferred from Rail to Bus, settled to Alice's satisfaction
3. **Lise McShane:** Grieved a letter of expectation in her file. Scheduled 6/7/10
4. **Lise McShane:** Grieved Metro failing to follow the overtime assignment sequence.
5. **Dean Borders:** Grieved termination for accident/alleged policy violation. Schedule pending
6. **James Jones:** Grieved a change in the VM vacation pick process. Schedule pending
7. **Mario Musni:** (Pigeongate) The Union withdrew forfeiture claim and is pursuing grievance on its merits. Schedule pending
8. **Paul Kriskov:** Grieved suspension for PED use. Schedule pending
9. **Jamie Bonnar:** Grieved the lack of a clerk overtime assignment process. Schedule pending
10. **Jon Salkeld:** Grieved a letter of expectation received for having to go home and shower, due to Metro failing to provide necessary decontamination facilities, following driving a coach with a urine soaked driver's seat. Held in abeyance pending outcome of McShane arbitration
11. **Don Hutton:** Grieved a suspension for being off route, missing no stops and delaying no one. Schedule pending
12. **Richard Graf:** Grieved termination for what is legally termed "shop talk" as occasionally used by both management and our members in Vehicle Maintenance. Schedule pending

ATU Local 587 News Review

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

RAY CAMPBELL
KERMIT C. GIPSON JR.
PATRICK STEVENS
CLINT DE VOSS
DAN THORNE
MICHAEL SHEA
ERIC BUTLER
NINUS HOPKINS
NEAL SAFRIN
MICHAEL MOORE
DEE WAKENIGHT
LISA NAULT
ANDREW JEROMSKY
RANDY STEVENSON
LINDA ANDERSON
RAY MASON
LUDWIG BECKER

Web site: <http://www.atu587.com>

WEINGARTEN RIGHTS STATEMENT

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

Letters to the editor

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

Send letters to:

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

June Labor History Calendar

by Bill Clifford

Where does the information in the ATU Labor Calendar come from? I start with the Pacific Northwest Labor History Association Labor Calendar and flesh that out with bits and pieces from Labor: Studies in Working-Class History of the Americas (the Labor and Working Class History Association Journal), A History of the Amalgamated Transit Union (centennial edition), my own collection of labor history books and internet searches (4:03 PM the Daily Bleed from David Brown at Recollection books: <http://www.eskimo.com/~recall/bleed/calmast.htm> is a quirky source of labor history.)

Why does ATU 587 publish this calendar? Our own centennial is coming up April 8, 2012. How should we observe the years of effort and sacrifice that built our union? If you know of important events in labor history, especially ATU-related events, pass them along to the editor of our newsletter.

June Labor History

1 June 1916—Pacific coast International Longshore Association strike

1 June 1981—ILWU 37 (Alaska/Seattle cannery workers) leaders Domingo & Viernes assassinated by criminal elements working with Philippine President Ferdinand Marcos. The corruption uncovered by the friends of Domingo and Viernes were critical to bringing down the Marcos dictatorship.

6 June 1993—Golden Venture runs aground near New York with 286 Chinese immigrants who paid up to \$40,000 each to be smuggled into the US, setting off intense debate on immigration reform

6 June 1996—Labor Party founded in Cleveland (ATU 587 participates).

8 June 1917—164 killed in Speculator Mine disaster Butte, MT.

12 June 1886—First Seattle dock workers' union

14 June 1938—Fair Labor Standards Act signed by President Roosevelt

21 June 1877—11 "Molly Maguires" hanged for their part in Pennsylvania coal strike. The Pinkerton Detective Agency helped promote the theory that violence in the eastern Pennsylvania coal miners resulted from a conspiracy by this shadowy organization of Irish immigrants. In fact the violence had many causes, not the least of which was vigilantes hired by the coal miners association, headed by the District Attorney for Schuylkill County and president of the Reading Railroad, Franklin B. Gowan. While it is not clear if the Molly Maguires really existed as an organization, it is clear that Gowan

financed and promoted a vigilante campaign against the leaders of the Workingmen's Benevolent Association (the Miners' union). From 1912 until 1914, the baseball franchise we now know as the Cleveland Indians was known as the Mollie Maguires.

22-26 June 2010—the United States Social Forum, regional counterpart of the World Social Forum, will be held in Detroit Michigan. See <http://www.ussf2010.org/>

23 June 1938—Following a work-to-rule campaign, strike and lockout in late May, 100 United Electrical Local 1166 members stage a sit-down strike at the Maytag plant in Newton IA.

23 June 1947—Taft-Hartley Act limits labor rights under National Labor Relations Act.

27 June 1905—Industrial Workers of the World founded.

Changes Created by the Patient Protection and Affordable Care Act

Beginning Jan. 1, 2011, King County will adopt the following changes to your benefits:

- You will be able to cover adult children up to age 26 if they do not have access to other coverage through their employer. The earliest opportunity to add dependent children who are age 25 will be during this year's open enrollment in November. As with current coverage for dependent children ages 23 and 24, you will pay for the coverage of dependent children who are age 25. The county will continue to pay for the coverage of dependent children under age 23.
- KingCareSM and Group Health will no longer carry a lifetime maximum on benefits.
- There may be changes in annual limits for some benefits, depending on how final rules and regulations interpreting the legislation are written.
- You will no longer be able to use a health care flexible spending account (FSA) to receive reimbursement for over-the-counter medications without a prescription.

The Patient Protection and Affordable Care Act also includes provisions for improving accommodations for mothers who are breast-

feeding. The new law requires employers with 50 or more employees to provide "reasonable" breaks and a private place "other than a bathroom" for a breast-feeding mother to use during her shift, for up to one year after the birth of the child. The U.S. Department of Labor is responsible for developing rules and regulations for implementing this section of the law. When those rules and regulations are known, the county will assist county departments with compliance.

In 2014, there will be more benefit changes as a result of the legislation. The county says it will continue to monitor the legislative process closely and notify us when there is more information available.

Look for updates in the online Health Matters newsletter, the Health Matters Minute posted around the workplace, an upcoming payroll insert and the county's benefits website at www.kingcounty.gov/employees/benefits. Of course, you'll also receive updated information in October to help you make decisions about your 2011 benefits during online open enrollment in November.

If you have questions about the health care legislation and your benefits, please call Benefits, Payroll and Retirement Operations at 206-684-1556 or e-mail kc.benefits@kingcounty.gov.

Healthy Incentive Plan – Web MD

By Richard Ritter

April 9, 2010

To repeat what our President has said, "A complete waste of time." The intent of this program appears to be a good idea on the surface, but trying to execute and navigate through it has added even more unwanted stress to my life! The reading and tests give me panic attacks as well!

You have readings, planners, overviews, trackers, records, and questionnaires. Give me a break! After participating with WEB MD for three weeks I have given up and decided that silver and \$35 co-pay will be better than having this program continue to suck the life out of me and my spare time.

This system does accomplish one thing within the employee ranks: it basically tells us all that stretching the truth and lying are acceptable in order to get a co-pay that is affordable. The program assumes that we all have an extra two hours in our day to record the 9,283 steps walked. As I count each and every one of them, not only do I get dizzy and quite often lose my train of thought, but knowing I need to visit the WEB MD page when I'm done to read

and answer questions, adds even more anxiety to my workout. My cholesterol is supposed to do down with the proper diet and exercise, but with the set-up of this program, it has actually gone up!

I'm sure the people who put this site together worked hard and had good intentions. The web page is impressive and looks professional, but at what cost to Metro? For the everyday "Joe Bus Driver" it is way too intense and drives us further away from the very thing Metro is trying to accomplish.

What's the solution? In order for this plan to become effective, you must make it more user friendly. The various health plans on the WEB MD site need to become simple enough to follow and navigate, while also providing enough information for an easy, light workout. The revenue saved can be applied to a \$20 co-pay for each and every employee. It's a win, win situation for everyone as not only will the co-pay be an affordable fixed amount, but employees may actually decide to try working out instead of spending all their time figuring out ways to beat the system!

Cuts To Your Layovers? Safety & Health First! Schedule Last

A Message From Your 587 Public Relations Committee

By Linda Anderson

County Tells Metro to Cut Recovery Time

This is a message from ATU 587 to all transit operators: no matter what the schedule says, safety and health come first. A recent audit of King County Metro reported that Metro has a high ratio of recovery time compared to transit systems in other cities. While the union has some questions and objections to how this conclusion was reached, King County is out of money and struggling to keep from cutting service. The County has decided to follow the recommendation of the audit and has ordered Metro to cut recovery times.

The push is on at Metro and Access to cut as much non-driving time as possible. The message from your union is this: do not sacrifice the safety of the public, and do not sacrifice your basic health needs. Do not go all day without drinking water so you won't have to use a bathroom. Do not run a stale yellow light to keep on schedule. Don't speed, don't turn too close to pedestrians in crosswalks, do not forego your right to a 5 minute break as specified in the contract as follows: "When circumstances beyond the Operator's control result in less than five minutes layover in the previous two hours, the Operator shall be entitled to a five-minute

layover at the next outer terminal, except on his/her last trip, provided the Operator attempts to notify the Coordinator."

Protect Your Health

You may be young and able to go without breaks, but you could pay dearly later on. Heart problems are common among retired bus drivers—why? One of the main causes is the inability over the years to go to the bathroom when needed. Back problems frequently crop up over the years if you do not periodically get out of the seat. If you want to make it to retirement, take your 5 minutes, use the rest stop, and get out of the seat and walk around,

whether your back hurts or not.

Is there no bathroom at the end of the line? Turn in a report. Let Metro (and the Union) know if there isn't time in the schedule to walk to the nearest bathroom. If there is a designated comfort bathroom convenient to one of your bus stops, use it. The passengers will have to wait a minute. The buses behind you will have to go around, if that's what it takes. If a more convenient bathroom isn't an official comfort stop, suggest to Metro's "Construction Coordinator" that it be added as an official comfort station.

Safety and Service Before Schedule

Don't speed, and don't take chances. Speeding can increase the chances and severity of accidents. Don't let the tight schedules get to you. A distracted glance at a mirror while preoccupied with schedule is dangerous. Really look in the mirror before pulling out or turning. Taking that extra second check calmly and thoroughly will help your stress level and your safety record.

Metro has always had the motto, "safety first, then service, and schedule last". This has not changed--no one in Metro has told us otherwise. Metro's General Manager, Kevin Desmond, told the County that there are limits to how far the recovery time can be cut, due to the needs of the drivers. It is also clear to both Metro and the County that if there are too many complaints from the public about lateness and other schedule problems, they may have to ease up on the tightening of our recovery times. When all is said and done, no matter what the audit says, no matter how the run cards are cut, we in Local 587 should remain committed to putting safety first, then service, and schedule last. It's a matter of union pride and professional pride in our work.

What We Can Do

The process of cutting back on recovery time will take a while. This is being done a few routes at a time. The Scheduling Committee has been out to the Metro bases to talk to operators who are driving the routes that are already affected. Once the new run cards go into effect this summer, Metro still needs your input, and the input of your passengers. If passengers complain, ask them to call either Metro or their County Council Member. If your route has problems, the union is asking you to please document this. Fill out reports and turn them in.

What is your union doing about this? We are working with Metro via the scheduling committee to continue to advocate for more convenient bathrooms, and more realistic running times. The ratio of running time to recovery time

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22nd ANNUAL KING COUNTY EMPLOYEES CAR SHOW at the 34th METROADEO



Saturday June 12, 2010
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 22nd 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

Zen and the Art of Avoiding Fare Disputes

By Joshua Laff

“My job is to make sure you know what the fare is. What you pay is your choice and your responsibility.”

After struggling as an Operator for several years with how to handle fare evasion, I came up with this phrase about a year and a half ago. This shakeup, it's started to really settle in with me. I feel as though I've been saying it my entire career. I'm starting to feel much less stressed about fare evasion, recognizing that it really isn't my responsibility from any perspective.

I seem to be getting good results with the phrase. Some passengers respond by deboarding without much if any disruption. Many find more money. Some say “okay” and get on the bus. I rarely get into a prolonged discussion, I rarely get passenger complaints, and I've never had a serious security incident. I've used the phrase during midday, commuter hours, and late at night.

There are times when I vary the phrase, mostly with expired transfers. “My job is to make sure you know that's expired.” But whether I'm being asked for a free ride or discussing an expired U-Pass sticker, the essence of the phrase stays the same.

This isn't to say I ignore passengers' attempts to evade fare. On the contrary, I'm ruthless when it comes to inspecting fare media. If a passenger flashes something – anything – in their hand faster than I can determine what it is and whether it is valid, I will calmly but firmly say, “I'm sorry, I wasn't able to see what you were showing me that quickly.” If someone walks off with “Owe \$0.25” on the ORCA reader, I will turn and call behind them, “Sir, it says you still owe 25 cents,” followed with a much louder “SIR!” to get their attention if I'm ignored. I have very discriminating eyes when it comes to discerning even the most craftily constructed fake U-Pass stickers, and I have no qualms letting people know, “That sticker appears to be fake.” Of course, if cash payers come up short, I tell them, “The fare is <blah>.”

But what I don't tell them is they can't ride. Or that they have to pay. Or that it's okay, or it's not okay, whatever “it” pertaining to fare is. As soon as the conversation shifts away from the facts and towards how the fare evader can or can't resolve the situation, it's no longer in my hands. “You need to make that choice yourself, and you're responsible for that choice.”

Why does this (usually) succeed?

- I'm not taking responsibility for the decision. I don't allow myself to be put in the position of “the bad guy” or “The Man” against whom to rebel. I provide facts, including the truth of the status of a pass or transfer. But I'm not

dictating any action or making any decisions for the evader. “You need to decide that yourself,” eventually becomes my followup to all extended questioning. (Sometimes I will add, “Please make your decision quickly, there are other people waiting.”) All they are left with are their own moral guidance and personal guilt. Passengers may get surprised and / or disgruntled that I'm exposing the fare evasion game instead of playing it. But those feelings don't rise to the level of anger that motivates driver assault, because I never actually said no.

- I'm following Metro policy, according to *The Book*. I'm not

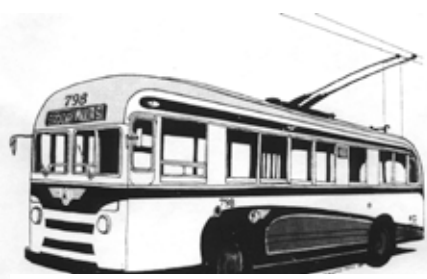
disputing fare. I'm not telling fare evaders they can't ride, and I'm not telling them what to do. I'm letting them know policy, that they don't meet fare requirements, and that it's their responsibility as to whether or not they pay fare. The Base Chiefs I've spoken with while discussing passenger complaints seem satisfied with my phrasing.

- I'm abiding by the section in *The Book* requesting Operators don't tell passengers they can ride for free while a fare evasion team is on board. I'm not giving fare evaders permission to ride. I make it very clear it is their responsibility as to whether or not they pay fare. I contacted Major

Dave Jutilla, who heads up Metro Transit Police and deals with our numerous security issues, about the phrasing. His response was, “I think that the phrase that you use on the bus about educating riders on the proper fare is a good communication tool. It does nothing to detract from prosecution needs for fare evasion, in my opinion.”

- I'm being consistent. I attempt to maintain an objective position. I'm firm, but non-emotional. (Most of the time. Fare evaders making it a blatant game, such as with the “hidden quarter” trick, still get to me.) I try not to hold any judgment in my voice, and I say virtually the same thing to

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Take a Trip Back in Time!

2010 EXCURSION SCHEDULE

For the twenty-sixth year the Metro Employees Historic Vehicle Association-MEHVA is sponsoring excursions and special trips using our fleet of historic trolley and motor buses.

All trips will depart from 2nd Ave. S. and S. Main St. Fares are \$5 for everyone, children 5 and under are free. ORCA, Metro transfers, tickets, or passes are not accepted. **Please, no food or beverages onboard the historic buses.**

MEHVA Hotline: (206) 684-1816

MEHVA is a volunteer group of present and retired King County Metro Transit 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

Join us in celebrating the 70th anniversary of trackless trolley service in Seattle!

Sunday, June 13:

SEATTLE TROLLEY TOUR

Enjoy an unhurried 4-hour tour of city's unique trolley bus system. Our restored trackless trolley buses will take you from Seattle's hectic downtown to several fine old neighborhoods throughout the city. Tour stops for photos and lunch. Trackless trolleys depart at 11 a.m.

Saturday, September 25:

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. Tour stops for photos and coffee. Trackless trolleys depart at 7 p.m.

Motor Bus Excursions

Sunday, July 18:

SNOHOMISH KLA HA YA TOUR

A special 4-hour scenic trip to the historic town of Snohomish to celebrate Kla Ha Ya Days where you can visit the Rod, Custom & Classic Cars Show, have lunch at the Taste of Snohomish or browse the town's many antique shops. Buses depart at 11 a.m.

Sunday, August 15:

SNOQUALMIE TOUR

A leisurely 4-hour scenic trip to the historic and charming small town of Snoqualmie where you can ride the train from the restored depot built in 1890, visit the scenic spectacular Snoqualmie Falls or have a picnic lunch. Buses depart at 11 a.m.

Sunday, October 17:

FALL FOLIAGE TOUR

A scenic 4-hour trip through the Cascade foothills along the quiet back roads of east King County as the autumn leaves are turning color. Tour stops for photos and lunch. Buses depart at 11 a.m.

Saturday, December 11:

SANTA'S LIGHTS TOUR

Santa Claus takes time out from his busy schedule at the North Pole for a 3-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 King County Metro Transit
201 S. Jackson St. Mail Stop CAB-TR-0350
Seattle, WA 98104

www.mehva.org

Letters to the Editor...

Good News

Dear editor,

Here is some good news — a dose of reality has been injected into the labor movement’s political endorsement process. At the Washington State Labor Council (WSLC) COPE conference in May, angry state employees blocked the endorsement of most state senators and a number of state representatives. This rebellious act was preceded by an April Washington Federation of State Employees (WFSE) statewide conference, where it was decided to withhold support for any incumbent senate democrats and many incumbent representatives because of the way they balanced the budget by slashing services and attacking state workers in the 2010 legislative session.

Then at the April M.L. King County Labor Council (MLKCLC) meeting some state employee local unions successfully blocked endorsement of key state senators – with the support of other public employee unions. Even though the senators were eventually endorsed at a second meeting of the MLKCLC on May 5th, it is significant that delegates were ready to depart from the usual rubber-stamping process that has for years delivered labor support to the Democrats without getting squat in return. It is heartening that WFSE took a bold stand and got the WSLC endorsement conference to deny support to these union-busting politicians. Labor history tells us that the best way to win better conditions is to depend first and foremost on our movement, rather than trust candidates from either mainstream party. Hopefully, this more independent stance by labor will be sustained at the upcoming August WSLC convention in Tacoma.

The best hope for stopping budget-slashing politicians rests not in endorsing them, but in building alliances between labor and the

community — and then organizing to win change. Enough of balancing budgets on the backs of public workers. It is high time that large corporations and millionaires paid their fair share to fully fund services, from schools to public transit. Thank you WFSE for taking a stand.

*In solidarity,
Linda Averill
Atlantic, 8816*

Vehicle Maintenance

Dear Editor:

Last Month’s *News Review* left me feeling compelled to spew forth some reflective comments. First off, I want to thank both Paul B and Don for commenting on VM’s many “issues.” Of no sense to many of us at North Base is how and why HR would send a multi-problem chief from East Base in exchange for one of the few stellar chiefs in VM and expect it to be no big deal. I’ve really appreciated Don’s articles telling it like it is in VM, complete with naming names. I really hope that the new manager of vehicle maintenance will realize that many poor chiefs litter our system. Remove three quarters of the chiefs from VM (can you say save a cool four million?) and our shops wouldn’t miss a beat! Most mechanics could do such a better job if these overpaid babysitters’ would just disappear from the system and let the leads do just a bit more than they already do.

Secondly, I wanted to thank Elaine Monzon for a spot-on-article supporting an East Base Mechanic recently fired for swearing (I double dare you to find me a shop where they don’t...) and for her common-sense remarks on an “Operator” threatening to kill another “Operator”. What was unfortunately unclear was that this was an E-Board member threatening our fine Minority Affairs Officer. I wish that either our union or Metro could have taken strong action against her, but you and I can. I ask that if Dee Wakenight is foolish enough to run for E-Board again, everyone needs to please remember come election time, her terribly unprofessional and childlike behavior. We need the best and brightest representing our well respected union.

Lastly, I want to comment on comrade Jeromsky’s perversely titled article “The Voice of our Membership.” We have many diverse voices in 587 and many of us don’t buy into his anti-business rhetoric and his twisted left wing ideology. Conservatives, Libertarians, Independents, and Republicans are proudly in this union too. It’s extremely unfortunate that unions nationwide have hitched their wagons exclusively to the Democratic

Party. This has come at a price to our unions. Our “Cadillac Health Plans” will soon be at risk. Illegal immigration continues to undercut potential union jobs, and the ever increasing nanny-state taxes, more than nullify our union’s hard fought wage increases. Has anyone read any articles in this paper going up against these wrongheaded policies? Unfortunately I sure haven’t. It’s difficult for any organization to voice dissent when all of your apples are in one rotting basket. In all of my 25 years in this union I have yet to see someone other than a Democrat endorsed by our fine union. That’s a real mistake. Many in our union actually have consciences which force us to take a realistic look at what is good for our union while balancing what is good for our wonderfully blessed country. Brother Jeromsky claims conservatives play on emotions, as if the left doesn’t? He repeatedly vilifies business, the very source of wealth and jobs in our capitalistic country. Aren’t our paychecks predicated on successful businesses big and small creating jobs and being the very source of the tax dollars that become our wages? In typical leftist fashion, he states the usual disdain for the right side of the aisle radio personalities. He assumes that they all hate unions, which is untrue. I suppose, that I in turn, should rant about all of those left-wing radio voices. But it seems that whole socialist Air America thing kind of dried up due to lack of interest. (Or was it just another vast right wing conspiracy...) Brother Jeromsky also claims that the right wing media thinks government is bad, which is so untrue. What these patriots rightly point out to us, is that it’s out of control overbearing oppressive government that is bad. We small government folk abhor the party which for decades has found it advantageous to divide Americans into groups, “oppressed minorities” that the rest of us have supposedly wronged. We clearly see where their massive debt and runaway entitlements can lead us. The left, through government programs, has unwittingly discouraged hard work and self reliance. We’re pretty riled up about those economically illiterate politicians in power (at least until this November) hammering away at the country we love. I hope unions take a good look at what they are supporting by backing and funding the Democratic Party. Mr. Jeromsky I have a challenge for your next piece. Could you write about how much socialism is finally too much socialism?

Dave Drew-NB VM Mechanic

Driver Shields

Today I drove bus 4186 and found that it had a new driver shield that is supposed to be an improvement on the sample we saw on a bus parked at the base, with surveys on board

for us to fill out. This was a small improvement, for example it actually could close, and it was tapered to be able to see most of the mirror. But still not enough to really protect the driver. I doubt that any after market shield would work very well. 1. this shield can be easily defeated. I am not very big, and I’m sure I could rip it apart without any problem and it can be then used to beat up the driver. You can easily punch around it with or without a weapon. Spitting or throwing things at the driver would still be easy. If open, it can be closed on the driver to force the driver to stay put while other crimes are being committed. 2 The shield has a glare that reflects vehicles that are on the left side, very spooky and dangerous. Safety is supposed to be first, but the shield makes it harder to see pedestrians and using the lift or board passengers. The shield when open eliminates important hand holds that old people need to grab onto to finish climbing the stairs. 3 When closed, it restricts the drivers ability to move quickly to prevent certain things from happening. There are times when a quick hand extended can stop an old person from falling, I know because I have done it many times. when entering the busy bus stops and the passengers are in a hurry to get off and the ones in the zone are pushing and moving quickly, my right hand needs to quickly go out to stop the person from blocking my view as I enter the zone. There are many more of these types of examples that being behind a barrier prevents the driver from taking action. Being behind the shield is being trapped and unable to move freely when needed, not to mention uncomfortable to the driver and feeling confined and trapped. 4. This is a big customer service mistake. Interacting with the public in a warm and friendly way is the main way I prevent assaults. The way that I treat people on a daily basis comes back to me and I get treated well because I treat people well on a regular basis. The public responds to being treated well, and locking the driver behind a shield will just alienate the public and project a negative image that is cold and is another way to perpetuate a fear culture. Indeed there is a certain element of bravery that is required to do this job. They can smell your fear and look for the weak to victimize. This type of customer service skill is used by many of us. If you ride

SEND IN YOUR OPINIONS

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

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

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

Letters to the Editor...

with me you might not feel fear, instead, you might feel peace...I can't do this hiding behind a shield. 5. Make this very clear. Is this shield optional, and if I don't use it, and get assaulted, will it be then later said that it is my fault for not using it? Thanks. I will try to write more details later about ways to use customer service to help prevent assaults.

James Ybarra

Multiplan

Metro (or is it Aetna) has come up with a new way to get money out of us. It is Multiplan. One of my doctors received a letter from an organization called Multiplan. They asked her to accept a settlement of 60% of billed charges. The language in the letter was phrased like a settlement offer. She was actually

entitled to 65% of the billed charges. When questioned about the amount, Multiplan forwarded the bill on to Aetna who paid her the 65%. The extra 5% would eventually have come out of my pocket since I am responsible for all charges incurred not paid by my insurer. This was a case of a non network provider. You might want to mention to your doctors that they do not have to accept the 60% amount. This will save you the 5%.

*Carey Watson
Chief Shop Steward Bellevue*

Fare Evasion

Thank you to the King County Council for forcing Metro Managers to look into the problem of fare evasion on our buses. I thought the study was impressive in trying to evaluate the extent of the problem.

I do think \$ 62,000 a week is underestimated as they are not accounting for all the yearly counterfeit passes and counterfeit U-Passes out there. Hopefully Orca replacements will eliminate this.

Also I am so appreciative that the survey asked the transit operators their opinions on reducing fare evasion. Transit police presence is great but also expensive and they cannot be everywhere the fare evasion is happening.

So I would like to suggest a simple yet powerful way to eliminate much of the fare evasion and security issues surrounding fare evasion. We need to send a clear message to our riding public that to ride the bus you need to pay the fare. We now have such a mixed message to our passengers that we create huge security issues. Some operators ask for the fare , some do not.

The "official" statement when someone asks to ride free is to "state the fare once if you feel safe". That rarely answers the question because passengers then say "well can I?" Every operator has a different way of dealing with this and this causes a security issue because the messages are so mixed.

Because transit operators can get called into the chief's office for a complaint of a fare dispute the operator is more likely to let anyone ride. So the expectation out on the street is "I can ride the bus for free". The idea that this is not fair to those without money, we have reduced fare passes for those that follow the rules and apply for them and now they now have these day passes (have you noticed these are now being copied and counterfeited.) Our North Base Security Committee is investigating how other systems handle fare evasion.

It seems most other systems have a simple clear message "YOU CANNOT RIDE THE BUS IF YOU DO NOT PAY THE FARE". Most people I have talked with say this works because it is the expectation of those getting on the bus that they have to pay the fare.

This would be a good message to start employing at Metro. What we need is consistency. That creates security. Just ask the mother of a toddler! In the mean time, let's all avoid fare disputes until Metro decides to send a clear and consistent message.

*Ruth Wilson
North Base Shop Steward*

**To: All Members of Local 587
From: Recording Secretary Brian Sherlock**

Proposal To Change Bylaws Article V, Section 2

Submitted by Paul Neil and Bruce Tiebout

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 through the May 25th Executive Board meeting and June cycle of membership meetings.

ARTICLE V - SALARIES AND COMPENSATIONS

OLD:

Section 2. When the President/Business Representative/designee determines that compensation will be given for committee work, members on committee duty shall receive pay for hours worked at the rate of pay they receive under the prevailing contract for their classification or time loss, whichever is greater. In any event, overtime rate will not be paid until actual hours worked for the Local exceed the member's daily straight time guarantee. Members volunteering to work on their regular day off shall be paid straight time for the first eight hours (or applicable shift) and the applicable overtime rate for any hours worked over and above that shift.

REVISION:

Section 2. When the President/Business Representative/designee determines that compensation will be given for committee work, members on committee duty shall receive pay

for hours worked at the rate of pay they receive under the prevailing contract for their classification or time loss, whichever is greater. In any event, overtime rate will not be paid until actual hours worked for the Local exceed the member's daily straight-time guarantee, unless detailed for his/her entire shift by the President/Business Representative/designee. Members volunteering to work on their regular day off shall be paid straight time for the first eight hours (or applicable shift) and the applicable overtime rate for any hours worked over and above that shift.

NEW:

Section 2. When the President/Business Representative/designee determines that compensation will be given for committee work, members on committee duty shall receive pay for hours worked at the rate of pay they receive under the prevailing contract for their classification or time loss, whichever is greater. In any event, overtime rate will not be paid until actual hours worked for the Local exceed the member's daily straight-time guarantee, unless detailed for his/her entire shift by the President/Business Representative/designee. Members volunteering to work on their regular day off shall be paid straight time for the first eight hours (or applicable shift) and the applicable overtime rate for any hours worked over and above that shift.

**To: All Members of Local 587
From: Recording Secretary Brian Sherlock**

Proposal To Change Bylaws Article IV, Section 6

Submitted by Ninus Hopkins

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 through the May 25th Executive Board meeting and June cycle of membership meetings.

PROPOSAL TO ADD A NEW SECTION TO ARTICLE IV OF OUR BYLAWS

PROPOSED NEW LANGUAGE:

Section 6. First Transit Shop Stewards

(a) The First Transit bargaining unit shall have three Shop Stewards, to be elected for a one-year term of office.

(b) Nominees' names must be submitted to the Union office in writing or by email. Names must be submitted by the nominees themselves.

(c) The election will take place in September of each year. The time

and place will be chosen by the Recording Secretary. The election will be decided by a plurality vote.

(d) The nominations will be open for at least seven calendar days and upon closing, the names of the nominees will be posted on the appropriate Union bulletin boards for at least five calendar days.

(e) The top vote-getters equal to the number of positions available will be elected. Ballot boxes will be used and only active members may vote for Shop Stewards. In case of a tie, a coin toss will determine the winner.

(f) Those nominees failing to be elected shall serve as alternates. The first alternate will be the nominee with the highest number of votes, but not elected. The second alternate will be the nominee receiving the second highest number of votes, but not elected, etc.

Renumber current sections 6 and 7 to 7 and 8 respectively.

Vice President Sepolen's Report

By Rick Sepolen



First Transit Q & A

On Friday the officers of 587 held a Meet 'n' Greet with the members of the First Transit bargaining unit. This gave us a chance to speak our newest members about their individual concerns.

I was presented with a list of concerns that apparently are affecting a number of employees. I decided to use the *News Review* as a forum to answer them.

Before I do, please remember it is important for each of you to read the contract. There you will find information that supports or rejects statements made by a manager. If you still are unable to find the answer, give us a call at the union office for information.

Q: Unpaid Days: We are told by management that we cannot take any unpaid days off because per the Union Its not written in the agreement. The only way to do so

would jeopardize our attendance and call out.

A: Under Article 12, paragraph B, the agreement allows for unpaid leave to be granted at the company discretion. In other words, they can decide if they have sufficient staffing levels to allow for an individual employee to take leave.

Q: Switching Shifts: Again management states that it's because of the Union that we are unable to makes shift swaps without incurring overtime.

A: Nothing in the contract prevents shift swapping, but nothing in the contract directly speaks to the situation. Once again, management may allow you to swap shifts at their discretion. The issue of overtime comes up when a swap happens on the regular day off of one of the people involved. Or, if one of the participants works a back-to-back shift or a double shift requiring overtime to be paid.

Q: 401: One minute I am contributing to the company's 401K and the next minute it's gone. Are we going to have a replacement program soon?

A: Despites Janice's urging, First Transit corporate headquarters decided against allowing the newly minted union members to participate in their existing 401K program. You will now have to visit your personal banking institution to participate in a program.

Q: Handbook Receipt: I have a lot of questions and concerns about the Handbook receipt form we are asking to sign. Do I have to sign it?

A: You are right, the first version of the Handbook receipt left a bit to be desired. Paul and Janice worked on the document to better reflect both the contract and law. If you haven't already signed the form, feel free to do so.

A suggestion or two: If you know you are facing discipline and can't find a shop steward, I would suggest you call the union office (206 448-8588) for advice before continue with the meeting. It is, after all, your job that may be on the line.

Don't know who your shop stewards are look on the Union bulletin board for the list of names.

The officers are currently reviewing other issues concerning First Transit employees. As these problems are resolved (or not) we will let you know via the *News Review* and postings on the union bulletin board.

Recording Secretary Brian Sherlock has posted a copy of the First Transit contract on the ATU 587 website (atu587.com; Username: T-KEY; Password: bachtel). If you have any questions about working conditions and do not have a copy of the contract handy, visit our website and look through the contract.

The Formula for Inexpensive Health Care

By David E Rochon

Even though landmark health-care legislation has been passed, the battle continues to rage on in Washington D.C. over the details. And while the final outcome is still uncertain, we can see the general direction that it is going. And because it is likely that the efforts of the present Administration will prevail, it is in our best interests here in Washington State to begin to take action now in order to secure a favorable outcome for us. I have formulated a plan for healthcare in our state that I believe has the potential for great success because it addresses the issues of jobs and education at the same time.

I call it the Voter Mandated State Managed (VMSM) Five Year Health Care Plan. We direct our elected officials to build us a health care system in the fashion we desire and we agree as a community to pay for it through voluntary taxation. For five years the community will build 150 Primary Health Care clinics (outpatient) in strategic locations around Washington State. These same clinics will also serve as disaster centers for a coordinated response if a natural or otherwise disaster should occur. The lessons learned from Katrina and Haiti compels us

to be prepared. The new system is not intended to replace the current private system, but to supplement it as it (VMSM) allows for every qualified Washington State resident to have access to it, without a co-pay I might add.

Before the 'nuts and bolts' let me ask you this: Would you be willing to pay under \$10 a month to have the privilege of going to see a doctor or other health care professional if you become sick and require attention? And without a co-pay? Would you be willing to pay \$100 or so monthly to have full coverage including hospitalization benefits? How about a family plan? All of this is possible if we put together a plan that takes into account the resources we already have and brings every person in our state into the effort.

The first order of business would be to raise the State's portion of the retail sales tax to 6.75% from the current 6.5%. This ¼ % increase would generate approximately \$300 million annually and would be used for educating health care personnel. Let me put ¼ % into perspective. It would add 1 cent to a \$4 mocha. It would add \$10 to a \$4000. motorcycle, and it would add \$50. to a \$20,000. automobile. With

a five year contract this amounts to under a \$1 per month increase. You can see that it is miniscule.

The U.S. military pays the tuition for certain professionals it needs and they in turn agree to serve for a specified term. If we employ the same methods as our military, we could educate doctors, nurses, physician assistants, medical records keepers, etc. and establish an ongoing stream of health care professionals. They in turn would serve in our facilities at a reduced wage for a specified term, reducing overhead. This would keep the labor costs to a minimum and make it possible to operate health care facilities in our state.

The next order of business would be to add 6.75% to the cost of food purchases which now is untaxed. This would generate approximately \$40 to \$50 million dollars monthly. This revenue would be use to buy property and construct health care facilities in 150 locations around the state. After the last facility is built, each would have an average monthly operating budget of approximately \$300,000. Before we start fussing about a tax on food, consider this: It is probably the fastest, fairest, and most sustainable form of revenue generation there

is. Fastest, because nobody wants to wait for dinner. People are out shopping this very moment. Fair, because everyone, from the youngest to the oldest contributes equally and benefits equally. It is reliable and sustainable because no matter how good or bad the economy is, people will be standing in line at the grocery store generating revenue. As long as people eat, there will be a health care clinic in the neighborhood. I know of no other commodity like it. Consider this also: If every person in Washington consumes around \$100 worth of food monthly, the average person would be paying around \$7 in sales tax. Factor in the ¾ % discussed earlier, and you are at about \$10 per person monthly, on average, but this figure is for the bigger spenders. It won't really seem like much money when you are ill and can call the local clinic, requesting an appointment for you or your kids, and it's already paid for. Quality American health care for ten bucks a month. It is all possible when you eliminate the middlemen and bring everybody in Washington State on board. But there is one last order of business.

Our state is dispensing Unemployment Compensation to hundred

continued on page 9

Vice President MacAdam's Report

By Don MacAdam



The Floggings Will Continue Until Morale Improves!

The first week of May, I attended a maintenance seminar in Washington D.C. at the National Labor College. Over one hundred A.T.U. Maintenance people attended. Upon my return, I immediately incorporated what I learned at the seminar into our contract proposal. I met A.T.U. President, Warren George (who was a mechanic for 31 years), and Executive V.P. Ron Heintzman. They gave us a tour of OUR A.T.U. building in D.C. and said that they had never had so many Maintenance people show up at one time. Maintenance is finally taking our proper place and not being sent to the back of the bus. Also, we give our thanks to the International who paid for the majority of the training seminar.

Since we arrived a day early, Mr. Randy Stienman (who also attended for Local 587) and I took the tour of D.C. on the open roof bus. It was 90 degrees and humid and we were very sunburned by the end of the day, but we were impressed by the monuments some of which were dedicated to labor. We have a Grand Heritage behind us, and I hope it will remind us to be brave and act wisely in the future. In 2012, your A.T.U. Local 587 will have been operating for 100 years!!! We have definitely left our mark on Seattle as a force for fairness and justice for both blue & white collar workers in the area of transit and transit employees. In those early years, horses were treated as more valuable than men. Horses worked 4 hours or less pulling street cars, but the men often worked an 18 hour shift.

Maintenance Employee of the Year

Bob Martinsen somehow managed to get himself selected to the position of Maintenance Employee of the Year! Maintenance is not out front with the public like the drivers. We are the unseen force that waits in the wings. So, I noticed that we did not have as many politicians show up to honor our employee of the year like they do for the drivers, and we did not have shrimp or cashews and such. Things were understated and that's what we are used to. We know that if we do not do our jobs there would be no coach for the driver to use to pick up and transport folks. We are also aware that when a coach breaks down on the road with passengers they are usually glad to see us when we show up. Bob is one of the old guys, a true Metroid. When Bob started, he used to be in charge of changing the Trolley Team horses in the yard at the old Jefferson base, in case one went lame or was sick or wouldn't move. If the Trolley horses would not start

for the driver, he would first check its horse "shoes" to make sure they were not loose and were O.K.; and, if the horse still wouldn't start he would spray a little ether up its nose and that usually made the horse start. It has been a pleasure to know Bob and his lovely wife, Debbie. There are way too many stories, most funny and some not...but that's how it is in a family. Bob, we feel that you being selected the Maintenance Employee of the Year is a very good thing, and that you will get all that you deserve!!!! (I'll see if I can get you a large bus sign like the operators get.)

What's Going On?

The new Maintenance Union meetings at 3:30 PM seem popular!

M. Musni arbitration (Pigeon Gate): I have withdrawn this from arbitration as I claimed Rail forfeited by showing up late, and requested to proceed to the 3rd step. This Grievance is about getting 10 days off for killing pigeons when no pigeons were killed?!?!?!?

I have asked the new V.M. Supervisor to take a second look at the Employees who were on O.J.I. and unable to use up their vacation before the end of the year. It is a very clear violation of the contract and Metro could not explain why they could not save their vacation time (page 47, section 4 D).

The N.M. chief investigation that was mentioned last month has been concluded on 5-17-10. Findings: From Chu Nornang and I quote, "I have determined that Chief Mo Mirza spoke to you in a raised and aggressive voice and got close enough to you so that you had to back up from where you were standing, during a discussion with him. Although you felt threatened and intimidated, I do not find that Chief Mirza's behavior was an act of workplace violence or a violation of King County's workplace violence prevention policy, Per 18-8."

So if a chief does it...

A mechanic did it and was fired! Subcontracting grievance filed by Stambaugh: This was headed to arbitration; however, when we gave all the documents to the attorney, he advised us that we had already won everything that we could have won in arbitration. Metro had agreed in the 2nd & 3rd step hearing responses not to outsource any more alternators, and also to a recommendation to not outsource future alternator rebuilds. The alternators that had been "outsourced" did not last very long and was a waste of money.

I was going to thank Mr. Stambaugh for addressing this issue and making the Union's case stronger in the future. However, he has made

"Do the right thing. It will gratify some people and astonish the rest."

—Mark Twain

statements about suing us for not proceeding with the arbitration, so never mind.

Contract negotiations: We are prepared! We have had several meetings. We are told there is no money. Metro used to enjoy a 9 month reserve, now Metro is living pay check to paycheck like many of you. Occasionally, the word layoff comes up. We will hope for the best and plan for the worst.

The new V.M. Supervisor, Mr. Randy Winders...I asked how I should address him? Mr. Winders...Supreme Vehicle Commander...or Most Exalted Excellency? He said, "How about just calling me Randy."

We have had a couple very good meetings about how to fix maintenance. We both agree on the goals and what needs attention, things that

have been ignored for two or three decades. I have been disappointed in the past, so I will try to act wisely. So far, I am encouraged, especially since the few loony chiefs and managers are starting to get nervous as to what Randy wants to do. He may just walk into your base and say, "Hi! I'm Randy." When he showed up at S.M. no one knew who he was or believed he was the new V.M. Supervisor. He does not arrive by limo, he is not in a suit, there is no large gold ring on his finger for the chiefs to kiss...he's just someone who used to work at Metro years ago who has worked his way up. And, he has expressed a desire to work with the Union and make V.M. a better place to work. He also said something about having fun.

Formula for Health Care, continued

of thousands of people. There is little accountability required by the state, but this is a discussion for another time. However, among those hundreds of thousands of unemployed people, there must be thousands who would be qualified to work in various positions in newly constructed clinics. Our State could move thousands of these qualified workers into positions in our newly created system using the same revenue that they are giving them now for doing nothing, further reducing overhead. Qualified workers could have the option of their unemployment benefits expire or be moved into a temporary labor position that would in effect extend their benefits for several years while the 'system' is being constructed.

Enhanced or premium health care could be realized by 'pooling.' Individuals or subscribers would pay monthly into an account managed by a health care Administrator. Enhanced health care includes care that requires hospitalization, non-elective surgery, and other types of care that would not be available in our local clinics. The Administrator would pre-negotiate fees for services with local hospitals, physician groups and other healthcare specialists and simply "pay the bill" for their service from the "account."

By cutting out the middleman, these monthly payments by sub-

scribers would be significantly less than what many healthcare providers are demanding now.

Innovation, practicality, resourcefulness, and thinking "outside the box" are the keys to inventing a viable community driven healthcare system in Washington State. The current arrangement is unsustainable and may eventually self-destruct. We should not allow further chaos to challenge the fabric of our society when we can join together and take positive steps to solve this problem in our state now.

Here are a few of the benefits of the plan I am proposing:

1. It is almost laughably inexpensive to each person.
2. It provides basic health care for those who don't have any. If you lose your job, you still have basic healthcare privileges.
3. It becomes the necessary foundation to advance to "enhanced" health care.
4. It creates thousands of jobs.
5. It educates thousands and provides a practical means of repayment.
6. It is 100% debt-free and tax deductible.
7. It becomes an investment that one can watch grow and use when necessary.
8. It will bring a sense of relief and give hope to many.

The Financial Secretary's Report

By Paul Neil



May 2010

The negotiations for the King County Metro Transit labor agreement are off and running! We have met several times and the Union is currently presenting its comprehensive list of proposed contract changes. So far the message from the company is the same as it is every time the contract is being

negotiated: "We are broke and your members want too much." Your elected Union officers anticipated this response.

The Union is doing extensive research, both economic and legal, to get the membership the best possible wage and benefit package possible. Naturally the company

will attempt to use the current, short term economic situation to impose long term economic losses on our membership. Lower wages 10 years from now will not help with this month's lower than expected sales tax receipts but that is the company's contention.

Your elected officers need your

help in these negotiations by supporting them. The best way to help the company is for members to fight among themselves and undermine those elected to negotiate on behalf of all members.

Below is the report I read at the May 2010 cycle of membership meetings:

May 2010 Membership Meeting Report

New Member Applications submitted to the ATU International in April:

Names of new members deleted due to space considerations.

In the month of April 2010 we reported 119 new members to the ATU International. 85 are employed at First Transit, one at Jefferson Transit, 29 at KC Metro Transit and the rest at Seattle Personal Transit or S.P.T. This brings are total active membership to 4167. This is an increase of 63 members compared to this time last year when we had 4104 active members. This reflects the 85 members at our newly organized First Transit property and the resumption of hiring at KC Metro.

Bills:

All financial figures are subject to the review of the Executive Board. In April total income was \$344,414.30 which is a decrease of \$4,440.07 or 1.3 % over last April. Most of the decrease was in initiation fees which were also down by \$ 6,337.50 or 52.3%.

Per Capita payments totaled \$54,766.80, which is a decrease of \$80.70 over the same period last year.

Other bills for payroll rent legal etc totaled \$220,804.51 which is a decrease of \$34,068.23 or 13.4% over the previous April. The largest areas of decrease were in payroll which was down \$16,347.74 and in donations which were down by \$12,713.21 com-

pared to last April when we donated \$10,000 to the Employee Free Choice Act campaign.

This amounts to a \$68,842.99 surplus for the month compared to a surplus of \$39,134.13 for April 2009. This is a \$29,708.86 or 75.9% increase in the surplus.

My activities for the month:

1. On April 9 went with the Office Relocation Committee to tour 8 buildings. We found only 3 worth taking a second look at and had the President and the Recording Secretary tour those 3. They found the buildings to have significant structural problems so for now we are going to pursue leasing rather

than buying since any building we can afford would have significant problems. We are still going through the process of getting prequalified just in case a building that fits our needs and we can afford comes on the market.

2. On April 15 went to the Ryerson Base safety breakfast.

3. On April 21 the officers took the office secretaries out for lunch in honor of Administrative Professionals Day. They do a great job and deserve some recognition.

4. KC Metro negotiations have started and as of today we have met 3 times.

5. Our offsite storage ins now closed saving us \$350.00 a month.

April 12, 2010

New Beginning

By LaTonya Plummer

Springtime again, a time to heal and seek out a new beginning, a time to love, simply a time for being.

We all reflect on what we have done in the past, leave it there and start new, look at what you're doing now.

Think happy thoughts, feel good about yourself, love who you are. We may not have everything we want in life but we sure have everything we need. We're still working and able to tolerate all that life puts on us. Many of us complain about our job, but if you were to go back East or South, many of our brothers and sisters have lost jobs, it's sad but true. When you awake in the morning and you look your best to come to work, you should also feel you're the best at what you do. Take pride in your job and be thankful we get a pay check.

When you feel you can't go on and the passengers have touched your last nerve, stop, take a breath and exhale then embrace all that surrounds you and smile and say "I'm truly blessed."

Springtime all things new begin life again. Life is such a beautiful thing, embrace it, and stop trying to enforce the rules on the bus. This only infuriates you and ruins your whole day. Let Metro handle the problem. We all want to be stress free.

Bulletin

May 15, 2010

To: All Local 587 Members

From: Paul J. Bachtel, President /
Business Representative

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

King County Metro negotiations officially began Wednesday, April 28, 2010.

Thus far we have:

Met in negotiation during four days and are scheduled to meet approximately two days per week through the month of August. We will schedule Fall/Winter meeting dates in July.

Tentatively agreed to bargaining rules which should be documented in the very new future.

Reviewed all past and present Memorandums of Agreement (MOAs). Current MOAs will be archived, included in the next agreement, or allowed to ride outside of the next agreement. MOAs which ride outside of the next agreement will be posted on our webpage.

Our five sectional subcommittees (Transit Operators, Vehicle Maintenance, Facilities Maintenance,

Supervisors, and Special Classifications) have finished their preliminary work and are scheduled to appear before the core bargaining committee (the five full-time Officers) throughout the month of June.

Following the subcommittee presentations to the core committee, proposals that are deemed viable by both Union and Metro may be referred back to appropriate subcommittees for addition negotiation.

We have yet to choose deadline dates for submissions of new proposals and protected positions for interest arbitration.

We have yet to pre-schedule mediation and interest arbitration.

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

The Recording Secretary's Report

By Brian Sherlock



Negotiations

Things have been going very well in terms of our President delivering the most thorough and well thought-out contract proposal I have seen in three decades with Metro. I am particularly delighted with the dignified and professional tone of the meetings. From both sides, the issues and problems are of historic proportions yet the needs of the public and our members are being sorted in a way that, so far, both sides can be proud of. One measure of that professionalism is that the early stages of our presentation have included not just the demands of each and every represented group within Local 587, they are contained within a document correcting layer after layer of cumbersome language that resulted from less thorough preparations in past negotiations. This effort has brought together leaders from our previous negotiations, organizing their areas of expertise and clarifying decades of contradictions and inconsistencies. Those issues are moving along well. This has, so far, been a more dignified process than in most negotiations from our past. On the Metro side, your editor suspects that management has demanded better from those among their team who have difficulty maintaining a balanced and professional demeanor.

Funding

It is just plain ugly everywhere. The King County Council has persisted in making it worse by proving

unable to demonstrate real leadership. Public transportation is not optional; it is a fundamental obligation for the Council to provide transit for the economic engine of our region. There is no more obviously broken infrastructure for which the Council is responsible. Their cry is that they aren't up to repairing our system of taxes or adequately fund transit. Perhaps even the Council can see that the residents of our county are hurting and need a way to cut their bills to literally put food on the table. Public transit is the most immediate way for those in need to cut their bills. You can not drive even to the nearest bus stop for the cost of finishing the ride on a bus.

There is now a cowardly call for employees to bear the cost of falling revenue. Municipal transit operators suffer disabilities at rate that ends half their careers. Only a small handful out of thousands reaches full retirement. Our rates of infectious diseases are multiples of the rest of the public at large. Our blood levels of stress hormone levels reach 300% of the rest of the population by the end of the week. Assaults are part of the careers of most long-term operators. Now we are vilified for our healthcare costs!

Wages are another target yet, across the nation, except in times of economic desperation, agencies are unable to attract and retain workers with the skills needed to succeed in our ultra-demanding jobs. Those who point an ignorant finger at our compensation fail to understand

more than the physical costs we bear to serve the County. Split shifts keep most of us apart from our families from before breakfast in the morning to beyond the time when most families are sharing dinner at night. Yet despite the costs to our health, the miniscule chance that we will remain disability free till retirement and the costs to our families, we are being told that the price we pay is not enough.

We are not asking for anything more than the King County Council stepping up and answering their most basic obligations. Transportation drives the economic engine of the region. Choking that engine is the height of incompetence when the true human costs are examined. It is the height of cynical negligence to fail to fuel that engine and instead blame those who sacrifice even their health to serve our county.

Information Requested

Does your route lack sufficient recovery time? Does it lack enough layover time to get to a bathroom? Is our so-called "Cadillac" health care plan costing you an arm and a leg each month? If any or all of the above describe your situation, we would like to hear from you.

Please contact Executive Board Officer Andrew Jeromsky jeromskyatu587@gmail.com, (206) 295-3561 or Executive Board Officer Neal Safrin nsafrin@comcast.net, (206) 604-7059. All responses will be kept confidential. Thank You.

Upcoming at Local 587

- June 3..... Charter Meeting
- June 4 Morning Meeting
- June 7..... Jefferson Transit Authority Meeting
- June 8 Clallam County meeting
- June 9..... Wednesday Afternoon Meeting
- June 12..... King County Metro Shakeup Begins
- June 22..... Executive Board Meeting

Unfair Labor Practice Update

ATU has filed complaints with the Public Employment Relations Commission regarding the following topics:

1. Personal Electronic Device Policy – Changes to the Personal Electronic Device (PED) Policy without reaching agreement with ATU prior to implementation. Set for Hearing.
2. Vehicle Maintenance Procedure 51 – Changes to the VM Needle Stick Policy without notice to ATU.
3. Vehicle Maintenance Procedure 80 – Changes to the FMLA policy in VM without notice to ATU. Consolidated for the purposes of hearing with Vehicle Maintenance Procedure 51 ULP, currently scheduled for hearing.
4. Vehicle Maintenance Procedure 45-2 – Changes to the Employee of the Year/ shake-up policy in VM without notice to ATU.
5. Administration of Leave Without Pay (LWOP) – Changes to the policy of granting or denying LWOP (denial of leave once granted), without notice to ATU.
6. Vehicle Maintenance Procedure 79 – Changes to the conditions under which leaves, sick leave and vacation leave are granted, without notice to ATU.

President's Report, continued

opposed to the previous method of resolving labor disputes - strike), the parties have yet to pursue interest arbitration on major economic issues to completion. The present economic and political environment makes it more likely than anytime in our past, we will pursue interest arbitration to completion.

My greatest concern at the present isn't whether or not major economics in our next labor agreement are decided by interest arbitration. The present economic and political environment will drive that determination. What I'm most concerned about is negotiating changes to contract language our membership will not get to vote upon.

To insure major changes to the

current business practice will not be signed into existence without membership review, I'm going to be opening up the negotiation process more than anytime in the past. I anticipate conducting polls to seek membership opinion on controversial issues. To achieve this goal, I've informed KCM negotiators, Local 587 will not agree to a communication blackout throughout the bargaining process.

In addition, you can expect regular updates on the progress of bargaining from your Officers through the coming months.

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

The View from the Buses

Retirees' Corner

By Bob Morgan, Retired First-Line Supervisor

Since the last few articles have been about the "past," I would add a little more to what was previously written.

The one thing that I remember about the early days of my driving, was the visits from the director of Transit to all the worksites. His name was Charles "Chuck" Collins. Younger than I thought someone in his capacity would be, he was a bright and very articulate man. Maybe 40 years old at the time, he would come to the bases every 4 to 6 weeks or so. Usually after the AM rush, however sometimes he would show up after noon also. Though I only saw 20% of the suggestions by operators acted upon, you felt a connection somehow with management in those days. Chuck would sit there and take the criticizing from all. Never lost his cool under fire, always listened, even to the most ridiculous of questions. It was during one of these visits at the then new East Base in 1977, the issue of Articulated coaches came up. After explaining what they were (there was no procurement group in those days) we then found out that the upcoming contract would include the language for the addition of part time drivers. As you might expect, this went over like a lead balloon if you will. Chuck listened to the tirades of many operators, many good friends of mine. Concerns were what you might expect, job security. Chuck then explained what "he" envisioned the part time operator would be. "Police, Fire, Housewives, even professional people." Well that never happened as you well know. That November of '77 we had a contract vote. We resoundingly said no. Then the day after Thanksgiving of 1977, the sick out. Most stayed home. I, and most who worked like me, were told to show up as we were on probation for attendance or other issues (yes I made supervisor even with poor attendance early in my career). What was funny was the two operators who stressed the sick out worked, one almost 20 hours that day. Yes, they lost a lot of respect. Why the sick-out? During the contract of 1974 there was a 2 week strike by Local 587. Many Brothers and Sisters were promised strike pay. Seems that not much was advanced. Also the state had passed a non-strike provision for "Public Workers," so the next best option was the sick-out. There is more to this story that would take too much space to write about.

We had another work slow down in late January, between rush hours, where we were advised about the negotiations. We then had another vote. The membership again said no. Then the carrot was dangled by management. Operators would get a \$.50 cent an hour premium for driving artics, and Sick Leave was also put on the table. That vote passed, not by that much though. At East Base we voted 3 Yes and 155 No. As a reward, we got the first twenty part time

operators! Oh, and we also got the next 3 classes as well. I recently read an article in the *News Review* from a part time operator about discrepancies between P/T and F/T. Well, back then you didn't pick. Seniority, you didn't have any. Yes you paid Union dues but no provisions for a pick. You went in the the chiefs office and were issued your work for the next sign-up. Somehow it always seemed that the young attractive female got the longer piece of work, at least this is what the male part timers were saying. Then a couple of Full Time operators suggested that the Union do the picking. Tom Jackson from East Base, and an E-Board member, was one of many who changed the way part time operators were treated then, and yes even now. Be happy and thankful, you have a part time job with benefits. Yes, I realize you must pay for some of it, but still better than not getting anything. Work rules aside, there are many with 25+ years as part time operators who are for the most part happy. No weekends, No Holiday work, No nights, wow!

Around 1990 Chuck Zigler and myself were taking a break from the Control Center. As we walked down 2nd Av by the Federal Office Building, Chuck Collins saw both of us. He actually said hi before either one of us did, and called us by our first names (he had been away from Metro for 11+ years). Ziggy asked him if he needed a part time job, I laughed, and Chuck Collins said, "I already have one." After some small talk we parted. It was then I told Ziggy that the part time job Chuck had was with the BPA @ \$135,000.00 a year. Guess all those years in Metro paid off, huh?

Another person that I and many others came to know was Neil Peterson. He was the Executive Director of Metro (Both Transit and Water Quality). I got to really know him around 1983. A couple times a week, in the afternoon, he would come down the 2nd floor control center and just talk, about anything. It seemed to de-stress him to hang out with us. Sometime later he was injured in a skiing accident which required therapy at the old Cabrini Hospital. He would call the control center in the morning and we would send a D-car to transport him to the doctor. Later another call to bring him to work, and then later to home. Two years or so later he retired his position. He sent out a memo to all of us in the control center and service quality. We all met at a bar on 10 Av E, he picked up the tab for everything. It was his way of saying thanks to all of us for the transports. I don't envision that kind of person in management again, and there were many. We would socialize after work hours. Like I said we had a good relationship with the bosses back then.

I would now like to step onto another "soap box." Many retiree's

know this, most of you currently working do not. We, as retirees, can't ride on Sound Transit or Pierce Transit with our retiree's pass. We used to be able to ride on any of the tri-county systems until 2006. What changed, I really don't know. I, for one, and many other retirees prior to pulling the plug campaigned vigorously for the RTA proposal. Now we find out we can't use our passes. I have heard many stories from retirees that the "security officials" on the Link have told them their pass is no good. Last time I looked, METRO employees were working the link rail, along with many S/T bus routes in the area. As much as I would like to also ride the Sounder for free, I'd give that up, just as long as I and others could ride all the rest of the transit service in the area. I have heard that a survey was conducted by S/T and the Cost would be up to \$2,000.00 a month in lost revenue. Like that is going to break the bank. So to S/T manager, and former Metro director Ron Tober, a request. Ron, we were good friends back in the day. I was the first to pick the BTC shift. You would stop by almost every week to ask me how things were going. We, the retirees and future retirees, would greatly appreciate your reconsidering not allowing retiree passes on S/T routes, including Link, especially Link, since this service is operated by Metro employees. If you care to, send me your reasoning to morganbobsue@comcast.net. I really would like to be able to use the "WHOLE" system, so please, make it happen, okay?

Received word that Jim Patrick is doing wonderful after his heart

surgery. Also, Mike Yamamoto has been released from the hospital and currently is at his mothers home on Beacon Hill. Get well soon Mike! Dale Bartz has finally moved to the Philippines. Read in VP MacAdams report that Bill Sales, a mechanic at South Base retired. Have known Bill since High School in Auburn, good luck my friend. Also saw that retired 1st Line Supervisor Wally Everson passed away. Wally was a good friend and co-worker. Sorry I couldn't make it to the services.

I'm going to knock off the column for the summer. No, nobody has asked me to do this, I feel the upcoming contract is of much more importance than this column and I don't want to take up too much space. When I feel the timing is right, I'll start writing again. In the mean time feel free to send ideas for upcoming articles to me.

Please note, the retirees' BBQ will be the last Thursday of June, the 24th, at Lower Woodland Park shelter #6, next to the lawn bowling area. You can enter from Aurora to the parking area. Also remember the two breakfast meetings. 1st Saturday of the month at Barlees (East of Aurora on 205th) @ 7:30 AM. Burien Elks the 3rd Saturday of the month (S 140/1 Av S next to Kennedy High School) @ 8:30 AM. Also there is a lunch meeting at Goldies on Airport Wy S, the 2nd Wednesday of the month @ 11:00 AM, around the back and up the stairs; if not we'll be downstairs in the restaurant. Comments and ideas: morganbobsue@comcast.net.

I hope all have a safe and wonderful summer, and we'll see you soon.

Cuts To Your Layovers?, continued

would also be lower if running times were longer—but this doesn't save money. It is the union's position that before cutting recovery times on a route, let's be sure that the running time is at least accurate. If running times are too short on your schedule, please document this. We are supporting Metro's efforts to review

Automatic Vehicle Locator data to see which trips don't have enough running time. Also, without commenting on current negotiations, it is no secret that the union has always pushed for more guaranteed layover time, during negotiations and other times as well.

Please be safe, be healthy.

Zen and Fare Disputes, continued

every single passenger, regardless of social class. Whether you're a commuter who likely really did leave your thousand dollar pass at home, or homeless and unlikely to "pay twice next time," my response is the same. Your lack of fare is not my responsibility.

- The phrase also succeeds for me as a person. My moral beliefs about fare evasion aren't crossed. Do I usually get the outcome I'd want if I were god of the universe? No. But just as I'm not imposing

my morals on the fare evaders, I'm not giving them permission to act against my morals, either. I'm not telling them it's okay for them to do something I don't like.

If you've been struggling with how to deal with fare evasion, I suggest you give this phrasing a try. Since one of the keys is consistency, don't just use it once or twice, but instead for an entire day. Pay attention not just to passenger reactions, but also your own emotional reactions. Let me know how it works out for you at joshua587@jallmp.com.