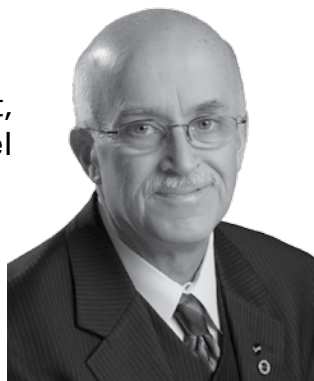


## The President's Report

by President,  
Paul J. Bachtel



### Ability to Work

In an effort to improve efficiencies and be good stewards of the public dollar, King County Metro (KCM) is putting forth a new effort to terminate employees who either cannot, or will not, come to work on a regular basis.

You may recall a prior effort to accomplish this goal that culminated in KCM terminating a Member who, in the opinion of KCM, had not been coming to work on a regular basis. In that instance KCM issued a disciplinary termination citing language in Article 11, Section 1, Paragraph C, "The ability to work regularly is a requirement of continued employment." The Local 587 Member grieved termination and was successful in gaining reinstatement. During the grievance process, the Union argued KCM should not be using discipline to terminate Employees who have valid health reasons for missing work. KCM listened, and has now carefully crafted a new process to issue Non Disciplinary Medical Terminations (NDMT) to employees who, in the opinion of

KCM, have exhausted all protected leave and will not be returning to work in a time frame, or on a regular basis, acceptable to KCM.

So will an arbitrator deny the grievance of a member terminated by KCM who has exhausted all protected leave and will not be returning to work in a time frame, or on a regular basis, acceptable to KCM? Only the grievance process can answer that question, leaving the Union with the difficult choice of deciding which grievance(s) to pursue to arbitration in hopes of securing a favorable decision.

KCM will kick off its new campaign by targeting employees who come to work less than 85% of the time. KCM has developed a lengthy spreadsheet detailing all of its time codes with some marked to indicate time worked and others marked to indicate time missed. Those employees who fall below the arbitrary threshold will receive a series of letters; one each shake-up and each more threatening than the prior. Following the third letter, KCM

will terminate those employees who have, in KCM's opinion, exhausted all protected leave and cannot return to work in a time frame, or on a regular basis, acceptable to KCM.

As this process moves forward, I will provide those interested with a list of marked time codes and the method utilized to calculate time worked verses time missed. For the present, I will send KCM's list of time codes and new policy to our Union attorneys for evaluation. State and federal law provide a variety of protected leaves and each time code and the new policy will be evaluated to insure compliance.

We are entering a period of potential significant service reduction and KCM will, like all employers faced with downsizing, attempt to eliminate those employees deemed least productive. I have and will continue to suggest those employees exist in management.

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



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**The Month at a Glance**

*Executive Board Report*

February 22, 2011

At the February 22, 2011, Executive Board Meeting, the following business was conducted:

Motion by Andrew Jeromsky:  
To endorse the Worker Center's "Try it on Fridays" program and provide \$600 funding support.

Motion by Paul Neil:  
To appoint Bob Eash as the Peninsula Representative on the Executive Board.

Motion by Paul Neil:  
To delete from the Local 587 Payroll Policy "take up to 40 hours of vacation in excess of the hours available but".

Motion by Ray Mason:  
To adopt the 2011 Budget with corrections.

*Business of the Membership*

At the February cycle of membership meetings, the following business was conducted:

The Membership voted to approve a motion by Linda Averill that "ATU 587 supports the call put out by Sisters Organize for Survival (S.O.S) for the Washington State Labor Council and other union leaders to mobilize a mass labor/community rally against the budget cuts and will contact WSLC President Johnson to convey our support, a sense of urgency about the situation in Olympia and a willingness to make such mobilization possible."

The following members were February pot draw winners: Linda Averill, Charter Meeting – Carol Davis, AM Meeting – Al Daraskanch, Afternoon Meeting – Merle Standard, Clallam Transit System – Pam Thompson, Jefferson Transit Authority

CTS rolling pot draw was not won. Next's month's rolling pot will be \$50.00.

**In Loving Memory...**

*He who doesn't fear death dies only once.*

— Giovanni Falcone

Central Base is sad to announce the passing of Operator **Victor R. Cobb** #08260 on Sunday January 30, 2011. Victor was hired on January 23, 1991. Victor's ready smile and



inquisitive approach to life will be missed here at Central Base and in Operations. Memorial information will be provided later.

**Tom Jackson** aka "TJ" was a Transit Operator for many years. He was active in Local 587 serving for many years on the Executive Board.

*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, March 3, 2011  
8:00 p.m.  
The Labor Temple, Hall #8  
2800 1st Ave., Seattle, WA

**JEFFERSON TRANSIT**  
Monday, March 7, 2011  
7:00 p.m.  
Port Townsend Rec Center  
Port Townsend, WA

**MORNING MEETING**  
Friday, March 4, 2011  
10:30 a.m.  
The Labor Temple, Hall #6  
2800 1st Ave., Seattle, WA

**CLALLAM TRANSIT & PARATRANSIT**  
Tuesday, March 8, 2011  
7:00 p.m.  
Vern Burton Memorial Building  
Port Angeles, WA

**WEDNESDAY MEETING**  
Wednesday, March 9, 2011  
3:30 p.m.  
The Labor Temple, Hall #6  
2800 1st Ave., Seattle, WA

**Among Topics to be Discussed:**

- Grievance and Arbitration Update

**Unfinished Business:**

None

**Oath of Obligation**

*I, ....., in the presence of God and the members of this Union, do solemnly promise and pledge (without any reservation or evasion) to support the Constitution and General Laws of this Amalgamated Transit Union. I will keep myself in good standing by paying all dues, fines and assessments required. I will work to promote the best interests of this Union and encourage my fellow workers to become members of the same. I will not take the place of any member of this organization, or any other union worker who may be on strike or locked out. I will not reveal any private business to anyone not entitled to know the same. I will not engage in activity evidencing gross disloyalty nor in conduct otherwise unbecoming a member or see one wronged if in my power to prevent it. I will not appeal to any legal authority in matters pertaining to this Union until I have exhausted all means of redress provided by its laws. I will be considerate of others in word and action and will never discriminate against a fellow worker on account of race, disability, religion, creed, sex, sex orientation, age, disability, citizenship, or national origin. I also promise to promote the cause of trade union principles and defend freedom of thought, whether expressed by tongue or pen, with all the power at my command.*

*I understand there is nothing in this obligation that will in any way interfere with my political and religious rights or that will be in any way inconsistent with my duties arising from any of the relations of life.*

*This obligation I take upon my honor, and solemnly promise to keep the same, as long as I remain a member of this Union.*

**ATU Local 587 News Review**

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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  
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LISA NAULT  
ANDREW JEROMSKY  
JUDY YOUNG  
LINDA ANDERSON  
RAY MASON  
ROBERT EASH  
CHUCK MILLER

**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 15<sup>th</sup> 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:

**Interim Recording Secretary**  
c/o ATU Local 587  
News Review  
2815 Second Avenue, Suite 230  
Seattle, WA 98121

# March Labor History Calendar

Submitted by Bill Clifford

## Women's history month

### 1 March

1798 — US printers strike

1907 — US: Industrial Workers of the World (IWW) strike Portland, Oregon sawmills.

### 2 March

1937 — US Steel (now USX) begins to bargain with the CIO labor union.

1964 — US: Actor Marlon Brando & Bob Satiacum are arrested at a "fish-in" at Frank's Landing, Washington, in support of Native American fishing rights. Later, another celebrity, comedian Dick Gregory, joins this Native American struggle.

1990 — Greyhound strike

### 4 March

1634 — New World: First tavern in America opens, Boston, Massachusetts.

1913 — US: Department of Labor founded.

### 5 March

1917 — US: Wobblies (Industrial Workers of the World, aka IWW) go

on trial, Everett, Washington. The labor agitators were gunned down by a government-sanctioned mob (sheriff-led vigilantes). Like most cases of labor strife, the government, big business, police, military & the media are actively aligned against the unionists: the criminals & perpetrators go free while the victims are vilified & tried.

### 6 March

1930 — 35,000 jobless workers marched down Woodward Av in Detroit, part of a national protest against unemployment & hunger. They walked to the Ford Motor Co.'s employment office in Dearborn. Henry Ford, whose plants had laid off more than one-third of his employees, declared that anyone "who wanted a job could find one."

The marchers intended to take old Henry up on his statement. Violence erupted between the unemployed & police who joined Ford security forces. Shots were fired into the crowd, killing four protesters.

1965 — US: Civil rights demonstrators begin a march from Selma to Montgomery to protest the murder of Jimmie Lee Jackson & to demand voting rights for blacks. They are brutally beaten by police officers while crossing the Edmund Pettus Bridge in Selma. 67 are injured. The

attack becomes known as "Bloody Sunday."

1972 — US: Wildcat strike at Lordstown, Ohio, GM plant where workers were not expected to resist work discipline (according to company calculations).

1987 — Boring of Seattle's downtown transit tunnel begins.

### 7 March

1860 — US: 6,000 shoemakers joined by 20,000 other New England workers in Lynn, Massachusetts, strike. During the great New England shoemakers strike, about 1,000 women workers in Lynn, Massachusetts, strike for a union & against wage cuts. Marching through a blizzard, the women carry signs proclaiming: "American Ladies Will Not Be Slaves."

In 10 days, a procession of 10,000 workers marches through Lynn in the largest labor protest prior to the Civil War. Within a month, shoe manufacturers offer higher wages to bring strikers back to the factories. But the companies refuse to recognize a union.

The mechanization of shoe production displaced thousands of skilled cobblers in the early 19th century, fueling immigration and social conflict in the US and Europe.

1932 — US: Police kill striking workers at Ford's Dearborn, Michigan plant.

River Rouge Massacre when workers demonstrate at Ford's plant demanding jobs.

3,000 jobless men march on the shut-down Ford plants at River Rouge in Dearborn.

They start out peacefully, but are met at the gates by Dearborn cops who order them back & fire tear-gas bombs. Members of the crowd begin to throw rocks & pieces of ice.

In response the Ford Company fire department now unleashes tons of high-pressure icy cold water on the marchers from fire hoses. The police open fire with pistols, rifles & machine guns. Four are killed, 25 wounded.

Henry Ford fortifies his home with machine gun emplacements & stockpiles teargas & ammunition at the Rouge.

### 8 March

1908 — US: Thousands of workers in the NY needle trades (primarily women) demonstrate & begin a strike for higher wages, shorter workday & an end to child labor. Becomes the basis for International Women's Day.

1911 — First International Women's Day is celebrated, in Austria, Denmark, Switzerland, Germany & the US.

1945 — International Women's Day is first fully celebrated [see 1911]. The Charter of the United Nations, signed in San Francisco in 1945, was the first international agreement to proclaim gender equality as a fundamental human right.

1970 — About 70 Native American activists briefly occupy Fort Lawton, in the first invasion of the disused military base, as the federal government negotiates with the city of Seattle over how to use the surplus military land. 13 arrested. The third attempt results in a three-month occupation & the eventual handover of some of land for the permanent establishment of the Daybreak Star Cultural Center.

1991 — US: Tony Baruso is convicted of murdering Silme and Domingo, reform leaders in Seattle cannery union which served the Alaskan fishing industry. Baruso's connections to Philippine president Ferdinand Marcos contributed to Marcos' downfall.

### 10 March

1922 — Communist-led white gold miners on South Africa's Reef seized Brakpan and besieged police at Benoni and Springs in the East Rand gold mining district. The South African government called out the Union Defense Force, artillery and its fledgling Air Force. The miners set up snipers and defeated some government forces in ambushes. But by March 16 the rebels were crushed. Many leaders were executed or exiled. Among the causes of the violence were the militarizations of South Africans resulting from the Boer War and the First World War and the racist division of labor in the mines.

As the price of gold fell and the cost of labor rose following WWI, mine owners increasingly gave formerly white-only jobs to lower-paid African and colored workers. Radical union leaders fanned racist fear in urging miners to arm themselves. Sporadic strikes against the breakdown of the "color bar" throughout 1921 gave way to a general strike around New Year of 1922. By February racist bands of whites were shooting and clubbing unoffending Africans. A March 8 rebel attack on the post office caused the government to call out the Active Citizen Force to restore order.

1968 — US: César Chavez breaks his fast at a mass in Delano's public park with 4,000 supporters at his side.

1977 — England, Picketers for a wildcat strike at Windscale Nuclear power plant turn away a tanker of liquid nitrogen. Changing room attendants had struck in Jan.

*continued on page 5*

## Arbitration Update

- James Jones:** Grieved change in the VM vacation pick process. Arbitration hearing held June 28 & 29, 2010. Settlement reached with improved Vehicle Maintenance vacation language.
- Mario Musni:** (Pigeongate) Grieved suspension for alleged violation of King County policy banning weapons (slingshot) in the workplace; settlement talks underway.
- Paul Kriskov:** Grieved suspension for alleged use of Personal Electronic Device while operating a Metro coach. Grievance held in abeyance pending resolution of an Unfair Labor Practice (ULP) complaint. PERC commissioner ruled in Metro's favor and Union filed an appeal of PERC commissioner's ruling. Union has also requested grievance be removed from abeyance and arbitration scheduling.
- Jon Salkeld:** Grieved issuance of a letter of expectation in violation of the discipline section of the collective bargaining agreement; Metro has agreed to remove this and several other letters of expectation, settlement expected shortly.
- Cory Rigtrup:** Grieved suspension for alleged falsification of a Metro document and violation of the King County's policy on nondiscrimination and workplace harassment; hearing held December 17, 2010, with decision pending.
- Jimmie Dean:** Grieved suspension for alleged Gross Negligence in the performance of his job duties; schedule pending.
- Jerry Rankin:** Grieved failure of Paratransit Services to provide contractually agreed upon benefits; schedule pending.

# Rally to Stop Budget Cuts

## ATU Local 587 votes to press Washington State Labor Council for Mass Labor/Community Rally to Stop Budget Cuts

By Linda Averill, Atlantic, 8816

At the January meetings of our local, members passed resoundingly a motion to support the call for the Washington State Labor Council to organize a mass labor/community rally to stop the budget cuts and save jobs and services.

This call to the Labor Council was initiated by Sisters Organize for Survival (a campaign of Radical Women) through a petition that has garnered over 2,000 signatures. It was their response to the State Legislature's drive to trim a whopping budget deficit, primarily through chopping public education, eliminating Basic Health, and shredding other essential services and safety net programs that poor and working people rely upon to survive — especially in the wake of an international financial meltdown that has meant lost jobs, lost homes, wage freezes, and other hardships for so many people.

The call by Sisters Organize for Survival, besides drawing support from our union, has been greeted with enthusiasm from unions in the building trades, Longshore workers, teachers, boilermakers, and others. It has won official backing from several locals of the American Federation of State County and Municipal Employees (AFSCME), which is not surprising given the Legislature's strategy of balancing

the budget through attacks on the wages and benefits and pensions of AFSCME members.

So why would ATU 587 support this call? Like so many other unions, ours is fighting for the future of the public service we provide. Perhaps you've heard that the Legislature wants to privatize parts of the public ferry system, and strip workers of many of their bargaining rights as well as gains won through that process, and severely cut routes. If the Legislature gets away with doing this to the ferry system, public transit throughout the state will face the same fate very quickly. In short, our jobs are on the line, along with the quality and quantity of bus service we provide, which is a lifeline for many of our passengers. Riders and drivers unite!

I like what Executive Board Officer Neal Safrin said, in speaking for the motion in favor of supporting the SOS campaign. Brother Safrin pointed out that all the different unions go down to Olympia on our various lobby days. The end result is that we all compete with each other for crumbs of a shrinking pie. If we are going to stop the Legislature's takeaways, labor unions must unite. Logically, making this happen is the job of the Washington State Labor Council, which coordinates and represents most of the unions in our state.

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*When labor and community  
are united,  
a powerful force  
is created.*

---

I would add that building an alliance with community is also crucial. So too is fighting for different funding priorities in Olympia. Right now, Gov. Gregoire and the Legislature are preserving massive business subsidies for profitable companies like Microsoft and Boeing. Eliminating "business incentive" exemptions would save \$1.09 billion alone. Restoring programs by eliminating such exemptions would also save and create jobs. This would get more money into the economy and do a lot more for turning the Great Recession around than the current strategy of giving big business a free ride.

Some folks might argue that such a flip in funding priorities is impossible. Well, a few years ago the same people probably said that the regime of Mubarak in Egypt was about

as permanent as the pyramids. Indeed, it was until young people got together with organized labor and hit the streets. When labor and community are united, a powerful force is created. We saw a variation of this in the U.S. during the Civil Rights movement of the 1960s.

It is time for U.S. labor to get out in the streets in the same way we have all read about workers doing in other countries. In Washington State, the call for the Washington State Labor Council to provide leadership is a good first step, along with a commitment by our own union to put human and financial resources behind making such a mass labor/community rally happen. Way too much is at stake to simply stick our heads in the sand and hope this budget crisis simply blows over. It won't. It is time for labor to fight.

## Liberal Republicans?

By Executive Board Officer Andrew Jeromsky

How did things get so out of control? The middle class is under attack; manufacturing jobs are disappearing overseas, (41,000 factories have closed already in the US), and we have to plead with our legislators just to save transit and to let us fix schedules that are wrecking our drivers' health. The path towards recession was paved by the steady removal of restrictions on corporate monopolies coupled with the war on unions and the middle class. This is all made possible by the continuing shift toward the right in national politics. Take as an example, the Supreme Court. Former Supreme Court Justice John Paul Stevens: "Including myself, every judge who's been appointed to the court since Lewis Powell in 1971 has been more conservative than his or her predecessor, except maybe Justice Ginsburg."

Our Supreme Court, charged with interpreting the Constitution, has allowed corporations to be

defined as persons, (more on that in a future article), disallowed an election recount in what was the world's leader in democracy, and has recently allowed unlimited campaign financing when the political dialog is being dominated by extremists, publishing monopolies, and multinational corporations.

Here's another example; on her January 26 broadcast, talk radio host Rachael Maddow quoted the President. "Workers have a right to organize into unions and to bargain collectively with their employers. And a strong, free labor movement is an invigorating and necessary part of our industrial society." "Only a fool would try to deprive working men and women of their right to join the union of their choice." The next quote comes from a letter the President wrote to his brother: "Should any political party attempt to abolish social security, unemployment insurance, and eliminate labor laws and farm programs, you would not

hear of that party again in our political history. There is a tiny splinter group, of course, that believes you can do these things. Among them are H. L. Hunt (you possibly know his background), a few other Texas oil millionaires, and an occasional politician or businessman from other areas. Their number is negligible and they are stupid." The President quoted was Republican Dwight David Eisenhower! As Maddow correctly points out, in our present political climate, Eisenhower would be labeled as a socialist! Every time a Democratic President takes a centrist position, they are shifting their party to the right. To read the complete transcript of Maddow's show, do a Google search or go to this address: [http://www.msnbc.msn.com/id/41297216/ns/msnbc\\_tv-rachel\\_maddow\\_show/](http://www.msnbc.msn.com/id/41297216/ns/msnbc_tv-rachel_maddow_show/) Also, take a look at this site for more "liberal" quotes from Ike: [http://blue\\_worksbetter.com/EisenhowerFlamingLiberal](http://blue_worksbetter.com/EisenhowerFlamingLiberal).

Our working conditions stink because of this recession, a recession brought on by deregulation and outsourcing. The bubble has burst. We don't need spending cuts and cheaper products; we need better wages and products made in America. We need to reign in corporate tax shelters, monopolies, and labor practices that do harm to the working class, and exploits workers abroad. To do that, we must revitalize the Labor Movement. What else is powerful enough to stand up to the forces that are selling out America for a percentage? To help regain control of all our futures, union members must educate the public; especially our young people, about the role unions' play in ensuring our American Democracy, and help them get involved. There are many voices arrayed against us. Start using your voice today.

# Lobby day 2011

The following members attended COPE Lobby Day: Alice Jefferson, Warren Yee, Heather Raleigh, Paul and Angela Hesselstine, Linda King, Lisa Carter, Kahurangi Pere, Donald Hickey, Sandra Huff, Corliss Barnes, Tracey Davis, Joe Kadushin, Bill Clifford, Verita Alexander, Chendra Weems, Paul Considine, Stephanie Hagen, Jasveer Mudhar, Sara Franklin, Paul Teft, Craig Trick, Judy Young, Ray Mason, Linda Wells, Jesse Turmon, Rick Sepolen, Paul Neil, and myself.

Following an orientation by Gerald Sheehan of the Legislative Information Center, VP Rick Sepolen and Financial Secretary Paul Neil talked to us about the current state of political affairs. Retired State Senator Rosa Franklin (and mother of our own ATU sister Sara Franklin), gave us good advice about doing due diligence in reaching out to the community, especially to kids and getting them involved in the political process. My favorite quote was a suggestion she made for introducing ourselves when we speak to groups. "I'm not just a bus driver, I have a profession." That really resonated for me. We were running late, and Lynn Dodson, the first female Executive Secretary of the Washington State Labor Council (she was sworn in on January 5) had



to cut short her remarks. (Check out <http://www.wslc.org/>) Then we were off to see our legislators.

The first person I went to see was Representative Marko Liias, the sponsor of House Bill 1536. This bill would provide a "congestion reduction charge" to fund the operational and capital needs of transit agencies. According to online bill documents, Metro could gain up to \$38 million per year for nearly 2 years from HB1536. If it passes, the King County Council would be able to levy a temporary (Feb 2012-Dec 2013), car tab renewal fee of up to \$30 without a public vote. Tim Eymann has already come out against

the measure. Metro is facing a \$117 million shortfall and unless money is found somewhere, service cuts are likely in 2012-15.

Marko wasn't in so I left the following note with his Secretary. "Representative Liias, Thank you for your support of transit. As you know, in the State of Washington, the single greatest source of carbon emissions is transportation. Transit is crucial if we are to combat global warming. The carbon footprint in Washington State is reduced in two ways by transit: directly, by reducing the overall number of cars on the road, and indirectly, by increasing traffic flow. This in turn reduces the

amount of time each car's motor is switched on. The efficiency of the workforce is thereby increased, further 'fueling' the region's economic 'engine' on the road to recession recovery."

Please help support the passage and implementation of this bill. Contact your legislators online at <http://www.leg.wa.gov/pages/home.aspx>. Click on "Find Your District" and enter your address when prompted. Hit enter and you will see your district, along with your Senator and Representatives names. Click on any one of their names and you'll be taken to their page. Once there, click on the E-mail link and you'll see a second address form to fill out. Once you've filled that one out, hit enter again and you will see a 3rd and final address page. Fill in your address a third time, and you can (finally) send a message to all three of your legislators at once. The page even includes an optional box to enter the number of your bill of interest (HB 1536) and whether you are for or against it. If you would prefer to send a pre-written letter to your legislators, you can e-mail me at [jeromskyatu587@gmail.com](mailto:jeromskyatu587@gmail.com) with HB1536 in the subject line, and I'll send you a copy of one.

*In Solidarity,  
Andrew Jeromsky*

## March Labor History, continued

### March 11

1912 — IWW (I Will Win) union wins the "Bread & Roses" Lawrence Textile Strike

*The preachers, cops & money-kings were working hand in hand,*

*The boys in blue, with stars & stripes were sent by Uncle Sam; Still things were looking blue 'cause every striker knew*

*That weaving cloth with bayonets is hard to do.*

— Joe Hill, from the song, "John Golden & the Lawrence Strike."

For more than nine weeks, 32,000 strikers do not waver, even when 18-year-old Syrian worker John Rami is killed, when Annie Welzenbach & her two teenage sisters are arrested & dragged from their beds in the middle of the night, or when 200 cops ("To protect & to Serve") draw their clubs on February 19th & go after 100 women pickets, knock them down & begin wailing on them. Two pregnant women are beaten so badly they lose their babies & almost die.

*As we come marching, marching, unnumbered women dead  
Go crying through our singing their ancient cry for bread.*

*Small art & love & beauty their drudging spirits knew.*

*Yes, it is bread we fight for — but we fight for roses, too!*

— James Oppenheim, from the poem, "Bread & Roses"

1912 — US: Shingle Workers strike in Raymond, Washington.

### March 12

1971 — Canada: British Columbia Federation of Labor Women's Committee founded.

### 13 March

1962 — US: Wing Luke becomes the first non-white to be elected to the Seattle City Council, & the highest Asian-American elected official in the continental US.

1963 — US: Labor Local 260 Houston negotiates first contract with Pioneer Bus, ending dual pay scales for black & white drivers.

### 14 March

1990 — US: Sixteen disabled rights activists arrested at the US Capitol demanding passage of what becomes the Americans With Disabilities Act.

### 15 March

1869 — First federal women's suffrage amendment ever introduced in US Congress.

1917 — US: Supreme Court approves Eight-hour Act under threat of a railway strike.

### 19 March

1962 — US: Transfer, Please?: In effort to block massive layoffs & end a strike, New York City moves to condemn & seize Fifth Avenue

Coach, largest privately owned bus company in the World.

1970 — US: 200 women seize the New York offices of "Ladies Home Journal," demanding what they call a "Women's Liberated Journal." Led by author Susan Brownmiller, the group includes members of the National Organization for Women (NOW), Redstockings, New York Radical Feminists & the Older Women's League.

Their press release says the magazine "deals superficially, unrealistically, or not at all with the real problems of today's women. . . Though one out of every three adult women in America is single, divorced, or widowed, the Journal depicts no lifestyle alternative for the American woman, aside from marriage & family." The sit-in lasted into the evening. Eventually publisher John Mack Carter agreed to include a collectively written eight-page feminist supplement in the August 1970 issue.

### 20 March

1937 — US: Detroit police evict labor strikers from the Newton Packing Company; three hours later 150 police attack sitdowners at a tobacco plant. Unable to challenge the giant Chrysler strike, which was merely the largest of dozens of simultaneous sitdowns in the area (by April 1, more than 120,000 auto workers in Michigan are on strike), police moved forcefully against lesser strikes. The UAW responded by calling a mass protest in Cadillac Square & threatening a strike of workers in the Detroit area.

The Bureau of Labor Statistics reported more than 400,000 workers involved in sitdowns in 1937 — &

these did not include the quickies which lasted a day or less.

### 22 March

1972 — US: Congress approves Equal Rights Amendment (ERA, never ratified).

1974 — US: First & founding CLUW (Coalition of Labor Union Women) Convention — March 22-24, 1974.

### 24 March

1918 — Canada: Women win the right to vote, years before the US grants similar rights.

### 25 March

1911 — Triangle Shirt-Waist Fire leads creates national drive for labor law reforms. Because the exit doors were chained shut and the fire department did not have ladders that could reach its upper stories, over 100 seamstresses burned to death in the fire.

### 28 March

1969 — China: Anna Louise Strong, former Seattle School Board member & labor organizer during the 1919 Seattle General Strike, dies in Beijing.

### 30 March

1970 — US: After years of struggle & a nationwide boycott, the United Farm Workers sign the first table-grape contract with two of California's largest grape growers.

# Letters to the Editor..

## Be Careful what you wish for!

To brother Frechin et al, it is the opinion of this author and many of my brethren that pursuing a grievance as regards (just) less than 4 hours vs. benefits, as advised in the *News Review* of January 2011, is a very slippery slope and one the Local 587 not pursue.

While I may not have the length of service that would enable me to

have witnessed many examples in the past, I know that occasions exist where one person or group has pushed an agenda against Metro only to have Metro push back. Typically this pushing back will have a more negative effect than the results of leaving in place any alleged (or actual) injustice. I am not saying that pursuing a valid grievance should ever be ignored, rather just be careful what you wish for.

As regards this particular grievance a closer look at the numbers

indicates that it may be better left alone.

Fact: Any part-time operator (PTO) who works **1019 hours** in any calendar year, August 1 to July 31, shall be entitled to Full Benefits as per the Labor Agreement.

Given a PTO works 5 days a week during the above time, they will work 260 days. Thus they will need to **average just 3 hours 54 minutes per day to accomplish 1019 hours**, and thus benefits. While I agree that there are relatively few pieces of work available that exceed 3h 54m, all is not lost.

Available to all PTO is the Additional Tripper List (ATL) and Vacation pieces. If you can manage to work 1 minimum (2.5 hours) ATL piece every 14 days (18 per year – 45 hours) you would then need to only average **3 hours and 44 minutes** of picked work. Throw in 1 minimum vacation tripper each shake up (2.5 hours x 5 days x 3 shake-ups = 37.5 hours) you would then need to only average **3 hours and 36 minutes** of picked work.

If you are unable to attain the above numbers, then unfortunately you probably do not have the seniority to be able to pick a 4 hour plus piece of work that would guarantee you benefits anyway, and thus this

grievance is a moot point for you. These numbers are well below the guaranteed benefits for those picking a 4 hour (or greater) piece of work for the winter shake up each year. Further they do not take into account any unscheduled overtime (paid at regular rate to PTO's) that you might receive as a result of doing your job. And qualifying time is also counted towards the 1019 hours.

I am not saying that this will be easy for anyone, but it can be done, (I myself earned benefits without ever having a piece of work longer than 3 hours and 45 minutes). My point is that the perceived injustice being perpetrated by Metro against PTO's with shifts just under the 4 hour mark does not add up. And by driving as trained with Safety, Service then Schedule those that are on the cusp should make it. Relying on the ability to pick a 4 hour piece at the winter shake up is not a good game plan.

Finally, do we really want to run the risk of Metro removing all doubt by cutting up the work into minimum trippers and thus make it almost impossible for the average driver to earn a living let alone benefits.

*In solidarity,  
Darian Spence #13342  
Shop Steward Ryerson Base*

**NOTICE TO ALL READERS**

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

**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 15<sup>th</sup> 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:

**Interim Recording Secretary**  
News Review Editor  
c/o ATU Local 587  
2815 Second Avenue, Suite 230  
Seattle, WA 98121

# Odds, Ends, & Tidbits

By Clint DeVoss, Executive Board Officer VM

## FMLA

Recently, three issues have come up in Vehicle Maintenance (VM) concerning FMLA leave. The first deals with eligibility and under what circumstances you are able to take FMLA leave. The laws that control FMLA leave and its usage are enforced by the Department of Labor (DOL). The rules are published in the Code of Federal Regulations (CFR) Chapter 29.

Fairly recently, DOL published new guidance on the types of family members an employee may use FMLA leave to care for. Now family members beyond immediate family can qualify employees for FMLA in certain situations. This new interpretation is available at [http://www.dol.gov/WHD/opinion/adminIntrprtn/FMLA/2010/FMLAAI2010\\_3.htm](http://www.dol.gov/WHD/opinion/adminIntrprtn/FMLA/2010/FMLAAI2010_3.htm).

The new rule allows use of FMLA leave in cases where you are standing in as a parent for a person either related, or *not related* to you. This is a concept called "loco parentis" and is commonly understood as referring to "a person who has put himself in the situation of a lawful parent by assuming the obligations incident to the parental relation without going through the formalities necessary to legal adoption". This would

include such people as a disabled adult brother, sister, children, or anyone else for whom you act as a parent. (Please be aware that this is a complicated issue and you cannot generalize.) If you are in doubt turn in the FMLA paperwork and let King County make the decision. If you do not think they made the right call, *contact the Union*. Twice in the last few months managers told employees they were not qualified when they might have been under this new rule.

The second issue that came up in VM deals with how often King County can ask you to recertify your FMLA leave. While King County can, under particular circumstances, ask for recertification at any time, the general rule is that a certification is good for as long as your medical provider says it is (generally a "lifetime condition"), up to 6 months. If your medical provider puts no time period on the certification King County can ask as often as, every 30 days. (See, 29 CFR § 825.308)

The last FMLA issue that came up, deals with Vacation leave take-aways and FMLA leave. *This is still up in the air*. The local office of DOL was unable to give me a definitive answer on what 29 CFR §825.215(d)

(2) means when it says: "**Benefits accrued at the time leave began, however, (e.g., paid vacation, sick or personal leave to the extent not substituted for FMLA leave) must be available to an employee upon return from leave.**" This *may* mean any employees out on Job Injury (with concurrent FMLA leave) at the end of the year and who were unable to take vacation leave cannot lose the vacation leave under King County's policy. Interesting, and more to come!

## Sick Leave Abuse

Management just does not seem to get that it is not the tone of the sick leave abuse letters that VM members find so aggravating. It is getting letters when we are using Sick Leave for its intended purpose. King County's threshold criteria for giving the letters is below what would be randomly expected and otherwise makes no sense; meaning King County issues letters when there is no supportable reason. Management's reaction was what you would expect: Unhappiness and seeming unwillingness to do a meaningful evaluation of the process to get it right. We will continue to work on this troubling and annoying issue. In the meantime,

if you get a second letter, file an appeal and grieve the result if it is not overturned. Do not give them a break and let these letters go unchallenged!

## High Visibility Clothing (Safety Vests)

You should see new Safety Vests at the Bases as the old ones are used up. The new vests (and pants) will be rated as Class 3 and is the only authorized level of high visibility clothing to be used once the Class 2 clothing is gone. This clothing should be available in both solid and mesh (for summer use). This has come about through the hard work of a number of people on both sides of the table. In particular Randy Winders should be thanked for prodding the system into high gear to implement the purchase of the legally required clothing. While I have been working on this for a while, Stan Straker should be thanked for kicking me in the butt to put this on the front burner and did a lot of leg work too. Thank you, Stan, Gabrielle, and Randy!

Safety should be coming out with some guidance soon on the correct usage of the clothing. What they are

*continued on page 9*

# The Ingenious “Can On Wheels” Patent Pending

By John “Bill” Ranlett, Inventor NO #2914

**W**hen you gotta go you gotta go. Below are some tips of mine to alleviate the problem of Metro Comfort Stations being too few and far between.

**The Obvious:** The carry TP and a cup and wear Attends routine.

**Dress for Success:** After being thrown out of quite a few snooty restaurants or hotels or even upscale grocery stores I got wise and started dressing for success. You gotta blend in, play the part. Now I go to work wearing a hand tailored light blue dress shirt and carry a tie. When nature calls I throw on the tie and a nice sport coat, park in front in the load/unload zone or use valet parking, and stroll in like I own the place. Shoes are the most important thing. One can almost just wear nice shoes and do away without the rest of the get up. I wear a pair of \$800 Italian designer foot wear. Bus driving is a little hard on them and I go through them rather quickly. But I deduct the shoes and the rest of my outfit off my taxes.

Yes, sir, restrooms right down the hall, sir. Nice shoes, sir. Works every time! (Brian Sherlock, however, used to wear a tux and would still get booted out. This guy is a real piece of work I tell you.) Be sure to leave the restroom attendant a tip.

**Purge the Urge:** Purge yourself the night before work. Then don't eat or drink anything the next day. Great for losing weight, too.

**Bribe:** When you ask at a convenience store or mini-mart if they have a restroom you can use they generally say no. So you gotta learn to “grease the palm.” I always carry a Finn or a Ten Spot to slip the clerk. It's been well worth it. And, don't forget to

deduct it off your taxes.

**Executive Restrooms:** If you gotta go really, really bad and are near the King County or Metro HQ double park and ask inside to use the Executive Restrooms. Remember; be sure to ask for the Executive Restrooms only. Tell them Dow Constantine, King County Executive or Kevin Desmond, Metro General Manager, said it was OK.

**Plan B:** Plan B is always to go off route. Don't even bother with a PRTT. That can take up to 10 minutes. Else you may need a PRTT for an unsanitary coach change. If you feel so inclined, you can always call in afterward. If you get any grief just start going into a long-winded detailed narrative using a liberal dose of embellishment emphasizing your desperation, hopelessness and urgency about having to use a restroom and that they have a restroom just down the hall and you don't and that a driver's life is tough enough as it is and blah, blah, blah, all the time holding down the key on the handset and you'll get the good ol' disgusted rendition of the “10-7” straight away. Works every time!

**U District Comfort Stations:** There are currently no Metro Comfort Stations in the U District. It's unconscionable. So I just park the bus somewhere and walk to the HUB (Husky Union Bldg. Go Dawgs!), located on the Far East side of the UW campus. I suppose there must be restrooms closer somewhere to use, if one only knew their way around campus. But I just write down the time in my Healthy Incentives program of my circuitous walk through my Alma Mater and put in for my OT. Metro pays you to drive/walk slow.

**Can on Wheels:** I've been writing a grant to use that cost effective Federal Stimulus Money to design and build three prototypes of a portable toilet on a small trailer. This “Can on Wheels” would be towed by the bus and would not only totally 86 the Comfort Station problem but Safety is very excited about it because it would drastically reduce rear end accidents (car hitting rear of bus). If there is a rear end accident I guarantee the driver of the car involved would never tail gate a bus again.

I said \$3.8M for the three prototypes would do the job. I've predicted overhead and management for my project would be high, but the cans would also have marble interior; extra heavy duty fans with positive air flow and emergency overhead oxygen; overhead sprinklers; fire suppression; heated seats; DVD; satellite TV; Wi-Fi; remote security cameras; bidet; butt gasket dispenser; small well-stocked library with such great reads as the Health Care Bill, *News Review* and *In Transit* along with reprints of my lame articles; inside lock so no pranksters (including other drivers) can padlock one inside from the outside; EA if for example TP runs out; hydraulics; colored neon lights under frame; extra storage compartments outside; kennel for guide pigs, chickens, ducks, etc.; a spare propane tank for your inside-the-bus Weber grill; and Designer 1% for Art exterior. Guess who's going to get this 1% for Art contract.

The Feds dolling out the Stimulus Money think this is a brilliant idea that deserves a lot of taxpayer money be thrown at it and these bureaucrats are confident that it won't

be just another taxpayer money down the rat hole boondoggle like the new “vans” Metro bought. I reassured them it would not be. And I assured them the project would get my full attention after I retire from Metro as soon as the first of my Stimulus Money checks arrives. The ingenious Con on Wheels is a slam dunk for Metro brainiac bureaucrats to purchase perhaps with more Stimulus Money. I'd be happy to help Metro write a grant for Stimulus Money for the ingenious Can on Wheels that I designed and built with Stimulus Money.

Down the road I am hoping to build a new plant somewhere where it doesn't rain so much and would like to see a lot of you join me. Of course, there would be readily available restrooms, for a pleasant change, at this plant.

And this is my promise to you: that “Every Restroom is an Executive One.” I also promise to you that: “I'll Try Not to Give You the Shaft.”

**Really Bad Idea:** Throw a pie in the face of a cop then use the restroom at the police station. Problem with this idea is there is never a cop around when you need one.

**Another bad idea:** Throw a pie in the face of the King County Executive or the Metro General Manager. Then use the restroom at the police station.

**Imodium:** Last but not least. Remember, the most important thing to carry, more important than your driver's license, med card, or the Book (ha), is Imodium.

Be safe out there.  
Next Month's Lame Article: Eat On and Off the Road!

## Unionism 101

By VM Executive Board Officer Kermit Gipson

**I**'m often called to represent a member for a grievance hearing, a Loudermill hearing (which is a discipline or termination hearing), or a complaint of some kind. (No, not the same member!) But that's kool. As an Executive Board Officer of this Local, that's what I signed up to do; to assist people. Really, that's what we all (your union officers) signed up to do.

The thing is this: “I,” “We,” “Us” need to be called in to help you sooner, and a lot sooner. As soon as you get a call, a letter, a notice from management saying something like “We need to see you.” We should be getting a call from you as soon as you hit the “End” button on your phone or before you put down the letter or notice after you finish reading it. Actually, you should be contacting the Union as soon as a situation arises or you get into a situation

that you think might impact your employment. Contrary to what you might have heard or what you believe — We are not the Enemy! You can't get in trouble with the Union! We are not here to judge, ridicule, or defame you or your reputation. The simple point of the union is to protect...you!

There are a number of members who don't have confidence in the union. Not that that's ok: it is what it is. But if you have a problem that you need help dealing with, give us a try...first. There are attorneys, councils, committees, boards, and a number of other avenues (other, like, in addition to) that you can avail yourself to use. Please, don't think of the other avenues as “them or us.” Multitask. Or rather, Multipath! (I made that up, so you heard it here first!) Use as many avenues as it takes. You are not restricted from

engaging other paths concurrently (that means: along with, at the same time, etc.) with your union's efforts in order to find some kind of resolution for your circumstance.

Whether you got yourself into a situation or a situation got hold of you, there is a process, a procedure, a contact, there are steps to be taken to address most issues a member may encounter. Now, whether or not you happen to be one of “those” members who don't put much stock into our Union's ability to handle your particular issue, someone else did... time and time again. More times than you think, your union has dealt with what you are going through — if not the same, something close to it. Again, there are steps that need to be taken...sometimes fast! We know the number you need to call. We know the office you need to contact. We know the people

you need to talk to. We know the forms you need to take with you. We know the barriers you may run into and we can offer suggestions to circumnavigate those obstacles, (you know I looked that one up!) Because we have a lot of experience with different issues, we also have a lot of experience with who the “players” are. We know what “kind” of person they are, which leads to knowing who to go to, but, more importantly, who not to go to.

Whatever the case may be, we are here to help. There are a number of ways we do that. And just to be clear, there are also a number of ways we can't help in the way you'd like, but we can offer some kind of advice. We can't help you if you don't give us the opportunity. Again, Sooner, not Later!

## Vice President Sepolen's Report

By Rick Sepolen



# Shop Steward Stuff

### DOING NOTHING

To grieve or not to grieve; that is the question that union representatives are faced with almost daily.

Sometimes the answer is simple. A member's rights have clearly been violated, and he or she is enthusiastic about grieving. In other cases though, the situation is more complicated. Some workers are reluctant to file grievances out of worry that the employer will be angry, or they may not be used to standing up for themselves. Then there are cases where no worker has actually been affected, even though a clause in the collective bargaining agreement has been violated.

So what's the problem? You might think that not filing a grievance is one of the safer things to do. After all, most union reps are busy people, and no one is interested in creating unnecessary work or disputes.

Unfortunately, arbitrators have found in a number of cases that not filing grievances where a contract has been violated can have serious consequences. Sometimes, it's a matter of use it or lose it.

Let's take an example where a contract requires the employer to post job announcements. According to the contract these jobs should have been posted so that members could apply for them. The first jobs are low level and no current workers want them, so no grievances are filed. But then along comes a

job that everyone wants, one that has fascinating work, good hours and an intelligent supervisor. The employer decides not to post this job either, and this time the union responds by filing a grievance. The case ends up going to arbitration.

At the arbitration, the employer may argue two things. First, that the collective bargaining agreement is unclear, and that the arbitrator should look at past practice to figure out what the contract means. "Past practice" is essentially what it sounds like: what the union and the employer have done in past similar situations. The union's failure to grieve when the previous jobs were not posted might be used to interpret the collective bargaining agreement against the union.

Second, the employer may argue that even if the job should have been posted according to the agreement, the unions *estopped* from relying on its legal rights. "Estopped" is the kind of archaic legal word that lawyers adore, but what it really means is that union cannot rely or insist on its strict legal rights.

Why not? Because by doing nothing when the first few jobs weren't posted, the union led the employer to believe that postings for other jobs wouldn't be required either. As a result, the argument goes the union shouldn't be able to turn around and insist on this particular job being posted.

Of course, there are a number

of limitations on when these arguments can be used successfully. But, they illustrate some of dangers of not grieving.

What can the union do? Depending on the contract, you may be able to file a grievance on behalf of the union as a whole, even if a particular worker does not want to grieve. If it's not possible to file a grievance, it may be wise to at least notify the employer in writing that the union objects to its conduct, and that you are reserving your right to take action in the future. Similarly, it may be a good idea in some cases to notify the employer that not filing a grievance is "non-precedential" or "without prejudice" to the union's rights. These are handy phrases which in plain English mean "you can't hold it against us later." Such action would be taken by the union officers. This is definitely not fool proof, but it may be better than doing nothing. The problem is that if you let sleeping dogs lie, they can sometimes wake up and bite you.\*

### Grievances:

I want to commend the current group of 587 shop stewards. You have become proactive, knowledgeable representatives of the union. And, yes, I am acting like a proud parent.

What are you doing that makes me so proud? Keeping the union aware of your grievance activity by sending copies of grievances you

have filed. You are sending us copies of your hearing notes; and most importantly making sure that both vice presidents are made aware of the background of the event that created the need to file a grievance. Please keep up the good work.

### Government Worker Rights Under Fire

It is one thing for governors and legislators to request that union members enter into talks about wages, pensions and other contractual items. It is another thing altogether to demand that that same workforce have its right to organize striped from them.

The current actions of the Governor of Wisconsin are only the tip of the iceberg. Not too long ago, in King County, elected officials at all levels of government were blaming organized labor for all of their woes. Bad legislative decision making was equated to "Those union contracts made us do it". Poor fiscal control was due to: "Overpaid labor members". Rising health cost: "Too many members of labor are getting older. Something has to be done (read that to mean fired at will)." And, so on.

Please remind those that we have elected and whom are currently attacking labor, that it was on the backs of organized Labor that so much that is the American dream achieved.

\*Thanks to Judith McCormack for her help.

## Primary Results are in ... on to the Special General Election!

### Primary Special Election Candidates February 22, 2011

#### Recording Secretary:

- Martin Acevedo 12
- McKinley R. Billingsley 11
- Bob Dowd 255
- Jennie Gil 428**
- Jim Hermanson 57
- Bruce Tiebout 309
- Judy J. Young 390**

#### Executive Board - Transit Operator Position #6:

- Verita Alexander 212**
- Russell B. "Russ" Bates 84
- Harold Batson 8
- Alex D. LaBarba 49
- LaTonya "Red" Plummer-Greason 84
- Stephanie Ponder-Hagen 91
- Hal Poor 310**
- Jan Stafford 49

### The results of the February 22<sup>nd</sup> Primary Special Election are final and certified:

(note: winning candidates are bolded)

The run-off (General) mail ballot election for the top two candidates will be held on Tuesday, March 29<sup>th</sup>. All members will vote for the Recording Secretary and King County Metro Transit Operators will also vote for the Executive Board Transit Operator Position #6.

Ballots for the General Election will be mailed to each member by March 9<sup>th</sup>. If you do not receive a ballot by March 18<sup>th</sup> or you did not receive a primary election ballot last month, please contact the Local 587 Office at (206) 448-8588 to request a duplicate ballot. Ballots must be returned only by U.S. Mail in time to be received at the election Post Office box on March 29<sup>th</sup>.

- Your Special Election Committee
- Paul Tefft, Chair
- Sara Franklin
- Alana Sorem
- Craig Trick

## Vice President MacAdam's Report

By Don MacAdam



# Stealing Vacation Time From Employees

## Or Where Did My Vacation/Personal Holiday Go?

The V.M. list for Employees that "exceeded allowable carry over limits" lists 13 people. The combined total of hours of vacation time earned by these Employees that was taken from them by Metro is 180.61. Last year, I was told Metro recouped hundreds of thousands of dollars, and last year's actions still leave a bitter taste in all our mouths as the grievances were untimely. I have just sent out letters to these people reminding them to file grievances if they can. We tried to correct this in negotiations, but could not get Metro to agree. If, in the future, you cannot use your vacation time and do not want it stolen by Metro, you can donate it to another Union member who maybe having health or family issues. When Metro stops making \$\$\$\$ off of this policy, we may get the contract changed.

**4/10s??** This seems to be an issue at some bases. Someone will always be unhappy with decisions made. As Your Union was prepared for this type of problem, you, the V.M. membership, will direct any decisions made in regards to 4/10s. As we have constantly stated, if you do not want 4/10s they will be gone in 90 days...most likely never to return.

"We are engaged in a great civil war..."(sorry wrong speech.)

**\*Vacation settlement\*** Let's see if I can make it simple...If you have a minimum of 24 hours (3 days) of vacation time available when you pick, and if, when you pick, you also have 16 hours (2 days) of A/C time OR your personal Holiday and 8 hours of A/C, you can add or pick an extra week of vacation time. The time will be guaranteed and you will NOT need to have the A/C or personal holiday approved by your Chief or supervisor. HOWEVER, if you should use up your A/C or personal holiday before your vacation you will only be guaranteed the actual amount of time that you can cover. So, YOU will need to carefully keep track of your time.

**\*Boot allowance\*** I have been hearing a lot of weird rumors on this. To try and make this simple... You do not even have to buy any boots for the length of this contract as long as your boots are good. If you should need to buy a pair of boots and they cost \$150.00 and they go bad within the year, and you still have your receipt, you can take it to Metro and they will give you a shoe voucher for \$150.00. You still

keep the unused portion of your shoe allowance.

V.P. Sepolen's article last month... It is difficult, at times, to maintain proper decorum when dealing with Union members who are running on pure emotion and/or adrenaline. They do not care what the contract actually says BUT what they think it should say since they are out for revenge or to right the injustice done to them. We have even been accused of NOT using our psychic abilities to stop a member from violating the contract before it happens. It is our goal to help explain what we can or cannot do so that we do not waste the employee's time or Union resources. This is sometimes easier said than done.

### What's going on?

Last month we settled the Jones arbitration with better vacation contract language.

**J. Dean Arbitration:** being scheduled

**C. Rigtrup:** awaiting decision

**Musni (Pigeon gate):** Settlement offered by Metro—5 days back pay & revised disciplinary letter. No pigeons were harmed in the course of this unwarranted disciplinary action. No word if the Chief who altered the security camera was ever reprimanded.

**Salkeld, Nesbitt, Kelly:** "Letters of Expectation" will be removed from their files.

**P. Post:** Metro forfeit—will be paid for all time lost (gone over a year now).

**T. Miller grievance on Lead upgraded to Chief (Local 17 work) doing both jobs:** Maybe we can call them a "Lief" or a "chied". We do not want Local 17 doing 587 work.

**D. Kenny:** Service Supervisors doing Mechanic work.

**R. Paddon:** every one delivering parts is the simple term for a complex grievance.

**Beltran & Running:** forced by direct order into an upgrade (that crazy Marcel). I learned a long time ago at Metro, "Lack of planning and foresight on your part does NOT constitute an emergency on my part."

**Eagleson:** snow O.T.

**C. Inman:** violation of the Lee arbitration award on O.T.

Plus the Vacation loss grievances and others.

**\*Worst Base\*** I feel just awful that Metro thinks I am overly sensitive about wacky Chiefs who turn normal everyday problems into full blown emergencies and since they

*I learned a long time ago at Metro, "Lack of planning and foresight on your part does NOT constitute an emergency on my part."*

cannot or will not do anything (and would like to keep it a secret) to address (in my own personal opinion) these psychotic, overbearing nut cases who cause harm to Employee morale and cause Employee efficiency to suffer, I am forced to split this month's award between E.M. for Marcel & S.M. for Smail. So, this year's score is...CSC-1 point, E.M. ½ point, S.M. ½ point. Should we start tracking how much money each Chief wastes because of improper decisions? ...Let's see, there was the \$785,000, then about \$35,000, and the upcoming \$50,000...what to do...what to do...Oh...I almost forgot the chief story!

**\*Chief story\*** Well, I do not know why I had not noticed it sooner, but there it was, a true mystery! I went to the shop steward and told him.

He said, "No way!!!" Then, he left and returned a short time later and said, "You're right! I asked the chief a question that I knew he would lie about and sure enough he couldn't help but exaggeratedly blink his eyes! He really tried to keep them open but couldn't do it!"

Sounds like a Jim Carrey movie... But, then again, some Chiefs are stranger than fiction! (Queue the sci-fi music).

**Base visits this month:** A.M. days, C.M. days & swing, E.M. days & grave, B.A. days, C.S.C. & N.M. days & S.M. all shifts. If you would like me to show up for lunch we could do a mini-maintenance Union meeting, just let me know. And, Obie Tate is a new Utility Service Worker (see Obie I mentioned you)!

## Tidbits, continued

going to tell you is that safety clothing should be worn at all times when you are exposed to vehicular traffic (around loading docks, in the yard, and on public roads). The requirement that you wear high visibility clothing comes from OSHA, DOT, and King County's Accident Prevention Plan as the result of doing Job Hazard Analysis (HA) for Personal Protective Equipment (PPE). The old Class 2 garments are good for situations where the expected speed of the traffic is below 50 MPH during daylight hours. If expected speeds are above 50 MPH then you will need to be wearing Class 3, and at night time, high visibility pants as well. (See, OSHA, and 29 CFR 1926.651(d))

### Job Hazard Analysis for PPE

Currently, CSC is updating the very old and incomplete Job Hazard Analysis (HA) for Personal Protective Equipment (PPE) done back in the 90's. This process should be seen in the Bases sometime in the future when the bugs are worked out of the methods of evaluation. What this process will do is evaluate the kinds of protective equipment you should use to comply with Safety needs. The more effort that we put into this the safer our workplace will be. Please help make this process work for all of us!

Clint DeVoss  
Executive Board Officer VM

# The Financial Secretary's Report

By Paul Neil



## March 2011

From January 13th through January 15<sup>th</sup>, I attended along with President Bachtel and Executive Board members Eric Butler, Kermit Gipson and Ninus Hopkins the Northwest Conference of the ATU in Phoenix, AZ. Also in attendance from our local was Vice President Sepolen who was there to represent the Washington State Legislative Conference. This is a twice yearly event where locals from all over the Western United States (except California which has its own conference) and Canada meet and exchange information. At the June meeting there are usually classes on various topics such as arbitration or industrial injury claims. In total there are 27 ATU locals who attend these conferences.

I started attending these conferences when I became a fulltime officer and although the International Vice Presidents from the area covered by the conference always attend very rarely do any of the top three officers of the ATU International attend. However, at this meeting we had the privilege of having both International President Larry Handley and International Executive Vice President Baker attend.

This was important because the Northwest Conference had almost unanimously supported those that Handley and Baker had run against and defeated. To put it mildly there was certain coolness towards both President Handley and Vice Presi-

dent Baker but that is why they needed to attend and reach out to those who did not support them.

President Handley *stood* and answered questions from the delegates for a total of about 6 hours which is very physically demanding. Many of the questions asked were very pointed but generally speaking he kept his cool under fire. Frank and open discussions are needed to settle many problems. I was not completely satisfied with some of the answers but at least he was there which I appreciated. I do not know if any problems were solved but many of the delegates did express respect for President Handley willingness to stand and answer question for so long.

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

### Financial Secretary's February 2011 Membership Meeting Report

In the month of January 2011, we reported 21 new members to the ATU International. 18 are employed at METRO, 2 at Seattle Personal Transit (SPT) and 1 at Clallam Paratransit. This brings total active membership to 4198. This is an increase of 97 members compared this time last year when we had 4101 active members.

### Bills:

All financial figures are subject to the review of the Executive Board. In January total income was \$240,437.06 which is an increase of \$13,676.09 or 6.0% compared to last January.

Per Capita payments totaled \$57,844.40 for the month which is an increase of \$2,535.70 or 4.6% over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$173,559.90 which is a decrease of \$48,626.83 or 21.1% over the previous January. This amounts to a surplus of \$9,032.76 for the month compared to a deficit of \$45,519.20 for January 2010. The reason for the decrease in expenses is in January 2010 we paid \$7,400.00 in rent and \$30,000.00 for COPE incentives. We spent nothing on these two areas this January.

### My activities for the month:

I attended the Northwest Conference in Phoenix. International President Larry Hanley attended

and answered questions for several hours from the delegates. The questions asked were many times very tough and although I was not completely satisfied with some of the answers, I have to respect President Hanley for the way he conducted himself in front of a group that, to be very candid, was at times hostile. He also stood the entire time which is physically demanding.

I am looking into switching phone provider for our land lines and it looks like we could save \$150-200.00 per month.

Our accountant Herman Lindsey was here for a week in January.

Our depreciation and investment earnings have been booked for 2010 and the final result is a surplus of \$97,000.00 compared to a deficit of \$108,810.23 in 2009.

The Budget and Audit Committee has been working hard and will have a budget to present to the Executive Board at their regular monthly meeting. To help them do their work they now have direct but limited access to QuickBooks.

## KEEP YOUR ADDRESS CURRENT!

(A request from our Local 8 Union office staff)

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

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

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

## Attention ATU 587 Members

# COPE Endorsement Meeting

The Committee on Political Education (COPE) will be conducting candidate interviews for our 2011 political endorsements.

Interviews will be held on March 31 and April 11, from 9AM to 4PM, @ the Amalgamated Transit Union - Local 587 offices.

If Local 587 members have a particular candidate they wish to recommend, you are encouraged to have the individual(s) contact COPE at 206.448.8588 or Email us: cope@atu587.com for consideration and scheduling time.

# Eastside Town Hall Meeting

By Neal Safrin, Executive Board Officer  
for the Public Relations Committee

On February 8<sup>th</sup>, King County Council members Jane Hague and Kathy Lambert hosted the Eastside Town hall Meeting. I participated in the panel discussion as the representative for ATU Local 587. I spoke on the scheduling problems that transit operators and our riders have been experiencing. My opening statement follows below.

## Opening Statement

Those of you who followed our recent contract negotiations will no doubt recognize that our new contract represents the greatest change in labor policy in many years. The King County Council, in response to record deficits and a budget forecast that predicts major cuts to County services, demanded major concessions from organized labor. Union leaders were left with a choice of either sticking with their bargaining demands or facing a multitude of consequences such as layoffs, cuts to service, public outrage, and the threat of privatization. All of the unions that represent King County Employees made the same choice - to be part of the solution, not part of the problem. We agreed to unprecedented concessions in fixed wage gains, and we don't know yet if we made the correct decision for our members.

In 2009 the Transit Audit concluded that previous Metro scheduling practices "put more emphasis on frequent, timely service and favorable

working conditions for operators" and that these practices have "come at an added cost." As a result of audit recommendations, the 2010-2011 Transit Division Budget included system reductions of 125,000 hours to be achieved through scheduling efficiencies, mainly by reductions in running time and recovery time. Recovery time is provided at the end of a trip primarily to allow late buses to get back on schedule, and secondarily to give transit operators much-needed breaks. In other words, when we are late beyond our scheduled recovery time, we simply do not get a break.

For example, last week I drove 8½ hours on Routes 11 and 125. I was able to take two five-minute breaks during that time. Even without taking much needed breaks, I never began a trip less than 10 minutes late, and I usually left the terminal 20 minutes late. By the end of the day, my nerves were shot. I then had just one hour off work, before I began a three-hour overtime assignment. Days like this are becoming increasingly common for our operators. Most bus drivers don't even have enough time to access restroom facilities or to eat a snack between trips. Metro is not bound by the State labor laws that mandate one ten-minute break for every four hours worked and a thirty-minute lunch break after every five hours. While operating as efficiently as possible in these troubled economic times is important, it is also important to

consider the well-being of county employees.

Another consequence of these severe reductions in recovery time is a significant decrease in our on-time performance. Metro's current goal for on-time performance is for 80% of the buses to leave their terminals on time. During the summer service change, those scheduling efficiencies dropped our on-time performance from 80.6% to 77%. The numbers for October and November showed a further drop to 74%, and December came in at 75%. The county has already surpassed its goal of a 25% recovery-to-service ratio, yet the cuts to recovery time continue unabated.

This drop in on-time performance is not the quality of service that the public deserves from King County Metro. The purpose of any mass transit system is to move its ridership quickly and efficiently, but due to recovery time reductions and eliminations, trips are running later and later and more connections are being missed. We need to provide our growing ridership with transit service that is both safe and effective. To do so, bus drivers have to be able to attend to their physical needs at the end of each trip without it impacting the route's schedule.

It is crucial that a secure source of funding be found soon, not only to maintain service at its current levels, but also to cope with the necessary and inevitable expansion of our transit system. Schedules are becom-

ing totally inadequate at a time when public transit ridership is projected to grow. Reducing service when our buses are already overcrowded will force more cars onto gridlocked streets and cost millions in wasteful traffic delays, pollution, and decreased regional mobility. The effects of running late will increase exponentially as major construction projects, such as the Viaduct/Tunnel and the new SR-520 Bridge projects, get underway and traffic slowdowns continue to increase throughout the region. Transit funding needs to be not only secure and stable, but flexible enough to respond to future transit needs.

Amalgamated Transit Union values the long-term collaborative relationship that has been maintained for several decades, and we will assist the County in its efforts to obtain stable transit funding in the coming years. But the new contract, while addressing efficiencies, does not address the scheduling problems and deteriorating working conditions that transit employees are currently experiencing. We ask that the County do its part to improve working conditions and help safeguard the health and welfare of its employees and the public. Local 587 will join hands with County leaders in a collaborative effort to secure stable funding to reverse this trend, and to help our public transportation system meet the needs of the public into the 21<sup>st</sup> century and beyond.

## Local 587 COPE Members Stay Proactive!

Submitted by Ray Mason, Executive Board Officer and COPE Committee Member

Sixty miles and about a 70 minute bus ride may prove to be very beneficial to the Amalgamated Transit Union, particularly to local 587 members. On February 9th COPE members rode "the Political Wave" to Olympia, led by ATU COPE Chairperson, Vice President, Financial Secretary-Treasurer and other committee members, introducing ATU local 587 members to our 2010-2011 legislative branch (senate and house) representatives.

The turnout was not only notable, but inspiring as well. More than half accompanying the trip were first time participants! Local 587 efforts for laying the groundwork in support of locating and securing funding were strategic and well organized. The trip's goal was three fold; 1) educate, 2) initiate, and 3)

communicate to push our legislative agenda regarding transit.

The education component began immediately after arriving on Capitol Hill with a review of our state's bi-cameral legislative system. The legislative process overview included:

- A Review of how a bill or initiative gets introduced.
- Standing committee proceedings and actions
- Rules committee proceeding and actions
- The amendment process
- Activities in the opposite house
- Dispute and concurrence resolution
- The Governor's actions and veto powers

In addition, we received visits and comments from state legislators

and labor leaders such as the Honorable Rosa Franklin, State Senator and Lynne Dodson, newly elected Officer of the Washington State Labor Council. Senator Franklin provided us with an update on the political climate emphasizing the importance of our involvement and the need to communicate more with our younger constituency. Secretary - Treasurer Dodson brought us up to date on the current statewide labor issues such as unemployment insurance and worker compensation.

Vice President Sepolen gave a summary of HB 1536, if passed it could provide a congestion reduction charge to fund the operational and capital needs of transit agencies. The governing body of a public transportation system located in a county with a population of five

hundred thousand or more bordering on Puget Sound may impose by majority vote a congestion reduction charge of up to thirty dollars per vehicle registered in the boundaries of the transportation system for each vehicle subject to vehicle license fees. Right now this is Local 587's highest priority.

Although many of us were able to communicate this message to our legislator, it's just the groundwork. Your COPE committee members will be following up on those conversations with state lawmakers Feb. 24th at the WSLC Legislative conference. In the meantime you could assist by contacting your state representatives using the Legislative Hotline at 1-800-562-6000, and ask them to support HB 1536. We'll talk more, Later.

# RTC Meeting Highlights From your PR Committee

By Andrew Jeromsky

Eighteen members of our ATU attended the Regional Transit Committee meeting on Wednesday, February 16 in Council Chambers at the King County Courthouse. Sixteen of us gave testimony before the committee about the degradation of all our working conditions. We will post a link to the video feed as soon as it becomes available. Members who couldn't attend provided written statements that we then gave to the council, along with a ten-page handout prepared by your Public Relations Committee. You can view that document online at the Local

587 website or request a copy from the PRC. Every member who contributed to this effort has helped to put our membership's concerns into the forefront of the discussion regarding recovery time and the budget. The Committee members were listening. Committee and City council member Sally Bagshaw told Metro management that she wanted to make sure that Metro driver's needs were not ignored.

We spoke with many of the council members after the meeting and with our management counterparts. Our voices are being heard, and we are advancing the cause of schedule

maintenance and transit funding for all of you. Check this issue of the Newsreview for a petition in support of Federal Transit funding. If you don't want to cut up your issue, come to the union meetings, or contact any member of the PRC or COPE for a paper copy. We will also be joining forces with COPE to bring petitions directly to you at all the bases, as we join our voices in the push for Federal assistance. We hope you'll lend yours to the cause.

Many thanks to fellow RTC attendees, Verita Alexander (PRC), Linda Anderson (PRC Chair), Andy Cilley, Osvaldo Fernandez, Nancy

Gabbert, Stephanie Hagen, Evon Holden, Brian Kastama, Larry Moore, LaTonya Plummer, Neal Safrin (PRC), Carey Smith, Everett Stewart, Paul Tefft, Bruce Tiebout, Jeff Welch and Tina Worthey. Thanks also to Supervisors Kathy Grainger and Cathie Bellipani, and Operator Mary Newton for sending us written comments, and to all the operators who provided feedback to the Labor-Management Scheduling Committee during their Atlantic and Ryerson Base visits. Your comments were included in the ten-page handout.

## Letter from ATU President Lawrence J. Hanley to President Obama

Friday, February 11, 2011  
*As part of ATU's ongoing effort to secure federal transit operating assistance to maintain critical service and put our members back to work, attached please find a letter from International President Larry Hanley to President Obama urging him to include emergency assistance for transit in his FY 2012 budget:*

February 10, 2011  
The Honorable Barack Obama  
President of the United States  
1600 Pennsylvania, NW  
Washington, DC 20500

Dear President Obama:

On behalf of the 190,000 members of the Amalgamated Transit Union (ATU) and the 15 million riders who rely on transit each day to get to work, school, medical appointments and other destinations, I am urging you to immediately call for funding to address the current mobility crisis that is spreading across America.

We respectfully ask the Administration to provide operating assistance for U.S. transit systems as

part of your Fiscal Year (FY) 2012 budget.

Under current law (49 U.S.C. 5307), only transit systems located in urbanized areas under 200,000 in population may use their federal transit funds for operating assistance. All other areas may use their funds only for capital projects.

Due to shortages in state and local revenues, U.S. public transit systems are reluctantly carrying out some of the steepest fare increases and deepest service cuts in recent history.

Since the beginning of 2009, approximately 85% of public transit systems have raised fares or cut service, and thousands of workers in the transit industry – a significant percentage of a "green" workforce – have been laid off.

The 10% of unemployed Americans includes a substantial number of transit-dependent individuals who simply cannot get to work.

For example, the transit system in Clayton County, Georgia shut down in 2010, stranding 8,500 people, 81% of whom earn less than \$35,000 a year and 65% of whom have no car.

One year ago this week, your hometown transit system, the Chicago Transit Authority, cut 18% of bus service and 9% of rail service while laying off 1,100 people whose lives have been in a freefall ever since.

Many U.S. transit systems are in the odd situation of having many brand new buses purchased with federal funds, but no resources to place those vehicles into service.

Other communities are using their federal transit funds to build rail systems that will not be completed for many years while slashing service at the same time.

Where are our priorities? Certainly this cannot be part of this Administration's urban agenda!

Mr. President, respectfully, before we commit resources to whisk people from city to city on slick high speed rail trains, we need to first get them back to work downtown via bus, subway, or light rail.

Finally, with gas prices headed up again, it will not be long until millions of people leave their cars at home and switch to transit like they did during the most recent

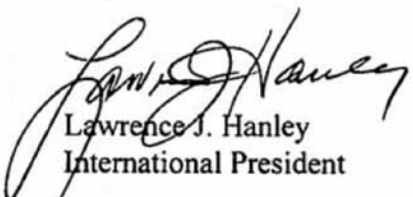
fuel spike in 2008. Transit systems are quite frankly not ready to meet this challenge, because they cannot even use their federal funds for fuel.

During this time of fiscal restraint, we can still help reduce America's dependence on foreign oil through a very small change in federal policy that will not cost the government any more than it is already spending on transit.

We are simply looking for flexibility with respect to the use of such funds, and we have built a large coalition consisting of transit advocates, community organizers, environmentalists, labor representatives, and others who are ready to fight to put critical service back on the streets.

Thank you for your consideration of my views. I look forward to your response.

Sincerely,



Lawrence J. Hanley  
International President

## Petition to support ATU International President Hanley

Fellow ATU members, please support the ATU International President's call to allow Federal Transit funds to be used in transit operating budgets. Please fill out the following petition to your Congressman/Congresswoman. If you're not sure who your representative is, Google "find your Congressperson" online and follow the instructions, or contact a member of COPE or the PR Committee. Clip and mail the completed form to the union office at 2815 2nd Ave. room 230 Seattle, WA 98121. Thank you for your participation.

To the Honorable \_\_\_\_\_

I am writing to ask for your help. My local transit agency is being forced to make severe service cuts due to the recession, but because of 49 U.S.C. 5307, federal funds may not be used in its operating budget. This means that agencies can buy more buses, but have to lay off the transit operators that drive them. Please support the President's call for changes to the law that will allow the use of federal transit funds to support the dependable and accessible bus service that is necessary for our region's economic recovery.

Sincerely,

Name (print) \_\_\_\_\_

Signature \_\_\_\_\_

Street Address (including zip code) \_\_\_\_\_