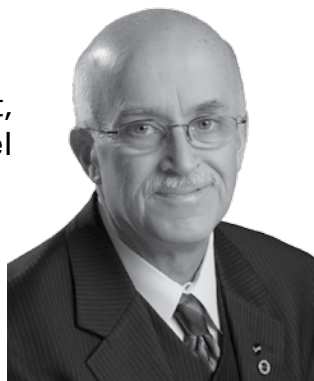


The President's Report

by President, Paul J. Bachtel



Retaliatory Discipline in King County Metro Vehicle Maintenance.

Professional integrity and judgment are essential elements in good management/labor relations. When managers are lacking in either, management/labor relations begin to falter. Worse yet, when human resource managers responsible for overseeing the decisions of incompetent managers fail

in their responsibilities, the Union is left with little choice but to fight those decisions through grievance/arbitration, unfair labor practice complaints, and/or more public means. Unfortunately, I believe the Union has been forced into such fights at one of King County's Vehicle Maintenance bases.

Vehicle Maintenance managers are angry over recent News Review articles, inappropriate workplace behaviors, and alleged failure of our members to perform work assigned. Rather than realizing a significant relationship problem exists and taking steps to address the problem, the decision has been made to retaliate. Three recent examples include management terminating one Union member and issuing suspensions to two other members for conduct, in all three cases, that has, in the past, been ignored or addressed through much less severe discipline.

Our members aren't necessarily blameless in their actions. In a series of confidential conversations I've had with Union members, frustration was expressed by them over work not being performed properly by members, and some members' inappropriate or offensive behaviors.

Nevertheless, the responsibility for running a successful and productive work environment rests with management. The recent actions

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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

Business of the Membership

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

The membership voted to pursue the grievance of Richard Graf to arbitration.

56% of the membership in attendance voted to support a motion by Ray Campbell to conduct a trial by "regular trial committee" charging Executive Board Officer Dee Wakenight with disloyalty and conduct unbecoming a member. A vote of 75% is required to conduct the trial.

Executive Board Report

April 27, 2010

All officers were present with the exception of Vice President Sepolen who was ill.

The Following business was conducted:

Motion by Neal Safrin to recommend that the membership take the grievance of Alice Jefferson to arbitration

Motion by Michael Shea to send our delegates to the International Convention in 2010, paying travel, lodging, registration, and per diem

Motion by Brian Sherlock to repay \$145.13 for one night's lodging to attend an ergonomics conference

Motion by Ludwig Becker to pay \$650 for a Clallam Paratransit BBQ

Membership Meetings: Tentative Agenda

CHARTER MEETING
Thursday, May 6, 2010
8:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, May 7, 2010
10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

WEDNESDAY MEETING
Wednesday, May 12, 2010
3:30 p.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, May 10, 2010
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

CLALLAM TRANSIT & PARATRANSIT
Tuesday, May 11, 2010
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

Among Topics to be Discussed:

- Grievance and Arbitration Update
- Grievance and Arbitration Update
- King County Metro Negotiations
- Alice Jefferson Arbitration Request
- First Transit Contract Issues
- First Transit Stewards
- First Transit Member issues
- Jefferson Transit Management Change

Unfinished Business:

- Motion for \$100 pot draw at the afternoon meeting

Message from the Latino Caucus

"Atencion todos los miembros"

Attention all members, the LC elections have been held and a new set of officers has been chosen to lead this particular branch of our institution. Bros' La Barba, Fernandez and Rosado were duly elected to the positions of chair, co-chair and treasurer respectively.

Our first order of business is to acknowledge with gratitude the contributions of the outgoing officers, sister Wakenight and brother Griffin, their efforts have patiently

helped to make the LC more unified and thereby stronger, thank you both!.. for your timely contributions.

Having said that, the LC has a busy schedule ahead of it. The scholarship program is next, with the veritable intention of aiding in the continuing educational process of our members, so please, keep your ears attentive for future announcements.

"En solidaridad"... The Latino Caucus

In Loving Memory...

Pleasure is the flower that passes; remembrance, the lasting perfume.

—Jean de Boufflers

Charles Drury joined us as a Transit Operator just less than thirty years ago and last drove out of Bellevue Base.

James E Patterson was a Sheetmetal Worker who became a member in 1999 at the age of 50.

Wallace D Everson hired on in early 1974, as a Transit Operator,

retired in 1986 and had an enviably long retirement.

We only recently got word that **Eugene Golob** passed in January this year. Born in 1914, Eugene first joined us 60 years ago, in 1947, put in 30 years, retired in 1977 and enjoyed three decades of retirement.

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

Arbitration Update

- Alan Freeman:** Grieved termination for alleged gross misconduct. Decision pending
- George Williams:** Grieved Metro's failure to abide by layoff recall language in unilaterally imposing furlough days. Split decision on arbitration. ULP still pending
- Jeff Stambaugh:** Grieved outsourcing of work historically and traditionally performed by bargaining unit members. Withdrawn on advise of council.
- Lise McShane:** Grieved a letter in her file. Schedule pending
- Lise McShane:** Grieved Metro failing to follow the overtime assignment sequence. Scheduled 6/17/2010
- Dean Borders:** Grieved termination for accident/alleged policy violation. Schedule pending
- James Jones:** Grieved a change in the VM vacation pick process. Schedule pending
- Mario Musni:** (Pigeongate) The Union claims forfeiture. Schedule pending
- Paul Kriskov:** Grieved suspension for PED use. Schedule pending
- Jamie Bonnar:** Grieved the lack of a clerk overtime assignment process. Schedule pending
- 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. Schedule pending
- Don Hutton:** Grieved a suspension for being off route, missing no stops and delaying no one. Schedule pending
- 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

Published monthly in Seattle.

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

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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
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Transit Operator Position #4
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Transit Operator Position #6
Transit Operator Position #7
Transit Operator Position #8
Clallam / Jefferson County

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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

May Labor History Calendar

by Bill Clifford

1 May 1886 — Chicago police attack strikers at McCormick Harvester plant

4 May 1886 — Chicago anarchists held a peaceful meeting in Haymarket Square to demand an end to police violence against workers. As the rally broke up, police attacked the stragglers. In the ensuing melee someone threw a bomb, killing several police officers. With this as a provocation, Chicago police arrested eight prominent anarchist labor organizers on conspiracy charges, even though several were not even at the rally. During the ensuing trial it became clear that the alleged conspirators were being tried for their beliefs and that Chicago industrialists had funded a campaign to eliminate anarchist influence. Five of the anarchists were hung. Louis Lingg, the probable bomber, blew his own head off with a blasting cap smuggled into his cell. This affair outraged much of the world's workers and ignited the 8-hour day movement. The remaining two anarchists were eventually pardoned by Illinois Governor Peter Altgelt. The Haymarket Martyrs are honored throughout the world on May 1, International Labor Day.

Chicago police used the threat of anarchist violence to scare businesses into contributing to special police projects for many years. The resulting corruption eventually led to civil service reforms that professionalized police forces everywhere.

8 May 1788 — James Stanfield

publishes his poem "The Guinea Voyage" describing and deploring the trans-Atlantic slave trade.

9 May 1892 — 45 miners die in Roslyn, WA, coal mine

9 May 1934 — West Coast International Longshoremen's Association strike lasts until July 30.

9 May 1970 — Walter Reuther killed in plane crash. United Auto Workers president and VP of the AFL, Reuther devoted a large percentage of UAW resources to socially progressive causes such as civil rights.

12 May 1916 — James Connolly executed for his part in the Irish Easter Rising. By 1913 the Irish Transport and General Workers' Union had 10,000 members and had secured wage increases for most of its members. Attempts to prevent workers from joining the ITGWU in 1913 led to a lock-out. Connolly returned to Dublin to help the union in its struggle with the employers. This included the formation of the Irish Citizen Army. The union eventually ran out of money and the men were forced to return to work on their employer's terms. Connolly took control of the Irish Transport and General Workers' Union in October 1914. During the Easter Rising, Connolly's Irish Citizen Army fought alongside the Irish Volunteers under Patrick Pease. Connolly served in the General Post Office during the fighting and was severely wounded.

13 May 1893 — Western Federation of Miners organized. WFM eventually becomes the core of the Industrial Workers of the World and brings Big Bill Heywood to the forefront of the labor movement.

15 May 1919 — Winnipeg General Strike

16 May 1888 — US: The Union Labor Party holds its first national convention, Cincinnati, Ohio.

1934 — US: General Strike backs Teamsters union strike for recognition in Minneapolis-St. Paul, Minnesota.

1938 — US: Supreme Court issues the Mackay Decision, permitting employers to permanently replace striking workers. Employers used this weapon against striking workers sparingly until the 1980's, when its use increased under the influence of the Reagan Administration's anti-union/anti-labor policies.

17 May 1946 — US: The government seized the nation's railroads to head off a nation-wide strike. Workers struck anyway, on the 23rd, & only the President's threat to draft the strikers & call up the army to run the railroads forced them back to work.

18 May 1952 — US / Canada: Paul Robeson, in dramatic defiance of government's ban on his leaving US soil, standing on a flatbed truck parked one foot inside the US border at the Peace Arch, in Blaine, Washington, spoke & sang

to a crowd of 40,000 Canadians & Americans gathered on both sides of the border. Fifty years later ATU 587 joined hundreds of labor activists and Danny Glover in reenacting the event.

20 May 1926 — US: Enactment of Railway Labor Act in the aftermath of strikes & Federal seizure of the railroads, guaranteed collective bargaining rights to railroad workers.

20 May 1934 — In the Battle of Toledo, 10,000 strikers at Ohio's Auto-Lite plant drove away police. The company hired its own guards & the day's battle began when one of them beats an old man. The next day National Guard machine-gun units evacuated scabs & the troops opened fire on demonstrators, killing two strikers & wounding 15.

23 May 1963 — Congress passed first bill intended to ensure women equal pay for equal work. The legislation was originally submitted in 1947.

28 May 1941 — US: Animated Cartoonists? Workers struck Walt Disney studios after he fired union activists. The cartoonists won the strike, some receiving pay increases of nearly 50%.

30 May 1937 — Republic Steel Memorial Day massacre, 10 killed and 60 injured by Chicago police illegally siding with steel mill owners during the United Steel workers strike against "Little Steel." strikers were temporarily demoralized and Republic was not organized until 1941.

Service, Service and Schedule

By Carey Watson

I know it used to be Safety, Service, and Schedule but that was before Metro bought the new 1900 series vans, (they look like a bread truck). My first impression of them was that they were just not right. That is still my opinion.

What we do is transport passengers on mostly fixed route, fixed schedule service for a fee. These vans were not designed to do that. Unfortunately there was only one vendor response for the "Request for Proposal" when it was determined that "we" need new vans.

The new vans are based on a truck chassis. The trucking industry is a male chauvinist industry and the equipment that this industry produces is based on a male driving it. Males are, for the most part, larger than females. Transit operators are a diverse driving force and these vans put drivers of a smaller stature at an extreme disadvantage. Safety has done a fairly good job of finding fixes for a large number of problems that these vans have. The two problems that they have not been able to adequately address are sweep of the windshield wipers and the fare collection problems.

Safety has determined that it is unsafe for a short driver (possibly 5'5" or shorter) to drive this vehicle because a short driver's line of sight, when

looking out the front windshield, is below the sweep of the windshield wipers. Therefore the driver's vision is obstructed by rain or snow. The "path" for the wipers leaves up to 8" at the base of the windshield unusable for those who need to look in this area of the windshield. We have not addressed the HUGE blind spots this vehicle has due to the design of the equipment. The blind spots are there for everyone, not only the "vertically challenged." The exact height estimate for impacted drivers is from a relatively small pool of drivers and should be better addressed on torso height and leg length vs. actual height. Seat position is the key to addressing the visibility issues. Unfortunately it is necessary to reach the pedals in order to drive this "equipment," this is the cause of some of the problems.

Safety has stated that the best course is "to move forward with the 24/32 solution and to negotiate with ATU on the impact of short stature operators who don't feel safe driving with this configuration." The 24/32 solution refers to the length of the wiper blade and arm. Since most of our brothers and sisters who are less than 5'6" are women this should be considered sexual discrimination. The other part of the statement by Safety that bothers us is the part

about "short stature operators who don't feel safe driving with this configuration." Does this mean that someone who is 5'1" and really, really wants to drive this van because of the fabulous run that it is on will be allowed to drive it? When (not if) accidents happen, will Safety declare a preventable because the driver can't see out the windshield safely in the rain? Will the person we injure in the accident be able to sue Metro because of the unsafe equipment? Will this person KNOW they can sue Metro because of the unsafe equipment? If Local 587 and Metro agree to put this van back in service with some form of height restriction, I will be disappointed in both organizations.

To collect a fee, the driver has to be near the passengers when they board or deboard. The fare collection problem has to do with the driver being about 8 feet from the door. How do you hand a passenger a transfer? By bending your back excessively, and putting yourself in an unsafe position. Can you spell "On the Job Injury"? Safety has identified two possible fixes. One is to put out 5-8 pre-cut transfers (and all day passes on weekends) out and have the passengers serve themselves. C'mon, stop laughing, it is not polite! The other solution is to not collect fares on the 1900 vans. One of the problems

with the self serve approach is how do you collect fares when you have to look in a mirror and identify that the transfer, pass, or all day pass is correct? With the passenger standing right in front of us, we still have problems with determining if the proper pass has been shown.

Another problem with the 1900 vans is from the perspective of the passengers. One cannot see out the front of the van as a passenger, the driver is on a raised platform. Safety has decided that it would not be appropriate for a driver to qualify on a route on these vans because of this problem. How are passengers supposed to know when it is time to ring the bell to get off? Their only view out is thru the side windows. These windows have a real tendency to fog up in wet weather. Luckily for our passengers, it never rains in Seattle. How critical will it become to announce EVERY stop on your route? How absurd will that get?

I hope that Metro does the SAFE and prudent thing, and decides that the 1900 vans are not worth compromising the safety of both our passengers and our operators. Perhaps Craigslist is in order to dispose of the evidence. Or is the new mantra for Metro really, Service, Service, and Schedule?

A Part-Timer's Guide to the Contract, Part III

By Bruce Tiebout, former Executive Board Officer, former Contract Negotiator, current and former Contract Editor, and Part-Time Vacation Guru

This is the third in a series of articles explaining the meaning and/or ramifications of the language in Article 16 - Part-Time Transit Operators. Some of the language is convoluted, but I've tried to keep the explanations, from becoming *The Lord of the Rings*. Except for abbreviating "Part-Time Transit Operator" and "Part-Time Operator" to PTTO, I am using the language in the contract (*italicized*) which expires this year on Halloween.

With the Summer 2010 vacation selection this month, we are skipping ahead to Section 7 - Selecting Vacation and Annual Leave. We will return to Sections 5 and 6, Operator Picks and Move-ups next month. You should all know the basic rule for PTTO picks: show up on time or submit an absentee form that you fill out AFTER carefully reading the form.

Prior to 1992, the only language regarding scheduling vacations for PTTOs was, "Vacations for Part-Time Transit Operators shall be available according to the rules and procedures which have been mutually agreed to by the UNION and METRO." More verbiage has been added here than in any other section of the PTTO article.

A. "PTTOs shall be subject to the vacation rights and responsibilities outlined in Article 9." Article 9 deals with everybody's vacation. It includes such things as the accrual rate for vacation based on straight-time hours, when accruals begin, the fact that only 1/3 credit is given for part-time or on-call service when calculating the accrual rate after such Employee goes full-time, and the fact that vacation is not an "earn and burn" benefit but that "An Employee may take any vacation earned in a payroll year in the next payroll year." (Note: the 2010 payroll year ends on Friday, December 24, 2010. Thus, the 2011 payroll year begins on Saturday, December 25, 2010.) Article 9 also is where you can learn about vacation carry over.

"A PTTO who has completed twelve months of service shall be guaranteed an annual leave of up to 20 days until such time as he/she is eligible to pick vacation, and thereafter ten days leave." Five-day (Monday-Friday) leaves of absences are separate from vacation in that they are not paid and can't be requested at a pick. Therefore, they can't be requested and granted until after all PTTOs at pick have had the opportunity to request vacation.

B. "A PTTO who accrued vacation hours in the prior payroll year may select five-day (Monday-Friday) blocks of vacation at the pick." A PTTO who started driving on Monday, December 1, 2008, would have accrued vacation hours "starting with the first pay period after completion of one year of active service", i.e. on Saturday (if qualifying on a route), December 12, 2009. Thus, s/he would have been accruing vacation for one pay period in 2009, from Hanukkah to Christmas, because the payroll year ended on Christmas Day, 2009. Even if such PTTO was working a minimum tripper, thereby accruing only

0.9625 hours of vacation, that PTTO could, at the spring, summer, or fall pick of 2010, request two weeks of vacation even though the total pay for those two weeks would be a mere 58 minutes.

Whereas other classifications at Metro pick vacation for the whole year, PTTOs pick vacation for only one shake-up at a time, i.e., after they've picked a base. "A request for a five-day block of vacation/leave submitted between pick must be submitted at least 14 days prior to the starting date" in order to comply with the vacation/leave assignment rules in Paragraph H which is covered later in this dissertation.

C. "A Part-Time Operator granted time off via the book [Part-Time Layoff Book] or approved single-day compassionate leave may request payment from his/her available vacation balance." Whereas FTTOs may take only two single-day vacations and only if they have carried over vacation, PTTOs may use their entire vacation accrual one day at a time.

D. "The minimum number of vacation days that a Part-Time Operator may take will depend on the Employee's total years of METRO service, as follows:" 1-4 years - 10 days, 5-9 years - 15 days, 10-14 years - 20 days, 15-19 years - 25 days, 20+ years - 30 days. The part about "total years of METRO service" is recent. It was particularly meant for those retirees rehired as PTTOs. It doesn't mean they get PAID for all those days, only that they can request a lot of vacation at picks. This is somewhat akin to the example given in the previous discussion of Paragraph B. This is also true for PTTOs who have accrued their vacation while working shorter assignments, then take their vacation when their seniority to pick or move-up to a longer assignment coincides with their desire/need to take vacation.

"For each day of vacation taken, the amount of vacation time paid will equal the length of the PTTO's regular assignment for that day, provided there are sufficient hours in the Operator's vacation balance to cover the vacation." Prior to November 1, 1992, each PTTO's vacation balance was divided by the number of days listed in Paragraph D. PTTOs who worked extra could be paid more on vacation days than on regular work days. However, each PTTO was limited in the amount of vacation days that could be taken. During the last 17 years, a PTTO could pick long assignments, work a lot of vacation/leave reliefs, get work off the ATL, and spend time qualifying (formerly in cars, now by riding buses) and build up his/her vacation balance. The next payroll year, s/he could pick a shorter tripper during the summer and take many more days of vacation than the minimum. In theory, a senior PTTO could accrue enough vacation one payroll year, pick a minimum tripper for the following summer, and take the entire summer off on paid vacation. It was an easier concept when summer shake-ups were only twelve weeks long, fall shake-ups were 24 or 26 weeks, and the shake-ups didn't coincide

with the University of Washington schedule. One downfall of putting such a theory into practice - such a PTTO would only receive ¼ state retirement credit for each of those months.

"If a Part-Time Operator's vacation accrual is not sufficient to cover the minimum number of days, the Operator may elect to 1) take fewer vacation weeks, or 2) take the minimum days of vacation, being paid the full amount of his/her available vacation balance and taking the remaining time as approved unpaid leave." This often happens, as mentioned before, when a PTTO picks or moves up to a longer assignment, when his/her seniority bumps him/her into the next level of minimum days guaranteed, or the PTTO is a rehired retiree. A PTTO is allowed to pick a week of vacation even if s/he will be paid for only part of the first day and would be unpaid for the rest of the week.

E. "Vacation will be paid at the Operator's current rate at the time vacation is taken." PTTOs are paid at the wage rate in effect when the vacation is taken, not when it is earned. "It is the Operator's responsibility to bring discrepancies in accruals to the attention of a base chief." Duh! Base chiefs don't have the time nor expertise to calculate each Operator's vacation and compare it to what is shown on YOUR payroll.

F. "If an Operator has unused vacation at the end of the year, all hours, except those authorized as carryover by Article 9, Section 4, will be cashed out." Here, the language is referring to a payroll year, not a calendar year. Around Thanksgiving, the Vacation Carry-over for Part-Time Transit Operators 2010 to 2011 form will be available for each PTTO to request that some of his/her unused vacation accruals be carried over until the next year. This form must be turned in to the Base Dispatcher sometime before Christmas. If you fill one out, get it date stamped and keep a copy as, too often, there is a failure to communicate with payroll and ALL your leftover vacation accrual is cashed out.

G. "Separate blocks of a.m. and p.m. vacation periods will be available for pick at each base. The number of periods available will be no less than 10% of the number of opposite (a.m. or p.m.) single tripper assignments at that base available at the part-time pick. A minimum of two a.m. and two p.m. vacation blocks shall be made available at each base." Prior to my computerizing the Part-Time Vacation Pick, thereby having to create new forms, Metro was providing vacation sheets where the number of vacation slots had been rounded to approximately 10%. Thus, if there were 84 a.m. single tripper assignments at a base, Metro would create eight p.m. vacation slots, which, at 9.5% was in violation of the contract language calling for "no less than 10%". If there are 61 p.m. single trippers at a base, the language requires seven guaranteed vacation/leave slots.

"When a dual tripper Operator picks vacation, he/she uses both an a.m. and a p.m. guaranteed period." This is because it requires two PTTOs to work

the vacation/leave on a DTA. This doesn't apply during weeks when the entire a.m. or p.m. portion of a DTA doesn't operate. Such weeks include the week between Christmas and New Years Day or weeks when the University of Washington is not in session. Since no one needs, or can, sign up to work the vacation when the work is cancelled, there is no reason to fill a guaranteed slot with non-work.

H. "Vacation/leave trippers will be posted for pick twelve days prior to the start date." This is the reason Part-Time Move-ups can't take effect until two weeks after the move-up. The language used to require submitting requests 21 days in advance and 19 days of posting until Paul Bachtel and I convinced Metro to lower the requirements in 2001.

"Bids for vacation/leave work must be submitted at least seven days prior to the vacation/leave start date." In practice, this has meant writing your name on the sheet(s) for any vacation/leave relief(s) for the following week by 10 a.m. on the Monday seven days prior to the start of the leave. "The most senior Operator applying for the vacation relief, who have driven the least number of vacation reliefs for the current shake-up, will be assigned." Let's see how many ways I can restate this. 1) From the bidding Operators who have driven the least number of vacation reliefs for the current shake-up, the most senior Operator will be assigned. 2) Sort by number of reliefs, then sort by seniority. 3) The bids for the longest available vacation/leave relief are placed in order by bidders have been assigned the fewest number of vacation/leave reliefs that shake-up. If there is more than one bidding PTTO with the same number of such fewest reliefs, then those tied PTTOs are sorted by seniority.

The assignment process continues with the next longest relief, until all reliefs which have a bidding Operator, not already assigned to a longer relief, are assigned. In 1995, after the Transit Operator committee had completed negotiations, the following language was added by one of the four full-time Officers: "Vacation reliefs will be assigned first to PTTOs whose scheduled credit time would not exceed seven hours and fifty-nine minutes (7:59)." In 2001, I told Metro that that was a gift which we wanted back and weren't willing to pay for it. Over the six years it was in effect, it cost our members somewhere between \$1,000,000 and \$1,500,000.

"It is the responsibility of the picking Operator to be qualified on any tripper assigned." I've found it best to qualify on the specific assignment with the Operator whose assignment I'll be driving. Just like picked assignments, PTTOs are not taken off an assignment if they are not qualified by the first day of the shake-up. In both cases, such Operator will be paid to qualify on the route by riding the appropriate bus or, in rare instances when approved by the Supervisor at the window, by riding in a base car with a qualified Operator, probably working report. If a PTTO

continued on page 7

The Voice of our Membership

Executive Board Officer Andrew Jeromsky

The recent Local 587 annual budget proposal included limiting our *News Review* to eight pages. I made an amendment, which was supported by the membership, to increase the page limit to 12. There has been only **one** eight-page *News Review* in the last two years, while the other 23 issues were all 12 or 16 page editions. It's important that we don't limit our *News Review* too radically. It **is the voice of our membership, and with the current anti-union climate, and with contract negotiations coming up**, everyone needs to stay on top of developments. Our *News Review* should always be an accessible venue for publishing member opinion and insight.

Members of other Unions have commented that Local 587 "is fortunate to have that paper." President Bachtel informed me that our *News Review* has been cited as one of the best local union newsletters by colleges and universities across the country. It is widely read by other ATU locals and by our International Officers. *The Seattle press reads and comments on many of the articles.* It is also one of the few Union publications printed in a newspaper format. Most other Union "rags" are Xeroxed copies on 8x11 sheets.

Linda Averill has pointed out that when the KC Labor Council cut back its own Newsletter, their influence declined. Let's not give up any of our own influence. In this current economic recession, with so many forces arrayed against Unions and Union workers, our membership needs all the clout the Local 587 *News Review* can provide.

NO MORE LIES

It has been said that if it appeals to the emotions, the bigger the lie, the more the public will believe it. Conservatives such as Rush Limbaugh, Sean Hannity and Ann Coulter have exploited this psychological loophole by using scare tactics, especially during this recession, to garner public sympathy for the wealthy. They claim that while corporations are good for America, government and Unions are bad, and that the rich are under attack by the poor. The opposite is true, and we are now suffering the greatest wealth disparity in America since the Great Depression.

More bad news for Unions has come by way of a 5-4 decision by the Washington State Supreme Court that will allow Governor Gregoire to ignore raises that were already negotiated and awarded to about 25,000 state contractors. They are represented by Service Employees International Union's Local 775 and provide in-home health care to persons eligible for Medicaid.

In a lengthy dissent, Chief Justice Barbara Madsen said the majority not only misread the law, but also clearly overstepped the boundaries separating State government's three branches. "The majority opinion means no less than that any governor may flout any law regarding any mandatory budget requirement and absolutely nothing can be done about it," Madsen wrote. Justices Mary Fairhurst, Susan Owens and Richard Sanders joined her in her dissent. ("Court says it can't force governor to pay unions" - *Seattle Times* 4/8/10)

Yet another recent attack on Unionism came from Bill Baldwin, former

president of the Washington Policy Center. The WPC is a right wing think tank with annual revenues of approximately \$1.3 million. Its mission is to "promote limited government and **free market solutions** for state and local issues, and be Washington State's premier public policy institute providing high quality analysis and research for our state's citizens, **polymakers and media.**"

In a guest column in the *Seattle Times*, Baldwin wrote that it's time for the State to "Rethink dominance of Washington's public employee unions" (*Seattle Times* 3/25/10). He believes that "the generous wage and benefit packages [of public labor unions are] contributing to the current budget deficit" and that the state should "reopen state employee union contracts so workers pay more of their medical premiums."

The WPC's largest donor is The Lynde and Harry Bradley Foundation, Inc. **It supports organizations and individuals that promote the deregulation of business, the rollback of most social welfare programs, and the privatization of government services.** This same foundation has provided the WPC with just under half of its funding.

In 2007 the WPC raised \$3.8 million to fund eight research centers focused on: small business issues, the environment, health care, **transportation**, government reform, and a legislative information website, WashingtonVotes.org.

SPREAD THE TRUTH

Unions will always be lied about and viewed as the enemy by corporations and their directors,

because paying your employees a livable wage reduces company profits. Conservative advocates like the WPC, Limbaugh, Hannity, et al, are paid by the rich to lie to the poor. They work to dupe the public into believing that unions are the enemy by claiming, among other things, that Unions and negotiated worker benefits are part of the cause of the current recession.

Trickle down economics don't work. Recessions are inevitable when corporations and the wealthiest among us exploit tax shelters, offshore accounts, and outsource jobs to avoid paying fair wages and their fair share of the tax burden. That burden is then left to the poor and middle class as local economies are overwhelmed and underfunded.

By appealing to the fear and jealousy that builds in the public during a recession, conservative pundits try to make Unions the scapegoat, and avoid the truth; that **Unions are one of the few defenses we as private citizens have against a growing corporate dictatorship.** Our biggest allies can be the Government's regulation of corporations, citizen protests (like the effective WTO marches in Seattle), and the media; **which includes our own News Review.** Let's use the "voice of our membership" to combat this growing "Corporatocracy," and the lies that are being told in support of it. It's up to each of us as union members to help educate our fellow citizens and protect ourselves by exposing and reversing the growing anti-union sentiment being fostered by right wing forces in our country.

In Solidarity, Executive Board Officer Andrew Jeromsky

Our Bewildering Transit System

by James E. Reese

O metro, metro! Wherefore art thou metro? It is a simple question to ask right. Well maybe I have no clue to be honest with you, but by my best guess is it is slowly being eroded away thanks to King County's effective management style. Does running a transit system require a degree in Physics seriously? How many people does it take to screw up what was once a seemingly perfect system? Yes it needed some improvement, but to run it into the ground come on.

Let's take the audit done by a firm King County hired which stated in its final report that King County Metro Transit can be more efficient if recovery time was cut. I ask this question where those doing audit high on something or what? Because whatever it is it got them high as a kite to think that a system the size of King County Metro Transit would run more efficient if they cut recovery time. And of course the county listened and made a bad route worse. Take the 174, everyone knows about it right, but do you know how bad it is now? Two or more shake-ups ago you could drive the 174 from Federal Way to Downtown or vice versa in about two hours and got a decent break/

recovery time at each end. Now you get about ten minutes at each end (if you get it) they (management) expect you to drive that route from Tukwila Rail Station to Federal Way in about forty-five minutes. Mind you are stopping at every single stop on Pacific Highway along the way, but according to the report the 174 is efficiently helping them save money. I wonder how, when every driver is running late and putting in for unscheduled overtime? Here's a thought, how about making one end of the 174/Rapid Ride Route a live loop and putting the recovery/break on the other end?

I think the best way to make our system run more efficiently is not to waste taxpayer money on stupid audits were the people auditing the system has no clue whatsoever, but do more to get the public out of their cars and onto the buses.

We have a serious problem with scheduling around here. I don't blame our brethren in scheduling, but management and the county. We do our part by filling out paperwork highlighting the areas where our run cards need time added. And management does their part by not paying attention to those reports and

cutting more time from the routes. I had at one time in my career asked why King County Metro Transit can't add a disclaimer like they do in Los Angeles and New York City on their time tables that reads: This schedule is subject to change at anytime. The response I got back from one base chief was that the system is too big to do that. I replied back by saying that's bologna if Los Angeles/New York City can do it and they are bigger than us; we can do it here. I ask why can't the planners go out and ride the buses to get an accurate schedule based on real time not one based on a computer program. The data that is collected and entered into the computer spits out a run card that is for all purposes unrealistic. That data doesn't tell them how long we spend at a stop, how many people gets on or how many wheelchairs we pick up. Is it hard to have the planners going out to ride the buses?

What is your vision of a BRT route? Mine, in an imperfect world, would be like Los Angeles BRT system which, by the way, is the oldest on the North American continent if I'm not mistaken. One that management should have went to study instead on Vancouver, BC who just started theirs.

In my imperfect world a BRT route would operate in conjunction with an existing route to help ease overcrowding. In management's world its delete the existing route for the BRT route leaving many passengers stranded because they can't walk up to mile or so to the bus stop. Yes it would be running frequently, but if there isn't another bus out there to pick those who can't get to the stops to utilize it, what good is the BRT? The idea needs a rethink as to how to effectively use the BRT routes with existing service if they want it to be a success. They also need to look at placing the pay machines at the stops so that people can purchase their tickets and whatnot there and have frequent fare checks done by Metro Transit Police or local law enforcement from the area the BRT is passing through.

We all remember our sister who got beaten up on the bus a few weeks back. What happened to her shouldn't have happened. Whatever came of the study King County was doing with regards to our safety? Oh wait, I know, it got lost in the beating in the tunnel where the security guards stood around watching doing nothing. Honestly do you expect anything

continued on page 12

Letters to the Editor...

Control Center Complaints

If you sit in the bullpen of any of the bases for any length of time you will invariably at one point or another hear operator complaints associated with calling into the Control Center. Whether it is slow response, lack of understanding, lack of perceived response or various other complaints, it is our hope to bring understanding and better communication to this tenuous relationship. We plan on writing several short articles to help Drivers and Coordinators develop a more cohesive working relationship, and we encourage questions and suggestions from both sides in order to foster this better understanding.

Please send any questions that you want addressed to Brian Sherlock and he will get them to us to add to our next article. Also, please keep your questions as much to the point as possible.

*Thank you,
Chris and Angela Wick*

PT Work count

These numbers for Summer 2010 are based upon my hand counts of the work as posted in the bases and listed in Duty # order:

There are two more assignments than Spring.

There are 13 fewer AM, and 13 more PM single tripper assignments.

There are two more DTAs (tho' Atlantic lost 12 from 23).

There are eleven more four-hour assignments: 31.5% vs 30.6% There are 38 more PTTOs on the seniority list.

PT % (with DTAs counted as two): 40.6%

Bruce (Numbers) Tiebout

From: Kathy Batey

Paul,

I have composed a letter addressing everyone to be included in the newsletter if you would publish it. I want to thank you for going through this journey with me and for being there at the hospital and the courtroom speaking on my behalf. I know this has been difficult for you as well. P.S. 3 of the 4 plants survived and are now growing in their own pots and are quite beautiful.

—Kathy

On January 23rd, my life was changed forever. It began as any ordinary shift on any ordinary day. On my last run on the 124 inbound, I was just coming off of a break and boarded passengers at the Tukwila station, including the group of boys in question. As I drove down

International Blvd., someone rang the bell. I pulled over and opened the front door, and then heard the infamous: "back door *itch". I told the group of boys to come to the front door but as I looked back and saw they were agitated, I chose to open the back door. A few of them went out, and the last thing I remember is the rest of them storming to the front of the bus. I don't remember much after that. I don't remember closing the back door, I don't remember much more beyond seeing a face.... At this point I lost consciousness. I came to briefly and long enough to hit the PA and then apparently went in and out of consciousness for the next couple of hours. I was able to point out one of the boys in some pictures that the detective showed me 3 days later and this is partially how they were able to proceed and convict. It was established that the boys were all drunk and high.

In the past couple of months, I have been healing from a concussion, facial injuries, and general physical aches and pains. The mental process has been unlike anything I have ever been through. I am still having flashbacks every day, but I am gaining strength, mentally and physically. As far as driving though, it is going to be a while. I am terrified at the moment at the very thought. I would kindly ask that each and every one of you to please not dismiss the shield idea so quickly. Please do not make the shield the problem when you review the issues surrounding it. This is a proto-type. We need to fight to have a consultant come in and utilize a design that has been proven in other cities. They don't need to be bulky and cumbersome, and a pain in the ass. Please do not buy into this way of thinking. If they cause glare, then let's find a way to fix the glare. If there is circulation issues, then design one that has vents to let the air flow through. If your concerned about having the shield on when it is 3:00 on a Monday afternoon in a safe area, then let's design one that can be removed or put away at will. But please, please, I beg you not to vote them down. They need to protect us, or at the very least make it more difficult to get to us. Had one been in place the night of my attack, I sincerely believe that the boys would have hit the shield and ran off the bus instead of beating me unconscious. . Before this, I would have probably thought the idea of a shield was stupid and unnecessary, but I was sucker-punched and I had no time to react. Please imagine for one minute being in this situation. Imagine in a mere instance one of the passengers that normally call you names and run off the bus has now decided to beat you unconscious. I now know that it can happen. We are a big city. We need to start realizing this. I do not want anyone to go through what I have been going through. I now know that this can happen at anytime, to anyone.

Lastly, I would like to thank all of my brothers and sisters, the Union, and Metro for the cards, and

flowers, and heartfelt messages and thoughts and wishes for me during this difficult time in my life. You have no idea what this has meant to me. I look at the cards every day. The sensitivity shown towards me has helped me more than anyone will ever know.

*From my heart,
Kathy Batey*

Positive Thoughts on Healthy Incentives Program

I was very disappointed in our president's letter (*News Review* – April, 2010 – President's Report – pg. 11) regarding Metro's Healthy Incentive Program. I might be in the minority, but in my case the Healthy Incentives rewards have helped motivate me to "get off my "d@d a##" and start moving towards more activities and better health.

The program certainly isn't perfect, but I think encouraging participants to take responsibility for their health and rewarding the one's that do participate is a key ingredient as we search for a solution to our health care system.

I have participated in the Healthy Incentives program since the beginning and used to shudder when my wife would tell me, "your health coach called and wants to talk with you." Sure, it was a little unpleasant, but it did encourage me to exercise more and make some healthier food choices.

I like this year's WebMD Online Health program better, because it has so much information and it is

easy to follow. Having our own choice of: exercise, nutrition, walking or stress management should provide everyone at least ONE thing they could work on to improve their health.

Nothing's perfect, but I believe this is the best program I have worked under in 33 years of working in several industries including Metro for the past 7 years.

So ... that's my opinion. I am using the program to improve my health with honest input and admitting (to myself) when I haven't met the commitments I made.

Paul's admission of: "inputting pointless data ... (lying) about the number of steps ... didn't bother reading the material" ... makes me question the value of his opinion on the program. In addition, stating his opinion that the object of the program is to "make getting to gold so onerous that as many members as possible are left at silver or bronze levels" argues the point he made earlier. Is it really that hard to get to the gold level? No, it isn't. You can do it two ways: waste your time inputting worthless data, or take advantage of a flexible system designed to help improve our health.

*Paul McKillop
East Base Operations
Employee #11871*

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

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

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Part-Timers' Guide to the Contract, Part III, continued

can't get the time off to qualify during the week after being assigned the vacation/leave relief, qualifies on the weekend, and takes his/her qualifying card to training during the split between his/her regular assignment and the vacation/leave relief, that PTTO will still be allowed to drive the relief even though their qualification isn't in the system at the time s/he is driving it.

"Once a relief Operator is assigned, a vacation/leave may not be changed or cancelled." At pick, there are always people who put in a request for vacation who then want to know by when they have to cancel if they don't need it. I tell them that once it is assigned, it can't be cancelled. Since different bases take different times to process cancellation paperwork, I tell them they need to do it as far in advance as possible, preferably two weeks prior.

"In instances where two or more periods of vacation/leave are taken consecutively, each week will be assigned separately." To some people, this seems obvious, but this language is necessary to separate how vacations are assigned to FTTOs and PTTOs. Vacations for FTTOs can be filled by Extra Board Operators who have the same RDOs as the vacationing FTTO

for the entire contiguous vacation. If a FTTO will be on vacation for five straight weeks, the successfully bidding Extra Board Operator will have that FTTO's assignment everyday for five weeks.

"When no PTTO is available and assigned to guaranteed vacation work at least five days prior to the first day of the vacation, the work will be assigned according to the normal assignment sequence as specified in Article 15, Section 8, Paragraph F.8. [Full-Time Extra Board]" If the slot is guaranteed as determined by "10% of the number of opposite (a.m. or p.m.) single tripper assignments," then the PTTO will be on vacation/leave irrespective of whether another PTTO is assigned the work for that week. The assignment process in 15.8.F.8 starts: "All weekday pieces of work open before the Extra Board's 10:00 a.m. cutoff will be assigned to Full-Time Extra and System Board Operators, who are qualified and available, as a regular assignment." Since these FTTOs have an eight-hour guarantee (meaning they are paid at least eight hours even if they are assigned less time), filling that eight hours is Metro's, and this contract language's, primary intent. Only after the Extra Boards have been assigned, will "Work left

vacant by PTTOs will be assigned first to the Additional Tripper List, then to FTTOs according to the overtime assignment sequence in accordance with this AGREEMENT."

I. "When no Part-Time Operator is available and assigned to non-guaranteed vacation or annual leave work at least five days prior to the first day of the leave, the vacation/leave may be postponed by METRO until such time as a Part-Time Operator is available." Metro has taken the position that no non-guaranteed vacation/annual leave work will be posted for bid. Unless the necessary slot(s) is/are available, the request will be denied. Too often, someone with a non-guaranteed vacation/annual leave, with a longer quality tripper would have bids submitted his/her work, while no such bids were made for a guaranteed vacation/annual leave of a PTTO who picked a minimum tripper. Even when there are bidders, since shorter trippers are assigned last, these bidders often are assigned longer work. This began occurring more frequently with the advent of retirees being rehired as PTTOs and wanting time off. With the current language change guaranteeing the minimum number of vacation days per year being based upon total years of Metro service, and without the change in Metro's posting policy, some guaranteed vacation or annual leave would/could/might not be assigned, creating more headaches for the Planners and staffing chiefs.

J. "When a PTTO's picked tripper

does not operate for a week, he/she may pick one vacation relief tripper as part of the normal rotating seniority bid system." Under Metro's current practice, each PTTO is classified as an a.m. tripper Operator, a p.m. tripper Operator, or a DTA Operator. Therefore, an a.m. tripper Operator whose a.m. assignment does not operate for a week can't be assigned an a.m. vacation/leave relief. I don't believe this was the intent of the negotiations which brought forth this language, but Metro's policy is how it stands at present.

"When one or both picked trippers of a PTTO's dual tripper assignment does/[do] not operate for a week, he/she may pick one vacation relief tripper as part of the normal rotating seniority bid system." If only one portion, either a.m. or p.m. is completely cancelled, then that PTTO may bid for a vacation/annual leave tripper which is during the same rush hour a.m./p.m. The 4:40 DTA guarantee would no longer apply as the still operating portion of the DTA and the vacation/annual leave tripper would be separate assignments. In the very rare event when a PTTO's entire DTA is cancelled for a week, the rules change drastically. Such a PTTO could bid for both a.m. and p.m. vacation/leave relief trippers. However, that PTTO can only be assigned one tripper for that week (probably the longest a.m. tripper for which s/he bids). And HASTUS will either explode or implode, but it will not be pretty.

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 cycle of Union 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 cycle of Union 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



Favorite Quotes

As you can imagine, your union officers receive a ton of emails each day. (Please, no more cute kittens. Thank you.) At the bottom of many of these emails are quotations. For way too long I have skipped over until just recently. I have discovered a wonderful world of ideas that are worth taking a few seconds out to read.

The quote that first captured my attention was:

"Any member introducing a dog into the Society's premises shall be liable to a fine of one pound. Any animal leading a blind person shall be deemed to be a cat." *Rule 46, Oxford Union Society, London*

After reading this quote and wondering why it was chosen, I decided to search back through saved emails to see what other sayings, quotes and musings struck a cord with the sender. I found that some of you tend to send the same statement for months. Others of you change your messages at least every few weeks if not days. After reading these quotes I originally decided to do a top ten list. That is until I realized that there were more than ten that should make this article.

Without further ado:

"Elmo says, no!" *Elmo of Sesame Street*

Many of you really, really like Sir Winston Churchill. Here are three of his quotes:

"A fanatic is one who can't change his mind and won't change the subject."

"I like pigs. Dogs look up to us.

Cats look down on us. Pigs treat us as equals."

"From now on, ending a sentence with a preposition is something up with which I will not put."

Others of you tend to look towards the stars.

"It may be that the old astrologers had the truth exactly reversed, when they believed that the stars controlled the destinies of men. The time may come when men control the destinies of stars." *Arthur C. Clarke*

"When you reach for the stars you may not quite get one, but you won't come up with a handful of mud either." *Leo Burnett*

"I will love the light for it shows me the way, yet I will endure the darkness for it shows me the stars" *Og Mandino*.

As I read through these various quotes it became more and more obvious that I was not familiar with some of those quoted. I was leaning towards giving you a bit of background on the more obscure, but then decided I had enjoyed my journey learning a little about the unknown and decided to let you find out on your own more about each author. Its now up to you find out who they are and why they deserved (or not) to be quoted.

Being a member of a labor organization some of you even found inspiration in the movement.

"Long ago we stated the reason for labour organizations. We said that union was essential to give labourers opportunity to deal on an equality with their employers."

US Supreme Court.

"First they came for the Communists but I was not a Communist so I did not speak out. Then they came for the Socialists and the Trade Unionists but I was not one of them, so I did not speak out. Then they came for the Jews but I was not Jewish so I did not speak out. And when they came for me, there was no one left to speak out for me." *Martin Niemoeller*

"Labor is prior to, and independent of, capital. Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration." *Abraham Lincoln*

What does labor want? We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures." *Samuel Gompers.*

Some required a bit of thought (as well as a lot of space):

"Was all this bloodshed and deceit - from Columbus to Cortes, Pizarro the Puritans - a necessity for the human race to progress from savagery to civilization? Was Morison right in burying the story of genocide inside a more important story of human progress? Perhaps a persuasive argument can be made - as it was made by Stalin when he killed peasants for industrial progress in the Soviet Union, as it was made by Churchill explaining the bombings of Dresden and Hamburg, and Truman explain-

ing Hiroshima. But how can the judgment be made if the benefits and losses cannot be balanced because the losses are either unmentioned or mentioned quickly?" *Howard Zinn*

At first I wondered what inspired your choices, but soon came to the conclusion that it didn't matter. What did matter was that you decided to share this quote with others in the hope, I believe, that we would gain from the experience.

On to a bit of business. Several Metro classifications are scheduled to pick their work. Shop Stewards I ask that you familiarize yourselves with the pick sheets, posted run cards (they are on the 587 web site) and associated forms. As is often said, you are the first line of information for the local. If you can't answer a question, please refer the member to the Recording Secretary or one of the other union officers.

For you Part-Time operators the upcoming pick is one of the most complicated that we have had. Please check not only the work, but the supplements, the various postings on the boards as well as any and all handouts. I would strongly suggest you visit the pick preview prior to picking. Again, you may call the Recording Secretary with questions.

If you have a question during the pick there will be union and management representatives present that can assist you. Here's to a successful shakeup.

The Price of Pride

By Elaine Monzon

This last month's (April) Charter Meeting was a good example of the disparaging attitude of both Metro Management and yes, our own Membership. The two main topics of at least the Thursday night meeting was an Arbitration Request for a VM Mechanic from the Eastside and a motion/charges of misconduct against a Member and Executive Board Officer, by another Member and also Executive Board Officer, both from South Base.

The Mechanic, after a prank committed upon him turned sour yelled out the "F" word in frustration...30 days later Metro felt his 'Behavior' was so egregious, hostile, violent and other bs like that....that he was terminated! The consensus was that Management was way out of line for their 'Discipline' considering the 'Offense' was not directed at anyone, with NO threat of retaliation to the perpetrator of the deed gone wrong.

The other case was a little more controversial and much more emotional. As the Operator who was being charged with 'Disloyalty and Conduct Unbecoming a Member' - had sent an email to the other

Operator over a pick room error that included such wording as, "You're a Dead Man" and "I am going to Kill you"this was not an 'alleged' incident but one of 'fact'. There was no denial as to the content of the email from the Operator who sent it.

With all that in mind...perhaps because the sender was a small woman and the recipient a man much larger than she, South Base Management did not want to acknowledge it seriously and diminished it's validity as a 'Real' Threat?...but if the situation were reversed, or if a driver had sent that kind of email to their base chief - I don't think Metro's decision to dismiss it entirely would have been so quick?

Or maybe South Base Management felt it was 'Pay Back Time' to these hard working union reps for 'meddling' with them so much over the years that they figured they would just sit back and watch them fight it out between themselves with 587 refereeing?

Several people at the meeting also tried to diminish or dismiss the severity of the incident as if it were no big deal because THAT was just

how "She" - that operator - talked... So if we had some neo nazi skinhead driver spouting anti-semetic/racist remarks at folk we should just let it slide because that's how that driver talks?!

Some did not want Management to think 587 was divided with cat-fighting within. That it was not 'Good Timing' to address this issue now as THIS might affect the upcoming Contract negotiations. Give me a break, there is NEVER a good time for this kind of stuff! If anything, WHAT it says to Management is that 587 cleans it's own house! As WE can't help what goes on out when we're driving... HOW we are treated by the random public or WHAT they say to us, but WE have an expectation of what goes on between ourselves as Brothers and Sisters of 587!

Others thought this might start a precedence for members charging other members...but if the actions are so severe- like this was, WHY not? Is it so unreasonable to think that we should have a basic core of values to abide by...Thou Shall Not Lie, Thou Shall Not Steal, Thou Shall Not Threaten to KILL your Union

Brother or Sister???

Whatever their reasoning, Metro is going to be in hot water over this one down the road in the very near future. As regardless of whether Metro Management wants to accept or ignore this type of behavior, LEGALLY they have a responsibility to ALL their employees to protect them against THREATS of Violence and Murder! Recently, in April, a Yakima man was arrested by the FBI for sending Sen. Patty Murphy an email that included "...I want to *@#* Kill You!..." because she voted yes on Obama's Health Reform!

Regardless of whether 'serious' or 'joking' or just 'venting anger' - It doesn't matter how 'mad' one gets, it is NEVER ok to threaten to do another harm - PERIOD!

There's a big difference between being mad, angry, upset, etc and spitting off something like, "F*** You A**hole!" to someone's face or even over the telephone...versus the deliberate act of getting onto a computer and physically inputting each letter/word of an email (that includes "You're a Dead Man" and "I am going to Kill you") and including cc'ing

continued on page 12

Vice President MacAdam's Report

By Don MacAdam



The Twilight Zone

Where to start?! My new nicknames? Silly investigations?

Pompous chiefs? Serious investigations? So many subjects and so little space!

Well, let's start with "Silly" investigations. When I was at East Maintenance last month, someone said that they had heard that Mo had been arrested at North Maintenance for assaulting a mechanic. I was not aware of what had actually happened, so soon thereafter Mr. Lillquist was walking by and I asked if he could confirm the "RUMOR". He said he didn't know anything. As I have handled grievances at E.M. when Mo was there, I was not surprised to hear this rumor. I apparently had forgotten that he was moved to N.M. because of good behavior. Then, almost everyone at North Base petitioned Metro for a re-pick so that they could leave to get away from Mo. I later received a call from a mechanic that said that Mo had allegedly lunged at him but had been restrained by another employee, and a witness confirmed the incident and what had caused the outburst! I told the union member to file an incident report. And, this week I have received complaints about Mo mistreating other union members. I have also notified Mr. Chu, N.M. supervisor, that I will be conducting an investigation into these alleged incidents. I also requested that the Supervisor send me the results from his investigation of the "lunging incident" which occurred 11/16 & 19 of 2009. Apparently this incident is still under investigation!!!! Well, it has only been 4 or 5 months since it happened with the names of the witnesses on the incident report. So, with all this information how could anyone possibly come to the conclusion that Mo had "allegedly" been arrested for assault!!!!

It took a while, but here is the Silly Part...Metro has conducted a full-scale investigation as to how this chief could be maligned by this vicious rumor!!!!

I asked Mr. Chu (at the prompting of Mr. Trick), "We heard a rumor that the Easter Bunny may show up in two weeks...are you going to investigate that?" To his credit he said, "No!"

When I started working at Metro, the chiefs considered themselves to be god! And, to help bring them down to earth, I will once a month go into certain chiefs and their convictions. Here's one: a chief who was in charge of the apprentice program (and has since retired) was caught accepting a large amount of cash from one of his apprentices. A letter from the Supervisor of Metro soon appeared at all work sites that said, "It is not necessary for employees

to loan money to Metro chiefs." This chief was removed from the apprentice program and sent to a backwater base for a while.

Serious Investigations by your Union for hostile work environments at: East Maintenance, South Maintenance, and now North Maintenance.

U.L.P. (Unfair Labor Practices) are currently being prepared for Vehicle Maintenance for un-negotiated policies.

My new nicknames...in my effort to represent our Union members to the utmost of my ability (with help from above) and having been given free reign by the Union President and help from YOU! the Union members, a Metro Manager told President Bachtel that, "Mac Adam is not just a loose cannon, and he's a road side bomb!" And, I have also been described by one of my board officers as a "Renegade"! In trying to be (when first elected) Mr. Reasonable, I let Metro draw blood twice before I was unable to endure the disrespect for our Union Members from certain managers any longer. In doing my job the way you want, I hope to be collecting more nicknames from Metro.

Deceased – James Patterson, Sheet Metal worker.

Retirements—Art Patajo Esq And Tom Dannenfesler E.T.

WHAT'S GOING ON!

Currently, we are working on 5 arbitration requests and have 19 active grievances in Maintenance.

Mr. Richard Graf's termination is going to arbitration.

Time clocks...this issue is a hot topic in Rail now.

Holsworth grievance—587 filed Harassment charges against Mr. Marcel. Metro has totally blown off the idea that a Chief could harass someone (we know different). They were so desperate to make their case they even quoted my newsletter article which was a little out-of-date as they are about a month old when they go out.

Rigtrup grievance—given time off for sexual and disability harassment?? I think they found a psychic and paid them a lot of \$\$ to come up with this one since there was no innuendo or knowledge of a disability.

Chief Movement grievance—The Metro response to this grievance is insulting, once again. According to Metro, we have never had a re-pick because of chief movement, and this one was done as per the contract (even though we were notified after the fact). This is a good case for having drug testing for managers. Later in this article, you will learn about the current status of this grievance.

Also, please be aware that stack-

ing boxes next to someone's tool box is now considered harassment. Investigations are underway at E.M.

"O.K. to Steal from Employees" a new Metro policy? An E.S.W. was on O.J.I. and unable to take his vacation. He returned and picked his vacation to use up before the end of the year so that he would not lose it. He went out on O.J.I. again before his vacation time, and did not return until Jan. of the following year. As per the contract, he requested his vacation be carried over. Metro said NO!!!! We filed a grievance hoping Metro would do the "right thing"... Metro claimed that the employee had waited past the 15 day filing period so the grievance was "not timely" and we were forced to drop the grievance, and Metro took (stole) 4 days of this man's vacation time.

WORSE BASE OF THE MONTH—

Still E.M. but I received so many complaints from N.M. I thought there was going to be an upset!

WORSE WRITE-UPS...

of the year being shared by Marcel & Smail again.

Unfortunately, to be fair, I feel inclined to add a new worst category, and that would be for "Worst Union Mistake of the Year." This goes to V.P. # 2 Don Mac Adam! As some of

you are aware, I have been dealing with a painful illness that some of you have kindly offered to fix with air tools...as a result, I missed a response deadline on the chief/Supervisor movement grievance, so I forfeited the grievance. The only good news in this is that it does not set a precedent which Metro can use against us in the future, and we will be free to grieve it again, if necessary.

Also, the 3:30 afternoon Union meetings for Maintenance seem popular, especially since I missed the last one and a motion was made to take \$100 out of my salary for the pot draw at the end of the meeting (thank you Mr. President).

NEW VEHICLE MAINTENANCE MANAGER—

Mr. Randy Winder. He is someone who has worked his way up through the ranks with a good reputation for being a professional and acting wisely. Now, if his supervisors will not interfere and let him do his job, I will not have to write about so many stupid decisions and we can concentrate on getting the job done and dealing with the real problems that pop up!

So, we welcome Mr. Winder, and also a fresh start, a clean slate, a new beginning!

Bulletin

April 15, 2010

To: All Local 587 Members

From: Paul J. Bachtel, President / Business Representative

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

King County Metro negotiations are well underway with the subcommittees finishing their proposals and active negotiations about to begin. I'd like to express my appreciation to all of our Executive Board Officers for the professional manner and enthusiasm in which they have approached their work.

Once we have finalized the majority of our proposals we will begin meeting with Metro managers at the core bargaining table. We may conduct business a little bit differently than in past negotiations by sending proposals deemed viable by both sides at the core bargaining table, back to subcommittees to the workout the details. We may also be sending Executive Board Officers out to

conduct polls of the membership to ensure we are on a path of which the membership will approve.

In past negotiations a few members have alleged negotiations were being conducted in secret. Although I certainly don't approve of conducting negotiations in public, I want you to know you are part of the process and I will be keeping you informed through updates, bulletins, worksite visits, and polls.

Union and management should be able to finalize negotiations ground rules early in May at which time I'll be able to give you a better idea of final dates to submit proposals and the overall plan to reach a tentative agreement or move forward towards mediation and interest arbitration.

The Financial Secretary's Report

By Paul Neil



May 2010

The ATU Local 587 *News Review* is one of the most important ways the Union communicates with the membership. The *News Review* also costs a significant amount of money every month. The March issue of the *News Review* had 12 pages and 3300 copies were produced. The membership paid the following costs for those 3300 copies:

Layout	\$1,375.00
Printing	3,192.00
Delivery to worksites	289.47
Postage	244.25
Mailing Service	209.54
Total	\$5,310.26
Cost per copy	1.61

These costs do not include the time spent by your officers and the office staff on creating the *News Review*. One area that has been identified where money can be saved is in mailing out copies of the *News Review*.

Currently we mail the *News Review* to all of our 450 retired members, our members on the Olympic Peninsula, other ATU locals, the news media and various elected officials for a total 900 copies mailed out. Starting with the July issue, unless you have requested that the *News Review* be mailed to you, we will stop mailing out the *News Review*.

Since the paper in your hand is costing you \$1.61, please do not be wasteful with it!

Below is the report I presented to the membership at the April cycle of meetings.

March 2010 Membership Meeting Report

New Member Applications submitted to the ATU International in March:

Name	Employer	Position
PAUL COUSINEAU	CTS	TRANSIT OPERATOR
DARRELL W. PRITCHARD	METRO	MECHANIC
FREDERICK DESANCTIS	SPT	OPERATOR
BRADLEY HAWLEY	SPT	OPERATOR
CHUNG KWAK	SPT	OPERATOR
NASRUDIN MUSSE	SPT	OPERATOR
NURADIN Y. MUSSE	SPT	OPERATOR
JOHN F. REED	SPT	OPERATOR
ROMAN A. TORRES	SPT	OPERATOR
KEN F. WONG	SPT	OPERATOR
AFOWERKI A. ZERATION	SPT	OPERATOR

In the month of March 2010...

we reported 11 new members to the ATU International. One is employed at Clallam Transit, one at METRO/King County and the rest at Seattle Personal Transit or S.P.T.

This brings are total active membership to 4074. This is a decrease of 10 members compared this time last year when we had 4084 active members.

Bills:

All financial figures are subject to the review of the Executive Board. In March total income was \$237,852.08 which is a decrease of \$7,261.06 or 3.0% over last March. Most of the decrease was in initiation fees which were also down by \$6,040.66 or 75.7%.

Per Capita payments totaled \$54,997.30 which is a 0.4% increase over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$167,748.87 which is a decrease of \$32,371.87 or 16.2% over the previous March. The largest areas of decrease were in assessable expenses which were down \$11,084.05, in payroll which was down \$1,902.40 and in payroll taxes & benefits which were down by \$17,827.36 compared to last March.

This amounts to a \$15,105.91 surplus for the month compared to a deficit of \$9,790.10 for March 2009.

My activities for the month:

Worked with the Audit Committee on the 6 month report for the

period ending 12/31/09 which has been completed and sent off to the ATU International.

Our annual LM-2 filing with the U.S. Department of Labor has been completed and filed.

Enrolled almost all of our new members at 1st Transit.

Attended the Clallam Transit awards banquet where ATU 587 Shop Steward and negotiations committee member Bob Eash was proclaimed CTS's Employee of the year.

We have received a list of properties from our broker that meet our needs. I have been instructed by the Executive Board to continue down the path of buying a building. If we were to purchase a building it would require additional revenue so I will ask you the members the same question I did of the Executive Board: Are you willing to support at least in principle a special assessment of approximately \$5.00 per member, per month to pay for the purchase and up keep of a building? I would like to see a show of hands.

COPE Report

Submitted by Judy Young, Local 587 COPE Chair

Officers and Members, While attending the ATU International 2010 Legislative Conference, Vice President Rick Sepolen and I along with other ATU Officers of Washington State visited with our State elected officials: Senator Patty Murray, House of Representatives Jay Inslee, Jim McDermott, and Brian Baird all whom respectfully honored the request to hear and discuss transit issues. We, thank you.

As per procedures according to Senator Marie Cantwell's office, a

schedule form requesting an office visit was completed and submitted with an email as a follow-up. There was no response from her office.

On March 15, I called Senator Cantwell office in regards to our request to talk transit. Her office acknowledges the request but said "they failed to get back to us" and that someone would return a phone call. The return phone call never came.

Senator Cantwell serves on the Transportation Committee and the question comes to mind, "Is she Pro-

Transit or not?" Senator Cantwell is serving her 2nd term as Washington State Senator; she ranks 33rd in seniority. ATU International and Local 587 has supported and endorsed her, yet not once has she responded to a request to meet constituents from the State of Washington.

There are two important bills in the House of Representatives: H.R. 2746 and H.R. 2847, which would give local transit systems of all sizes the option to use a portion of their federal transit funds for operating assistance and put an end to service cuts.

ATU has 7000 members within the State of Washington and not to have an opportunity to speak with the Honorable Senator Marie Cantwell or a staff person was very disappointing and frustrating. I heard the same complaint from other unions lobbying on Capitol Hill.

When the labor community says our elected officials have forgotten; turn their backs on the working class, we must remember this and vote accordingly with Labor Neighbor Community.

The Recording Secretary's Report

By Brian Sherlock



Budget Issues affecting Pick

Budget issues with Metro and 587 are playing major roles in making the upcoming pick more of a challenge than normal. The schedule makers are understaffed and at the same time face having to learn new software and processes to reduce the hours of service and cut recovery time. These issues are all budget-driven and have multiplied their workload. With each recent shakeup, we have faced increasing numbers of errors in the roughly seven thousand pages of run cards and pick postings. Compounding this are the reduced service days and the addition of new deadhead instructions where recovery time used to be. Trips that are incomplete or instructions that do not make sense are the inevitable result of all this change dumped on our overworked schedulers. On the Union side, our hard working budget committee has fought with our budget short-fall and cut back the manpower we have for the pick crew. These forces will collide when more problems meet less time to catch them, but

the budget realities are undeniable for both sides.

I have tried to assist by improving the clarity of the pick resources on our web site and will be continuing to sort and break out separate pdf files for categories of work, but it takes a ton of hours and is very slow going. This has been compounded by numerous problems like not getting all the electronic files the Union needs and having to go to a base, grab a couple-inch-thick print-out and scan the pages for web posting and checking contract compliance. The IDs have been similarly problematic with several classes being listed wrong (off by one ID number for example) and as many as three operators with one ID. I believe that the last item is a secret plot by Kevin Desmond, our GM, to get three for the price of one as a budget-cutting measure. Never underestimate the sneakiness of management!

At our recently organized property, First Transit, there have been some interesting developments. We are hearing that management is

telling our members that the Union was actively in favor of removing some of their benefits. This would be comical if it weren't for the impact of the issues. Luckily, I took extremely thorough notes at the negotiating table and we can prove to our members exactly what took place. I urge our members to come to any one of our 5 Union meetings per month and discuss the issues in detail. To give just one example, our members have been upset with changes in their options for use of vacation time. Before the contract, employees could take vacation that they had not yet earned, potentially having to pay it back if they left employment. At the table, Janis Webb, the operations manager, wanted the employees to have "earn and burn" where time can be taken as soon as it is earned. The attorney sent by First Transit to negotiate felt that would be too difficult to manage. I urged that Janis would be the one faced with oversight and that we should "show her some respect" (since she agreed with us!). He remained opposed and was calling the shots for First Transit. What resulted was a vacation payout once per year. This does not rob employees of vacation time and the Union was not in favor of doing so. This was a corporate representative issue. Since the accounting of earn and burn is essentially the same as a yearly payout with multiple vacation periods taken during the year, I suspect that we will be able to get this improved at "Labor-Management Relations Meetings" (LMRCs) where changes to contract and other issues can be addressed. Management gains nothing by continuing to anger employees with this change. In fairness to the First Transit attorney, whose many years of experience negotiating were often a benefit at the table,

where we could cut through the "bull," his days of managing these accounting issues predate the computer era and were harder "back in the day." There are other issues with similarly misleading explanations making the rounds. Come to any of the meetings and get the *real* good, bad and ugly.

Metro negotiations have started by the time you read this. As you might expect, knowing our President's style of doing business, we have never been so prepared and it will be interesting to see how Metro compares to the four negotiations already completed in less than a year. I have, for many months, commented on the astounding difference seen when negotiating with a management team who has proven their honor and good intent over the years. There, we have even been able to come in the door with significant concessions, knowing that they would be repaid, based on a deep reserve of trust, honor and consideration. At Metro, there are a very small number of managers who have earned such hard won respect that their word and good intent are unquestioned by your officers. Unfortunately, we face serious concerns about anyone at the negotiating table who has proven themselves Machiavellian and devoid of the human factors fundamental to earning our respect. Unless we can rid the negotiations of that influence, it will be a long and far less productive process than either side would hope for. I, personally, want our members to know that negotiating four contracts in less than a year, with the best and the worst, has proven in "trial by fire" that your bargaining team has the ability and fortitude to meet management in whatever kind of negotiations they choose and are able to sustain.

President's Report, continued

by management at this particular Vehicle Maintenance base indicate an inability to manage. Discussion has been replaced by unnecessary Employee discipline. Rather than having a meeting with the chiefs, leads, and shop steward to jointly work out solutions to the problems at the base, the blinders approach has been to issue discipline to try to whip their minions into "shape."

Our membership recently voted to approve the arbitration request of the member who was terminated. During the discussion regarding the arbitration request, a separate debate took place regarding how this Union should respond to the present management failure. A few members suggested the Union should tone down its rhetoric or change its tactics. A much larger

group (primarily members from the affected classification) argued the Union should answer inaction with action.

I'm hopeful a peaceful and businesslike solution can and will be found. Perhaps our new Manager of Vehicle Maintenance will intervene? If not, the middle managers responsible, and/or their superiors, may find they have the opportunity to explain to the King County Council why members of Local 587 are demonstrating their anger in a way the council and the public don't appreciate, and which the Union cannot stop.

In solidarity,
Paul J. Bachtel
President / Business
Representative

WORK SITE VISITS

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

May 14th	Component Supply Center	2:00 pm – 2:30 pm
	South Vehicle Maintenance	2:30 pm – 3:00 pm
	South Operations	3:00 pm – 5:00 pm
May 21st	Seattle Personal Transit	2:00 pm – 5:00 pm
May 28th	South Facilities	5:30 am – 6:30 am

Upcoming at Local 587

- May 3 First Transit Shop Steward Training
- May 6 Charter Meeting
- May 7 Morning Meeting
- May 8 Part Time KC Operator Pick Begins
- May 10 Full Time KC Operator Pick begins
- May 10 Jefferson Transit Authority Meeting
- May 11 Clallam County meeting
- May 12 Wednesday Afternoon Meeting
- May 25 Executive Board Meeting

The View from the Buses

Retirees' Corner

By Bob Morgan, Retired First-Line Supervisor

Staying with the theme from last month I thought I'd let some of you know what used to be normal at Transit. When I started there were four bases: Atlantic at 1300 Airport Way S, Jefferson at 14/E Jefferson, and North at 5 Av N/ Mercer, and finally Dearborn 8 Av S/ Dearborn. Each Base was different from the others. Atlantic had been the H.Q. for Seattle Transit so it had two floors with many offices and a large maintenance facility attached to it. Oh, and it had one more thing, a restaurant which was open around 4:00 AM to 3:00 PM weekdays. Food was decent and I remember a waitperson who now is a Base Chief, really. North was somewhat smaller and the shop was downstairs (the walls of the base were always dirty from exhaust). The other thing at North was the uniform store. Detailed operators worked, stocked and ordered the apparel for all of us. Around 1978 or so the agency decided to bid out the job to outside companies. Shortly after I qualified an operator refused to wear the pants issued. Seems they were non-Union made and he wore the shirt, parka, etc with his Post Office issued pants. He continued to wear them until Union-made pants were available. Jefferson had all wood floors throughout, due to the fact it was first a streetcar barn then trolley base. Dearborn was the smallest — Small shop downstairs and operations upstairs. You could—maybe—fit 20 skinny people in the bullpen at any one time. There was a side room with some lockers and a bench. Down the hall was the office for the Base Supervisor and finally a room with wall lockers and a pool table and one vending machine. And the lot for parking the coaches — one across the street and one north of the building. If you had a sign-out after 6:00 AM your coach was and could be as much as 2 blocks away on the street. Parking for employees was on the street at both Jefferson and Dearborn and at a premium. You always factored the parking with your sign-in time, so as not to get a miss. Oh, did I mention in those days no Union minute, report time at 6:00 AM, not there, miss, period. (Yes I had my share.)

Except for the new AMGs, all bases had different equipment to drive. Dearborn was the home of the sticks. Travelers, Picture windows, and older GMCs. 6 Cyl., V-6 and V-8 diesels, most with 4 speed trannies and all shifted different. We had two "Deckers" 340 and 341, 8V71 diesels and FAST. I remember deadheading to Federal Way one morning, didn't shift into high until the speedo reached 65! Lord, they were a blast to drive.

Another thing that separated Dearborn was we hauled freight. Yes, on your run cards you had freight stops, and you better not miss them or they would call Greyhound who in turn would call the coordinator and

so on. I'll try and list most of them. Snoqualmie was at the Drug Store, Issaquah was at the Greyhound stop on Gillman Blvd. Auburn was at Valley Electronics (across from the drive-in theater). Kent was a small engine repair shop on Meeker. On the 432, now 174, it was at Wickenburg. (I think that was the name.) They sold Government surplus vehicles in Redondo. And finally the place that ALWAYS had freight, Planter's Florist in Bellevue. So once you got the freight and put in the baggage area under the coach, where did it go? GREYHOUND, that's where. We would pull into the lot and find a dolly and load it up, roll it to the door and let them know it was there. Sometimes you would pick-up and deliver back while on your route. There were a couple of trippers that would go to Trailways prior to going to Greyhound.

This was one of the reasons you had to be able to carry 50+ lbs more than 100 feet to hire on back then, and yeah, some was way heavier than that for sure.

I have a story about one afternoon on the 150. In those days, there was a Local, Express, and Flyer on the route 150. I was driving 150/12T, a long local and a partial trip to Algona/Pacific. The 150 local used to travel along E. Marginal Way S to S 112th, through Foster and Riverton Heights and then back to Interurban. Then to Southcenter, O'Brien, Kent and finally to Auburn (27 St SE/D St SE). This particular run had a stop at Valley Electronics. As I pull in there are 100 boxes stacked. All full of wax candles. You would let the customers know what you had to do, and no, no help from the people in the business. After almost 10 minutes we were on to 1st /B NE. There I would change into a 153 to Algona/Pacific. This was similar to today's 181, at least as far as where the Mall is anyway, then south to both cities. Then back to 1st/B NE, then to Greyhound. As luck would have it when I got to 15 SW/CSW and made my left to head to Auburn, apparently a box somehow hit the inside latch and, you guessed it, almost all the boxes fell into the roadway. Another 5 minutes to pick-up everything — then to Trailways (7th/Virginia-Westlake) and then to Greyhound. Finally got back to the base 15 minutes late. Oh, another thing about Dearborn. When returning to the base in the PM, you were to go Atlantic to have your vaults removed/replaced, so that always added time to an otherwise long day. Vault shifts were filled by drivers and that was the norm until sometime in the late 80s or early 90s. Most vault shifts were operators with a lot of seniority. One of my first evenings working at Jefferson, I pulled into the vault coach and as I opened the door to the coach, the person came out of the vault coach and, well, I got a contact high. They sure knew how to live it up on those shifts.

These were fun times, I'll remember them always. It was a special job back then. I really got up everyday looking forward to work — no kidding. I made friends then and we are still friends today, some 34 years later. There was a bond between most operators then, looking out for one another, always waving as we passed on our routes. If you had a problem, somehow it became everyone's problem, all would try to help whoever was having an issue, whether work related or to do with your home life. We got together after work socially, even with management on occasion. Seems that those days are gone. Sad really as most of you reading this never experienced that kind of environment.

Looks like Dale and Linda Bartz can finally move to the Philippines, their house is almost ready. On a sad note, Mike Yamamoto, retired first line, was involved in a horrific vehicle accident on the West Seattle Hi Rise in early March. Even though he walked away from the accident the

responding aid crew took him in for further testing. As a result of the test a large mass was discovered on the frontal lobe of his brain. According to the surgeon, he would have likely died within a few weeks. Lucky. Also got word via Roger Cady that Jim Patrick had open-heart surgery, also in March. Said the former Operations manager should be able to realize an additional 10-15 yards off the tee after recovery. Ran into Bob Bangs at the Las Vegas Airport in mid March as he was waiting for a flight to Sea-Tac. Nice but way to short of a visit. Doug and Laurie Beatty will, by the time you read this, have spent three wonderful relaxing weeks in Kona...I know of this since they rented our condo (Thanks you two). Dan Sheppard is on his way north after the 1st week of May. Most of the other Arizona snowbirds will be moving north shortly thereafter.

Guess that should do for this month...

See you soon, From the Buses.

Bewildering Transit System, continued

to come about the Fare Evasion Study that King County is doing? I wouldn't hold my breath.. Like everything else, it will get lost and nothing will be done because they have this belief that doing something would cost too much money that they can use somewhere else. Take the study about automated systems (talking bus) we are still waiting for, or the study of automated transfer machines which are sitting in some warehouse collecting dust. Back in the day in Salem, Massachusetts when people acted weird they were labeled witches and burned at the stake. Now I'm not advocating burning anyone at the stake or violence of any kind, but a witch hunt can happen come

this November.

Former King County Executive Ron Simms once said he wanted King County Metro Transit to be an innovator in the transit industry and a leader, but from where I sit we are more like imitators. If they truly want to make this system run more efficiently then all they need to do is take all that money they are spending on useless audits and use it to get people out of their cars and onto public transit and on security for both the drivers and the passengers. Only then will the system run efficiently. It will not come from cutting recovery time and treating drivers like robots.... O metro, metro, wherefore art thou metro?

Price of Pride, continued

the post to President Bachtel and VP Sepolen, thus making it NOT private, and then hitting that SEND button???

But as for ATU587, perhaps we need to look closer within ourselves, as if the President and the Vice President were cc'd on this "email"..... why did no one step up and try to resolve this? Maybe if 'Apologies' were made earlier or some kind of intervention done, then we all might not be asking HOW did this situation get left to escalate to the "Charges" level?

A lot may have to do with what many consider "PRIDE". It makes us as humans do stupid things sometimes? Say things, do things we shouldn't even when we know they are wrong, but then getting in the way of admitting to it, or making amends for it. SELF pride is one thing ... SELFISH pride or FOOLISH pride another. Often times 'Pride' leads to 'Arrogance' then 'Denial'

then 'Excuses'it's led to horrible feuds, riots even war!

The end result after all the April Charter Meetings...after all the votes were counted, the majority of the membership voted YES by well over 50%, but 75% was needed to move the "charges" to the next level, therefore the motion failed. This situation was unique to, as it conjured up different feelings for different people, passive for some, tormenting for others - but we can ALL learn from it...so the next time something happens that riles you up, STOP, and before you decide to open your big mouth or hit that send key, take a pause and THINK, don't let your pride take you over, as that 'feel good moment' it gives you is fleeting...the aftermath PERMANENT.

Elaine Monzon #20582
Atlantic Base