

NOVEMBER 2001

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ATU

LOCAL 587

# News Review



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VOL. XXIV, NO. 11

## The President's Report

# Negotiations Update

by Lance F. Norton



Lance F. Norton

### Where are we now?

**I**N LAST MONTH'S ISSUE OF OUR newsletter, we presented the wage proposal we submitted to Metro/King County, in its entirety. Your Union office received many calls from members expressing their appreciation for the information. By pub-

lishing not only the wage proposal, but our justifiers as well, I wanted all members to know that should we have to go to arbitration, we are prepared for that battle.

Metro's wage counterproposal can be stated in one sentence: the COLA, as we now have it, minus the 3% floor. That's it. No more, no less. Understand, of course, that this was Metro's opening proposal. We expected to be low-balled, and we were. Can it get better? Of course it can, but can it get "better enough"? That remains to be seen. I remain optimistic, and not because I'm naive. I feel we are prepared to stand behind our justifiers and I intend to see this fight to the end.

### The more things change, the more they remain the same

As so many of us who have been here and gone through this

*Historically and traditionally the process of selecting mediators and arbitrators does not begin until the expiration of the current contract.*

many times before, I knew early on that it is never easy and never seems to conclude when it's supposed to.

At the very beginning of negotiations I looked down that long road ahead. Historically and traditionally the process of selecting mediators and arbitra-

tors does not begin until the expiration of the current contract. The mediator is usually not slated to come in until talks have broken down, or when both sides are willing to negotiate but each side feels the other isn't moving. I wanted to ensure that if we got

*continued on page 6*

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## The Month at a Glance

### Tentative Agenda

#### Membership Meetings:

**CHARTER MEETING**  
Thursday, November 1, 2001  
8:00 p.m.  
IBEW Hall Auditorium  
2700 1st Ave., Seattle, WA

**MORNING MEETING**  
Friday, November 2, 2001  
10:30 a.m.  
IBEW Hall Auditorium  
2700 1st Ave., Seattle, WA

**JEFFERSON TRANSIT**  
Monday, November 5, 2001  
8:00 p.m.  
Port Townsend Rec Center  
Port Townsend, WA

**CLALLAM TRANSIT**  
Tuesday, November 6, 2001  
7:00 p.m.  
Vern Burton Memorial  
Building, Port Angeles, WA

#### Among topics to be discussed:

King County/Metro and JTA negotiations, arbitration updates.

#### Unfinished Business:

Motion by Sister Linda Averill, tabled at the October Charter meeting and referred to the Executive Board for their review and recommendation. Executive Board did not recommend to endorse. Motion will come off the table at the Charter membership meeting. Motion is to endorse the following statement by the San Francisco Labor Council, to publish it in the News Review, and to forward to the King County Labor Council:

The San Francisco Labor Council (AFL-CIO) joins the nation and the world in mourning the devastating loss of life resulting from the vicious attacks on the World Trade Center and the Pentagon, as well as the crashed plane in Pennsylvania. We condemn the criminality of those attacks and those responsible.

Many of those killed were union members and other workers killed on the job. Our hearts go out to our sisters and brothers and their loved ones. We particularly honor the rescue workers who continue to risk their lives to save others.

No one, in this country or any other, should suffer the fate of the victims in these attacks. We demand that the perpetrators of these crimes be brought to justice. The United States has a responsibility to establish with irrefutable facts the identity of those who were behind these attacks. The tragic attacks of September 11 should be treated as a heinous crime rather than an act of war.

As we mourn this tremendous loss of life, we declare our resis-

tance to efforts to use this tragedy to engage in military actions that can lead only to more carnage and senseless loss of life. We reject the idea that entire nations should be punished for the actions of a few. Bombing raids and military strikes will only fuel an endless cycle of revenge that can only bring the deaths of more innocent civilians, both here and around the world.

In the face of such sorrow, we urge all people, particularly members of the labor family, to stand united against prejudice, hatred and intolerance wherever it arises. Within our own borders, we call upon all in our communities to join us in immediately confronting any anti-Arab, anti-Muslim, anti-Sikh or other anti-immigrant hate speech or acts of violence, whether in our neighborhoods, our workplaces, or in the media. We strongly oppose efforts to curtail the rights of immigrants and refugees, including expulsion of suspect foreign nationals without due process.

We also declare our resistance to efforts to use this tragedy to curtail our civil liberties. Militarization of our society inevitable leads to erosion of civil liberties and worker's rights. We must remain vigilant in the defense of our democratic principles, including the protection of our civil liberties. Already proposals have been put forward to allow increased federal surveillance of private activities, and there is a strong push for greater use of racial profiling. In the past, na-

tional security has often been used to justify interference with our rights to freedom of association, to organize, to strike and to picket. We must redouble our efforts to fight for justice, and must not allow those who oppose our goals to use a national crisis as an excuse to assault our civil and economic rights.

We encourage open discussion as to the origins of this crisis and the most appropriate response to

the atrocities that have taken place—particularly about the need for a foreign policy that is based on economic and political justice.

A century ago, Samuel Gompers, first President of the AFL, said that labor wants more justice and less revenge. Our greatest memorial to our fallen sisters and brothers will be a world of peace, justice, tolerance and understanding, underscored by the solidarity of working people.

## Executive Board Report

October 23, 2001

All officers were present.

The following business was conducted:

- Motion by Mike Whitehead to install a contract information hotline at the union office by the November 2001 Charter membership meeting. The message shall have current information regarding contract negotiations. This message shall be maintained by a full-time officer and be updated weekly.

- Motion by Dee Wakenight to purchase a total of 35 \$25 gift certificates to be distributed by draw at the December cycle of meetings as follows: 10 at the charter meeting, 5 at the morn-

ing meeting, 3 at the JTA meeting, 7 at the CTS meeting, and 10 at the retiree's Christmas luncheon.

- Motion by Linda Anderson that Local 587 endorse the Congressional Progressive Caucus Pro-Working Families package for economic stimulus and that we forward a motion to the King County Labor Council/WSLC to request their endorsement.

- Motion by Dee Wakenight that Local 587 donate \$1,000 to the King County Labor Agency to assist union members in need during the holiday season.

- Motion by Garth MacCoy that we hold the Executive Board retreat by the end of November.

## Business of the Membership

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

- Arbitration requests by Shawn Howard, Mario Clack and Bill Clifford et.al. (the Part-time Holiday issue) were approved by the membership.

- Motion to donate \$1,500 to the ATU Disaster Relief Fund in the name of Bill Linkem was approved.

The following members were October pot draw winners: Shirley Walker at the Charter meeting, Mike Breacheau at the morning meeting, Jay Proctor at JTA.

CTS pot draw winner was Barb Clark. Rolling CTS pot draw of \$350.00 was rolled to next month due to Executive Board Officer Mangiameli's absence. Really it was due to the absence of the can of members' names, but who's keeping track?

### ATU LOCAL 587

*News Review*

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### WEINGARTEN RIGHTS STATEMENT

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

### Letters to the editor

Letters/contributions must include signatures, work ID number, addresses and telephone numbers that can be verified during office hours. Letters that cannot be validated will not be published. All articles/letters are subject to editing and should be limited to 350 words or less. Not all letters can be published due to space limitations. Cut off date is the 15th of each month.

Send letters to:

Jennie Gil, Editor  
c/o ATU Local 587  
News Review  
2700 First Avenue, Rm 204  
Seattle, WA 98121

# Letters to the Editor...

## Nickels for Mayor

Dear 587 Brothers and Sisters,

Over the last several years of monitoring the [King] County Council and Sound Transit I have had a chance to see lots of politicians in action. In my observation, one Council member has stood out for his effectiveness, diligence and thoroughness, and integrity. I have been increasingly impressed with Greg Nickels.

Nickels has been a great friend to transit and unions. He spearheaded the effort on the County Council to get Proposition One before the voters to replace funds lost from I-695. He supports the monorail, commuter rail, and light rail. He led the effort to fix the 1st Ave S. bridge, and instituted the Water Taxi. And Greg has always been ready to meet with Local 587 and take our concerns seriously.

This union is very concerned that ANY form of transit, be it

bus, monorail, or light rail, should be not only union, but PUBLIC. I feel I can't stress the importance of this enough. Our members who work for MV Transit (formerly Laidlaw) receive far less in wages and benefits and have more fundamental troubles with management than those of us working for Metro and other public transit agencies.

Greg Nickels has been adamant that transit should remain public, not privatized. I saw him work hard on the Sound Transit board to keep the Sound Transit bus work with the Counties and the ATU Locals. We need a Seattle mayor who we know will work just as hard to make the monorail public transit and union built, operated, and maintained. I feel confident that Nickels will do that.

Some of you might worry that while Greg Nickels is great on transit, can he help us with security issues? I have not worked with him on security, but I know Greg created a 24-hour graffiti

hotline for citizens to report graffiti at Metro bus stops, with rapid cleanup.

We all need to go to the polls and vote. If you live in Seattle, please consider voting for Nickels. If you live outside Seattle, encourage your Seattle friends to get out and vote for a pro-transit, union-friendly mayor.

Thank you.  
In Solidarity,  
Linda Anderson  
Executive Board &  
COPE Committee

working to defeat 745. And now I hear this dissent among our ranks! To me this ranks right up there with "Etu Brute" and Benedict Arnold!!

It's obvious that this person just doesn't understand the importance of a benevolent, protectorate and strong union. It's obvious that this person doesn't understand and appreciate the fact that we have the very best group of union representatives that has ever been assembled and democratically elected. It's obvious that this person does not understand that the Three Thousand Seven Hundred brothers and sisters that comprise this union ARE the union. It's obvious that this person doesn't understand that without the union we would be working for minimum wages. We would have to negotiate wages, medical, dental, optical, retirement, hours, seniority, etc, etc, by ourselves. How far do you think we would get? If you don't know then ask some of your other brothers and sisters around you from the seven bases that have dedicated their lives to this career profession.

I feel so strongly about this that I am sending a check for \$50.00 to OUR ATU Local 587 to help defray the loss from the 353 members that opted out on the "No on I-745 Campaign."

Jim McKenzie, #3052  
Bellevue Base

## Exasperated!

Dear Brothers and Sisters of Local 587:

When I read Brother Paul Griffin's report in the October 2001 issue of the News Review about the member that stated: "I am glad there are organizations like Permanent Offense to protect me from my union. I will thank them.", I became so infuriated that I felt like throwing up. I thought to myself, how could a member of our really great union feel this way? I thought about all the members of our union that participated in handing out informational pamphlets and waving "No on 745" placards. I thought about myself and my other brothers and sisters standing out in the cold at a rally downtown at Westlake

### SEND IN YOUR OPINIONS

Letters/contributions must include signatures, work ID number, addresses and telephone numbers that can be verified during office hours. Letters that cannot be validated will not be published. All articles/letters are subject to editing and should be limited to 350 words or less. Not all letters can be published due to space limitations. Cut off date is the 15th of each month. Send letters to:

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### NOTICE TO ALL READERS

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

## IN LOVING MEMORY...

*When you are sorrowful look again in your heart, and you shall see that in truth you are weeping for that which has been your delight.*

—Kahlil Gibran

**Carey Darrel Young**, passed away on September 26<sup>th</sup>, 2001, of ALS (Lou Gehrig's disease). He was 64. Carey joined Local 587 in March of 1978 and left Metro in May of this year

when his illness no longer allowed him to continue working. Carey will be remembered fondly by his friends, family and co-workers.

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

- Kenny McCormick:** Grieved failure to follow FLSA requirements for travel time for board/report/ATL operators. Schedule pending.
- Dean Landon:** Grieved improper assignment of overtime. Arbitration held July 24<sup>th</sup>, 2001. Decision pending.
- Bobby Wood:** (Laidlaw) Grieved termination for gross negligence. Schedule pending.
- Paul Queen:** Grieved termination due to gross misconduct and falsification of a Metro document. Arbitration approved at the September cycle of membership meetings.
- Liza Bateman:** Grieved termination due to gross misconduct and falsification of a Metro document. Arbitration approved at the September cycle of membership meetings.
- Shawn Howard:** Grieved separation. Arbitration approved by the membership at the October cycle of meetings, schedule pending.
- Mario Clack:** Grieved termination for attendance. Arbitration approved by the membership at the October cycle of meetings, schedule pending.
- Bill Clifford et.al.:** Grieved scheduled cancellation of work for Part-Time Operators on Christmas Eve and New Year's Eve without compensation. Arbitration approved by the membership at the October cycle of meetings, schedule pending.

## The 2001 CLUW Convention...

# Let me CLUW you in...

By Executive Board Officer Dee Wakenight

**O**CTOBER 4-7, 2001 THE COALITION of Labor Union Women, CLUW, held its 11<sup>th</sup> Biennial Convention in Las Vegas. Naturally we had time to reflect on the attacks on September 11 and to remember those who had fallen there, and even heard from some of those present who were willing to share their experiences.

The opening of the Plenary is always interesting, with all the CLUW chapters represented carrying their banners down the central aisle to be recognized by those assembled. This is considered an honor to be chosen to present your chapters' banner to the convention. Instead of issuing numbers the local chapters are known by the area they are located in, for Seattle it is the Puget Sound Chapter. Initial credentials report was 775 registered for the event.

The work of the convention

included constitutional amendments to extend the terms of the national officers, state vice presidents and union delegates/ alternates to the National Executive Board from 2 years to 4 years. Local chapters still have the option of 2 or 4 year terms. CLUW is set up in such a manner that the local chapters function subordinate to the International organization, like our local union does with the International. Also adopted was a method of accountability for those elected as state vice presidents, whose duties are to organize new chapters and hold state meetings. New chapters may only be formed with a minimum of 5 different unions as members. This means that in our area the smaller Unions have the same voice as the IAM machinists at Boeing, with thousands of members that used to hold member meetings in the

King Dome, as it was the only place big enough for all of them at once.

Nevada State Senator Maggie Carlton was the speaker scheduled before lunch on the opening day. Ms. Carlton is a member of Hotel Employees and Restaurant Employees (HERE). She has been a waitress at Treasure Island for 7 years. When she was elected Senator, she put in for time off at her waitress job while she tends to the needs of the State of Nevada. She has a husband and children. Her campaign platform when seeking office was that she understood the problems of the working class because she and her husband are part of it. She was a little late in arriving for her spot on our agenda as she had to leave work and get through traffic to speak with us. Inspiring is the only adequate phrase to describe her effect on those of us as-

sembled to hear her address our convention.

Resolutions were also a large part of the business conducted. There were 28 resolutions to be addressed, affecting the entire labor community and the entire U.S.A. in some instances. Many of these are the traditional women's issues, child care, elder care, pay equity, contraceptive equity, parental leave, immigrant rights, sick leave for family illness, women's outreach, racial profiling. A number of important issues are labeled women's issues because they relate to family matters and social justice.

I would love to tell you that our actions changed the world, but I have no reason to overstate the situation. I do hope that perhaps our actions at least made a little dent. I just wanted to CLUW you in.

## Getting a CLUW

By Executive Board Officer Lisa Carter

**I** WAS GIVEN AN OPPORTUNITY to attend the 11<sup>th</sup> Biennial CLUW (Coalition of Labor Union Women) Convention October 4<sup>th</sup> through the 7<sup>th</sup>. Having never attended one before, I was quite excited by the prospect. The theme of the convention was "Designing Our Own Future", made even more poignant by the events of September 11<sup>th</sup>.

No doubt every attendee came away with different stories and new information learned. One part I particularly enjoyed was meeting other women in Non-Traditional jobs. To be able to get to know women who have been electricians or steelworkers for 25 years (or more!) was uplifting. Not only were they strong and capable, they were an inspiration to many who may not immediately think of such

careers as a possibility for themselves.

Workshops were presented, with a wide variety to choose from, ranging from ergonomics, to stress in the workplace, to how to avoid being ripped off. There was not enough time in the day to attend as many workshops as I would have liked, so Dee Wakenight and I split the ones we were especially interested in attending and then shared the information once we were done. I am hoping to be able to use information gathered from the workshops to write future articles for the News Review.

All in all, I learned a great deal, and I came away with a renewed respect for what any group of people can do when they work together.



*Just thought we'd mention...*

**Two Washington Husky games this month:  
Saturday, November 3rd  
Saturday, November 17th**

**Veteran's Day (school's out!):  
Monday, November 12th**

**Happy Thanksgiving!  
Thursday, November 22nd**

## The Washington DOT Conference...

# 25<sup>th</sup> Annual Public Transportation Conference: Learn, Share, Support

Compiled by Carl C. Jackson

**W**ASHINGTON STATE DEPARTMENT OF TRANSPORTATION has sponsored a public transportation conference for 25 years! That's a significant milestone because even though public transportation has been provided in our state for more than 100 years, we did not have a true "sense" of ourselves as an industry until the last 25. That's not to say that the transportation industry has only matured in the last quarter century; our industry has been a pioneer in many areas that has led to development of many industrial programs and ideals. Rather than the Public Transportation Conference has been an annual opportunity for people in the industry to share ideas, to

learn better methods, and to celebrate our accomplishments. There are some very talented people at work in the transportation industry. Not too many industrial environments can encompass diverse disciplines as mechanics, electronics, direct public involvement, civil and urban planning, etc. and tie it all together so that the general public can be the direct beneficiary of so much effort on the part of so many people.

The conference was held in Wenatchee at their new Convention Center. Wenatchee is a quiet, peaceful town that was at once an excellent place to host a convention. This year, I attended workshops that included such diverse topics as transit labor

laws, dealing with difficult ADA passengers, traffic congestion relief and efficiency, and closed-circuit TV cameras on buses. In each case, the speakers put out generous amounts of information and gave professional presentations. I was able to gather important information about new federal laws concerning ergonomics in workplace, transit contract negotiations, resolution of labor disputes and related arbitration or legal issues, and provide Local 587 board members with this important and timely information.

During the conference, I ran into several familiar faces: Metro/King County's newly promoted Operations Manager Curtis Robinson, Vehicle Main-

tenance Manager Jim Boone, Base Chief John Lewis, General Manager of Metro/King County Transit Rick Walsh, and Local 587 Executive Board Officer Joe Mangiameli. John Lewis, in particular, was awarded for his work in developing new driver recruitment guidelines.

The conference concluded with a lunch that featured Doug MacDonald, the new Secretary of Transportation for the State of Washington, and Margarita Mendoza, Director of Consumer Services for the State Attorney General's Office. Ms. Mendoza spoke about the unique qualities that add to the diversity of this special workplace environment we call Transportation.

## Report on the Public Transportation Conference

By Executive Board Officer Joe Mangiameli

**I**ARRIVED IN WENATCHEE ON Sunday night and found this Chinese buffet. 150 different items, at least 35 of them had tofu!! For the first time in my life I had my fill of tofu!!

But on the serious, business side, I spent the better part of Monday with the folks from JTA: General Manager Dave Turossini, Finance Manager Melanie Bozak, member and fellow contract committeeperson Troy McKelvey and his wife, and Operations Manager Curt Stacey. I attended Dave Turossini's workshop on a managerial technique called Pursuit of Excellence. It was very well presented and a gave great insight as to how he works and thinks. His basic premise is that there are only 2 classifications in a transit agency: driver or driver support. He laid out the

steps of his management program and he has been following them to the letter at JTA. The best part is I feel I got to know Dave's business values and that will go a long way towards union/management relations.

Monday night I went back to the Chinese buffet. 150 different items, at least 35 of them had tofu!! For the second time in my life I had my fill of tofu!!

Tuesday I went to the opening lunch and hung around the CTS gang. I then went to a workshop given by the attorney that represents JTA. He was giving an update on labor cases and arbitration's from the employer's viewpoint. It was very interesting hearing cases talked about from this angle ("We wasted them on this one!! And the "them" is us). I got two messages loud and clear. One had to do with

ADA cases and their potential impacts on issues such as seniority. So far, seniority as defined by a labor contract has not been breached. But he warned that this protection is losing ground, and that even now if the employer doesn't handle things properly the protection might not be there on a case by case basis. The second had to do with arbitration. The lawyer stood there in front of about 50 management types and said, "Do not fear interest arbitration. As far as contractual language goes, all the rulings have been "current language" and all the monetary awards have been less than what labor went to arbitration for." He cited several recent arbitration rulings that proved his point. It raises some concerns and tells us we should be careful in our preparations for arbitration.

Went to the awards dinner Tuesday night with the CTS gang. Had a lousy turkey dinner, all the while thinking about the Chinese buffet with 150 different items, at least 35 of them with tofu.

After dinner I went out with the JTA gang and we had some good conversations about the upcoming contract talks. I guess that is the networking part of conferences everyone is always talking about.

On Wednesday I attended a workshop on ergonomics. Wasn't what I thought it would be and I didn't get much out of it.

I guess I have been spending too much time with Brian Sherlock. I skipped the closing lunch, said goodbye to the Chinese buffet with 150 different items, 35 of them with tofu, and drove home.

## Negotiations Update, continued from page 1

to such a place, the processes that consume the most amount of time, selecting and scheduling a neutral mediator and arbitrator, were already underway. When both sides first met back in August, I stated the Union's desire to select both a mediator and an arbitrator by the middle of October.

While METRO initially balked, they ultimately agreed to both my requests. The Dispute Resolution Service of PERC assigned Mr. Fred

Rosenberry to our negotiations as mediator. Mr. Rosenberry met with the Union and Metro in a "getting to know you" meeting last month. He will be attending negotiation sessions the last two weeks of October. We have further agreed that should we feel progress can be made, we will continue to meet with the mediator and METRO for an additional five days, November 5 through 9, in order to come to resolution on impasse issues. Your Union leadership is of the mind that if it can't be done within this timeframe, then it can't be done in any timeframe.

### Arbitration: Why and When

A number of years ago under former President Dan Linville, Local 587 fought for and secured legislation providing binding Interest Arbitration. It took years and many trips to Olympia to get our legislators to understand that since public employees do not have the right to strike, we needed an alternative that would be fair and just. Otherwise, we would be forced to accept management's last best offer.

Although our Local has prepared for arbitration at Metro/King County many times before, and a few times has actually started the process, we have never seen an arbitration through to its conclusion. This time, if we go there, we'll see it through to the end.

The traditional sequence is negotiations, mediation, and at impasse both sides prepare for arbitration. First each side must submit to the other a list of acceptable arbitrators. If, by some miracle, one name appears on

**Realistically, after the contract has expired, arbitration would begin sometime within the next eight to twelve(!) months.**

both the Union and management's list, then that arbitrator is contacted and dates are secured. This process alone takes months, and available dates on the arbitrator's calendar are usually four to six months after the selection process is concluded. Realistically, after the contract has expired, arbitration would begin sometime within the next eight to twelve(!) months.

### So, what's different this time?

Patience has its place, and to me, this is not its place. I wanted to have the process move along. It was my goal to have an arbitrator selected and dates for arbitration scheduled before the expiration of the contract. **This has been accomplished!** Both sides have agreed on an arbitrator and, should we reach impasse, we have arbitration dates scheduled for two weeks in January (7-18) and a third week, if necessary, in early February.

Remember that arbitration is our only leverage. In this negotiations we have done everything we can to communicate to management that we are more determined than ever before to go to arbitration, see it through to the end, and more importantly, now more than ever before, prepared to **succeed** in arbitration. No more wailing and whining about "information picketing" or public relations. Money is the Metro mantra. Arbitration is our strongest and most realistic threat to Metro/King County's budget and we are pressing for a negotiated settlement with that weapon

firmly in hand.

### What happens next?

Currently we have some large hurdles to overcome, our wage proposals and the issue of benefits among the largest. Each classification has presented their proposals for their sections of the contract. In each classification management has presented proposals to "give them flexibility in addressing service needs" and Local 587 has proposals fashioned and presented by the sub-committees to strengthen and/or clarify working conditions. Various different scenarios and proposals for the issue of sick leave usage and verification have been investigated and presented by the specially assigned sick leave committee, and discussed and dissected by the core committee. We will continue to negotiate in good faith in hopes of bringing a proposal worthy of our recommendation back to this membership for approval. Anything short of that, we have chartered our course, set our goals, and will proceed accordingly.

In accordance with our By-laws, informational meetings will be scheduled throughout the day on November 1<sup>st</sup> to bring our membership up to date. The schedule will be posted on all union bulletin boards and on our website at [www.atu587.com](http://www.atu587.com).

In closing, I wish to thank all members for your continued support, your unending patience, and your encouragement.

Be safe. Stay strong. We will prevail.

LFN

## At the International Convention...



Local 587's delegation observes the proceedings.



Much of the convention work is done by committees consisting of delegates to the convention. Local 587 was honored to have eight of our twelve delegates assigned to committees. Here the Resolutions Committee discusses and debates the merits of a resolution submitted by one of the ATU's 275+ locals.



Ion Radoi and his translator bring greetings from the Bucharest Metro Workers Federation to the convention delegates. The Credentials Committee reported over 600 delegates were present at this Convention.



Seattle Chapter members Dee Wakenight and Cathy Donalds volunteered to staff the registration table, supervised by Northwest Region Representative José Villahermosa.



Jennie Gil

## The Recording Secretary's Report

# Potpourri

By Recording Secretary Jennie Gil

**A**T THE TIME OF THIS WRITING we are nine days shy of the expiration of the Metro/King County contract. Where did the time go? Contract negotiations has always seemed like life in compressed mode, and this is the third one I have directly participated in. All three have been radically different, but the feeling is the same: like a zipped file. I know many of you have experienced the fallout of this phenomenon (are you impressed how I threw in that computer lingo there? I had to ask my son to explain it to me...) as you have encountered questions or problems in the workplace and have had a difficult time getting a hold of an officer.

Believe me, while living life in compressed mode, the officers greatly appreciate your patience and understanding. Negotiations takes a huge chunk out of our day, and the regular business of the local still marches on, driven by either contractual or bylaw deadlines, as well as the urgent need of some of the issues we have to tackle. One tip to remember is that if you don't get a call back right away, patiently leave another message, another email, or if at all possible and the issue is of urgent need, schedule an appointment through staff. When leaving me a voice mail, please leave me a phone number **every time**, as I often return calls in the evening and don't have access to the office rolodex. Say your phone number clearly and slowly, and give me a range of times to call you back. If your issue can be referred to an Executive Board Officer or a Shop Steward, you may find that an easier and faster route to follow at the moment. But most of all, patience in good measure will see us all through this.

### The Social Thing

Frequently members ask me why Local 587 does not hold social events for the membership. We get requests for dances, dinners and other events in addition to the annual picnic at Lincoln Park. Well, for those of you who may not have been paying attention, you missed a great one. The ATU Women's Committee hosted their First Annual Dance to Beat Cancer Bash October 6<sup>th</sup>. The dance was held at the IBEW hall, and was DJ'd by KBSG, the Oldies station. Of course, oldies is relative, as we found out that evening. Many of

our attendees were the younger-than-fifteen set, children of members who came along for the family event. It is amazing how many out there think that Boy George or Wham qualify as oldies. But a good time was had by all, young oldies and old oldies as well. The Women's Committee did a fabulous job in putting the dance together, the food was terrific and plentiful, and everyone had fun.

### Open enrollment

At this point all members at Metro/King County should have received their open enrollment forms for the benefits package. It is in your best interest to sit down with the packet and review it, even if you have no intention of changing anything. There are slight changes from one contract year to the next, and many of the calls I get are over troubles that arise when a member does not know of their changes. When I say contract year here, it applies to the contract between the County and the medical plan provider, not the term of our labor agreement.

Just for a bit of history, when we became King County back in 1995, we no longer negotiated for our health benefits as a separate entity. We chose at the time to go with the benefits the county provided to all the county employees. It was a financially sound decision at the time, as the coverage for 11,000 employees was cheaper than the coverage for just transit employees, at just under 4,000 of us. We became part of the Joint Benefits Insurance Committee, and negotiate our benefits through this entity, separate from our bargaining agreement.

Right now Executive Board Officers Dee Wakenight and Dan Linville are our delegates to the Joint Benefits Insurance Committee. They have been involved in the negotiations for the benefit package for the 2003 benefit year. It has proven to be a nasty negotiation, with the County proposing huge increases in co-pays and decreases in coverage to cover the tremendous increase in the cost of providing said benefits. If you have missed the articles regarding benefits and the current struggle to maintain our current levels, they were published in the August and September *News Reviews*.

But there are other things happening out in the world that are also impacting what your

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*It is in your best interest to sit down with the (open enrollment) packet and review it...*

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benefits will look like. Many of you who have KingCare/Aetna received letters from your medical providers that they are pulling out of the Aetna coverage umbrella, and that if you are going to continue under Aetna, you will need to find another doctor. Many PacifiCare doctors have also pulled out. The contracts between the medical plans and the providers themselves do change. We were informed that the Virginia Mason/Group Health Alliant plan is also no longer in existence, Group Health and the lovely Virginia have parted company. Because the current benefit contract running through 2002 must be honored, that Alliant plan is still good through next year. There is an increase to the cost of the enhanced Long Term Disability. Didn't know any of this? Open your envelope! I didn't know it either until I started writing this article.

And don't let the deadline to make changes in your medical coverage pass you by either. Deadline is November 2<sup>nd</sup>, and Benefits and Well Being are not very flexible about extending those deadlines.

### Bylaws and shop stewards

The membership at the August meeting passed a bylaw amendment that requires shop stewards to self nominate if they are interested in participating. The Metro/King County steward nomination/election process is nearly over, by the time this newsletter is distributed the final shop steward list should be posted at your worksites.

For anyone unfamiliar with the process, it goes like this: right at the end of the pick, a notice is sent out opening nominations for shop stewards. The affected classifications are listed in the notice, as well as the period of time nominations will be accepted. All deadlines in the process are driven by the by-

laws. Bylaws require nominations be open at least seven days, usually nominations remain open for two weeks. Nominations must be submitted in writing. When a nomination is received in the office, staff logs it, copies it, distributes it to the officers for their information, and files a copy in the member's file. Email nominations are also accepted, and treated in the same manner. At the close of nominations, the list is compiled and sent out for posting, with the worksites that will be holding an election noted. The bylaws allow Metro/King County members one steward for every fifty members or part thereof at each worksite.

If nominations exceed the allowable number, an election is held, if not, all nominees are deemed elected, and the President then appoints to fill any vacancies if needed. Chief Shop Stewards are elected from within the stewards, and when that process is completed the final list is sent out for posting.

### In the News

In the sometimes-people-do-the-oddest-things category, Brother Bruce Tiebout brought this little item in the Weird section of The Seattle Press to my attention:

"In August, the Metropolitan Transit Board of Santa Cruz, Calif., had to resort to obtaining a judicial order restricting the bus travel of one of its own members...because it feared he might continue to assault its transit drivers and others with his wheelchair. According to court documents, [this Transit Board member] has deliberately hit two drivers, knocked over a boy in a crosswalk, and verbally assaulted passengers. [The Board member] called the collisions accidents and said he is merely an aggressive advocate for people with disabilities."

Allrighty then!

# The View from the Buses

By John D. Love

**I**N MY TRAVELS THIS SUMMER I had the good fortune to run into several active folks from Metro, **Mary Collins** and **Roger Cady** at the North Base and **Chuck Zigler** at Mr. Bill's for breakfast on a Tuesday morning...

**Cliff Bourassa** and **Frances** are heading to Wisconsin to visit family and attend a Navy reunion. Cliff was on an ammunition ship during World War II and has been attending his reunion for quite a few years.

I received a note from **Bob and Caroline Sokol** down in Morton, Washington. Those of you that want to contact the Sokol's should give me a ring...I heard from **Joe Kramer**. Joe is located in Henderson, Nevada and is driving a charter bus and tour bus to the Grand Canyon and spends time in his woodshop and going to craft fairs. **Tom** and **Mary Lile** should be well on their way...south [now] via the coast and stop for a visit in Oregon to see one of their children...they are planning stops in Colorado and Wyoming and then on to New Mexico where they plan to spend about a month.

I had a visit from **Gus Holzer**. **Gus and Flo** have been married sixty-five years and they wanted to share [that] with friends and family. Gus and Flo had a special celebration at the Highland Park Improvement Club in West Seattle. Imagine sixty-five years of wedded bliss. That is some kind of accomplishment.

**Lonnie Sewell** and **Andrea** have taken up with the Wagon Wheel Square Dance club. It sounds like fun and a good way to get in some exercise and lose some excess pounds.

I had a pleasant surprise in my local grocery store. As I was walking in I noticed a familiar face...I found out it was **Lillian Rafter**, widow of **Ed Rafter**. Lillian looked hale and hardy and is enjoying life in a condominium in the

Greenwood area. In this same grocery store I found out that **Howie Picht's** son is the produce man.

I have received an e-mail from **Curtis Hicks**. He was in Niagara Falls having a good time. Curtis and wife left the Northwest June 23 and are wandering all over. He has been to a ship reunion for seven days in Buffalo, New York. They will be heading toward North Carolina, Georgia, Texas, and Arizona and will be back in the Northwest around April of 2002.

I received a letter from **Eigil (Gil) Hornli**, retired Operator. Gil retired in 1997 and he and his bride of almost 40 years tried to retire to a quiet place in Oregon, Arizona and Idaho, and found what he was looking for on Lake Limerick near Shelton, WA. They spend their time watching the Mariners, Huskies and Seahawks. Gil said he likes the "View from the Buses". It is always nice to receive this kind of letter as it inflates the ego. Gil recalled his days as an operator driving up and down Admiral Way and the Queen Anne hill during the winter when the streets are covered with ice and snow. Gil's home in Shelton is on the 5th fairway. He sent me a picture of his back yard and it defies description. The fairway is almost in his back yard.

## Binnacle List

I received a note from **Harry Gordon**. Harry has had a set back with his heart, but he is home and on the mend. Harry is living in Oregon now and wanted to express his gratitude for the pictures and news article that appear in the ARSCE paper. Harry really appreciated the support, cards and prayers during his recent illness...I was in the waiting room area at Group Health the first part of September and there sits **Don Zier**. Don was waiting to go through the same medical procedure that my wife was having

that day. Later that same day while my wife and I were having a lunch we found Don's wife **Norma**. It appears that you can run into someone from Transit almost anywhere.

**Larry Sumner**, ex sunshine member, has had some medical problems. Larry would like to have the bunch from Andy's Diner come down some time for lunch at the facility he is making his home. If any one is interested in making a trip to Tacoma, contact me so maybe we could form a car pool and drop in on Larry sometime. **Bob Burston** was in the sick bay for a medical problem. Bob is out now and is attending our breakfast on Tuesdays. I have received a call from Retired Supervisor **Jim Walker**. He has been undergoing some medical procedures for the last thirty-five days. Jim drives for Community Transit now and says that he is driving a run (tripper) up in Snohomish County.

## TAPS

I have received a notice that **Robert W. Thompson** has passed away. Robert was 90 years

old and retired on 4/1/76... The P.I. had **Augie Antonino's** obituary on September 19, 2002. Augie drove for Seattle Transit and was Business Agent for Local 587 a lot of years. I was on the Executive Board for two years and was proud to see Augie negotiate with Lloyd Graber, the Superintendent of Seattle Transit in those days. Augie was 86 years old and had been retired since 1973. **William E. Leclair** passed away in July of this year. William retired in 1972 and was 90 years old at his passing. **Malachia F. Ryan** passed away last January and was 87 years old. He retired in 1977.

Our sympathies go out to those families that have lost loved ones. We should remember that the survivors need support in their time of sorrow and we should extend that support to the best of our ability.

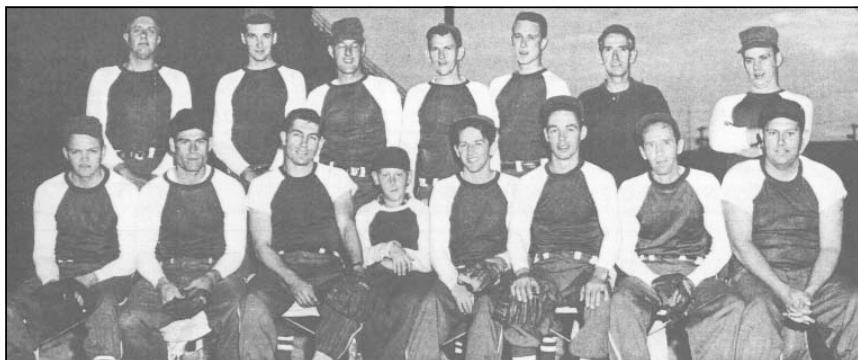
Keep in mind, if you have news you want to share with others drop me a note at the union office or e-mail me at—Dennerle1@juno.com

That's all for now.



We were pleased to have retired brother Gus Holzer drop into the office early September, just prior to the International Convention. Gus joined the ATU in September of 1940. He drove for 34 years, then went into Scheduling for a while, returned to driving, and retired in 1977. Gus and his wife Florence celebrated their 65th wedding anniversary September 8th.

## And the Winning Team? ATU Local 587!



... And A Winning Team

Seattle Transit - Local #587 team is tied for top honor in the Commercial League this season, one of the finest showings by a Transit team for many years. Team players are, left to right, front row: Dennis Jorva, Tom Carrithers, John Sharp, Jimmy Berger (bat boy), Jack Wils, Dick Smith, Jack Frye and Rudy Kollar; back row: Chuck Moulton, John Carrara, Les Carman, Jim Boyle, Harold Bauermeister, Ernie Berger (Team Manager) and Al Shelton. Team played a special game against B. C. Electric (Vancouver transit company) at their annual picnic. They lost the game but were treated so royally they didn't mind a bit. All hosted to a chicken dinner, received a gift pen and pencil set.

Retired member **Rudy Kollar** and his wife **Irene** dug up this old newspaper clipping and wanted to share it with the membership. Irene was not sure what paper it came from, she thinks it was about 1954 or 1955. Our in-house historians tell us a few of these fellas are still around. If you are, please contact us!