

ATU Local 587 News Review

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VOL. XXXII, NO. 11

The President's Report

by President,
Paul J. Bachtel



The Obligation To Bargain Mid-Term Changes To Contract

On February 5, 2009, Local 587 filed an unfair labor practice (ULP) complaint against King County alleging refusal to bargain and interference. The charge stemmed from King County's unilateral decision to impose ten furloughs days on 56 of our members in 2009. A hearing was held on May 20 & 28, 2009, before an Examiner for the Public Employees Relations Commission (PERC). On September 29, 2009, the PERC Examiner issued a decision affirming Local 587's position that King County had indeed committed an ULP in refusing to bargain.

A furlough day is an unpaid day off. Ten furlough days in a calendar year equates to a 3.85% reduction in annual income. The majority of members effected work in the Special Classifications and OSS Coordinator/Senior Scheduled Planner classifications. Local 587

received notice that King County will appeal the Examiner's decision and the remaining furlough days scheduled in calendar year 2009 will remain in effect. Local 587 expects to prevail in the appellate process and if so, King County eventually will be compelled to comply with the Examiner's remedy order which includes full back pay among other conditions.

Refusal to bargain isn't something new in the relationship between Local 587 and King County.

1) Recently, King County issued a new policy on the use of Personal Electronic Devices and seemed surprised when Local 587 objected. When Local 587 demanded to bargain the policy, King County listened to Local 587's concerns, and the policy was modified.

2) More recently, I sent a letter to King County demanding to bargain the addition of "Usually Wrecker"

to the King County Vehicle Maintenance Mechanics pick sheets. With the addition of "Usually Wrecker" to the Vehicle Maintenance pick sheets, only Mechanics with a Class "A" Commercial Driver's License would be able to pick the effected positions thereby splitting the Mechanics classification and creating an A and B level Mechanic.

3) Most recently, I e-mailed the Metro Operations Manager to express concern over an increase in the level of discipline for signal violations in the tunnel and an attempt to infringe on Transit Operator pick rights. ULP complaints may be forthcoming on all of these issues.

Transit Operators and First-Line Supervisors may also file grievances under Article 4, Section 1, Paragraph C, which states in part, "If it is necessary to revise or change The Book, revisions or changes will be discussed with the Union prior to

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The Month at a Glance

Executive Board Report

October 27, 2009

All officers were present with the exception of VP Don MacAdam and Kermit Gipson, who were out sick, Clint De Voss who was on jury duty, Randy Stevenson with a family matter and Linda Anderson who was on vacation.

The following business was conducted:

Motion by Paul Neil to engage Herman Lindsey for the 2009 Local 587 audit at an estimated cost of \$9,500

Motion by Ray Campbell to contribute \$500 to the annual Martin Luther King Day celebration

Motion by Rick Sepolen, amended by Michael Moore, to send the president and three members to the annual Executive Board meeting of the NW Conference, paying travel, lodging, registration and per diem and sponsorship of one meal at an expense not to exceed \$1500.

Motion by Dee Wakenight to purchase 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 Morning meeting, 3 at the JTA meeting, 7 at the CTS meeting and 10 at the Retiree Holiday Luncheon.

Motion by Dee Wakenight to recommend that the membership support taking the grievance of James Gayden to arbitration

Motion by Ray Mason to change Kenny McCormick's seniority to reflect his driver's seniority within his SIT recruitment

Motion by Lisa Nault to donate \$1000 to the Puget Sound Labor Agency (food bank) now and \$500 during the Holiday Season

Motion by Brian Sherlock to set the 2010 meeting cycle dates

Business of the Membership

The membership voted to reject a motion to open future PR Committee meetings to attendance by all ATU Local 587 members.

The request to pursue the grievance of Dean Borders to arbitration was approved.

The arbitration request of James Jones was accepted.

The motion to pursue the grievance of Nick Caraway to arbitration was supported.

In Loving Memory...

*"Death must be so beautiful.
To lie in the soft brown earth,
with the grasses waving above one's head,
and listen to silence. To have no yesterday,
and no tomorrow. To forget time,
to forgive life, to be at peace.*

—Oscar Wilde, writer (1854-1900)

Again, this month we are sorry to report the lost of a large number of members.

Vida Chatman was a Part-time Metro Operator who was initiated in 1988.

Frank Engdahl, was a member since 1998 at Seattle Personal Transit.

Roman Fontanilla, a Central Base Operator, passed away while exer-

cising at South Base. Roman joined us in 1989. Roman was 64.

Marion Price, was a 55 year employee! He passed at age 72

George Seger joined our Union in 1958 and retired in 1984

Donald Zier became a member in 1946 and was a past Recording Secretary for our Union.

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

Tentative Agenda

Membership Meetings:

CHARTER MEETING
Thursday, November 5, 2009
8:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, November 9, 2009
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

MORNING MEETING
Friday, November 6, 2009
10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

CLALLAM TRANSIT
Tuesday, November 10, 2009
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

Among Topics to be Discussed:
• Grievance and arbitration update

Unfinished Business: None

"Meet the Winners" Holiday Assistance Fundraiser in Seattle

The Puget Sound Labor Agency, AFL-CIO, will hold "Meet the Winners," its 28th Annual Holiday Assistance Fundraiser, from 5 to 7 p.m. on WEDNESDAY, NOVEMBER 4 in Hall 1 of the Seattle Labor Temple, 2800 1st Ave. This is your chance to meet and greet elected officials — some elected as recently as the

preceding day! — while helping needy households during the holiday season. A \$15 individual donation or \$100 organization donation to the Puget Sound Labor Agency is suggested. Collection bins will also be available for donations of canned goods and other non-perishable food items.

ATU Local 587 News Review

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

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

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WEINGARTEN RIGHTS STATEMENT

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

Letters to the editor

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

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

Wasting My Money On Union Dues

By Dan Linville, Transit Operator

In 1972 I joined the Amalgamated Transit Union Local 587. Like most people I only paid dues because it was required. So I surprised myself to agreeing to attend a union meeting with a friend so we could be officially sworn into membership. It was widely known that this technicality would be overlooked as long as "the union" received your monthly dues.

RALPH CRAMDEN'S UNIFORM

The union meeting was a big surprise. Everyone there was dressed like Ralph Cramden, but they didn't sound like the stereo-typical boneheads I expected. The officers were getting beat up over the recently negotiated pay raise that brought my hourly wage to \$3.95 per hour. The most I have ever made! Maybe this Local Union is alright after all.

Still it seemed like a lot of money was wasted on sending Officers to conventions and conferences. So I got myself elected to the Executive Board- alright let's party! Sure enough these get together involve lots of socializing, but the convention only comes around once per term and the important business done there requires some long boring hours of work. And the conferences? Well those proved to be more educational than my college labor studies program.

I also learned that the volunteer hours Executive Board Officers put in far exceeds the number of hours detailed. There is invariably someone who sees you after work and hollers "Hey, just the person I wanted to see: I have a question." Or it's a complaint /request/ de-

mand etc. I remember one member complaining about union dues and asking, "How much do we pay you assholes anyway?" I assured him that I suffered such regular abuse for free.

FULL TIME OFFICE = BIG MONEY

Eventually I was elected as Full Time Union Officer and had a salary with no fixed hours. I immediately learned it was a forty hour job. Unfortunately there are twenty-four hours in a day.

The Full-Time Union Officers are required to keep a detailed log of all duties performed in a day. Our Financial Secretary at the time divided each of our salaries by the number of hours worked. None of us were making as much as minimum wage. So much for being salaried. So regardless of whether you like any particular individual or not, rest assured that full time officers are not overpaid. On top of the brutal hours you can add the crushing responsibility for the livelihoods of thousands of union members.

INTERNATIONAL UNION

Yet when I looked at the thousands we send to the International ATU I wondered what we got for our money. We can't strike and the strike fund isn't sufficient anyway. So what's the point? Then I was invited to the George Meany Center for some training. I learned that the ATU has classes for new officer training, Financial Secretary training, Shop Steward Training, Arbitration Training etc. When I asked around with Teamsters, Building Trades et.al, they didn't know what I was

talking about. Only the ATU was investing in their Local Union Officers with Training.

I also met hundreds of Local ATU Officers who work full time transit jobs and depend on International VP's to help negotiate their local contract. Soon enough I began to wonder how our International ATU could afford it all.

BEAURACRATIC BOONDOGGLE

Still not completely satisfied I wondered about the per capita tax every union member pays to the AFL-CIO: a giant beauracritic boondoggle run by a bunch of out of touch old foggeys. When I was elected as an ATU Delegate to the AFL-CIO Convention, I expected speeches without action all talk.

It was an historic convention. Most significantly Lech Walesa, Head of Solidarnosc spoke to the delegates. His speech recounted the early days of Poland's "Solidarity Movement", and his part as an electrician in the Gdansk shipyard. He marveled at how Solidarnosc had become an international media darling

REAGAN RENEGES

Support came from everywhere. The US Congress passed resolutions encouraging Solidarnosc, and even the anti-union demagogue President Reagan praised and encouraged their efforts to throw off the Communists.

But it wasn't as simple as that. The communists were still in charge, and Walesa was soon under house arrest and then sent to prison. He waited for the International clamor

of outrage to shine a bright light on the Communist totalitarians. There was silence. The man who is credited with ending the cold war was silent. Reagan did not want to offend the USSR. Ignoring Walesa's fate, Reagan chose "glasnost" over confrontation. The Solidarnosc leader was abandoned.

TEARS

Except by the AFL-CIO according to Walesa the AFL-CIO sent not only letters of protest, they also sent typewriters and copy machines; stationary and file cabinets. With the continued stream of supplies Solidarnosc stayed alive and Walesa was freed.

Eventually Walesa was elected President of a free and democratic Poland. The Communist block began to crumble, and it started in Poland, in Gdansk, in the shipyard. Walesa had come to say "Dziekuje", thank you, to the AFL-CIO, or as Walesa put it "All American Workers." He was invited to the UN and to congress and to the White House, but first he came to those he called his friends. With tears pouring down his cheeks he said, "Dziekuje."

Because, according to Lech Walesa it was not Ronald Reagan, but the American workers who ended communist domination in Eastern Europe. I suppose he would know. He was there.

As for me, when I look at the payroll deduction for union dues, I think about the tears streaming down everyone's cheeks at that convention, I say "Dziekuje" (gin-k00-ya) thank you for the solidarity we don't see.... until we participate.

Arbitration Update

- John Ross:** Grieved improper benefits calculation at Seattle Personal Transit. Schedule Pending.
- Antonio Hernandez:** Grieved miss assignment of overtime. Rescheduled to January 6, 2010.
- Alan Freeman:** Grieved termination for alleged gross misconduct. Scheduled October 29 & 30, 2009.
- George Williams:** Grieved Metro's failure to abide by layoff recall language in unilaterally imposing furlough days. Scheduled November 3 and 4.
- Daniel Linville:** Grieved Metro's failure to implement the System Extra Board pursuant to the 2007 bargaining agreement. Scheduled November 17, 2009.
- Jeff Stambaugh:** Grieved outsourcing of work historically and traditionally preformed by bargaining unit members. Scheduled February 11 and 12
- Nick Malkow:** Grieved Metro's failure to assign overtime properly in Base operations. Scheduled March 17, 2010.
- Lise McShane:** Grieved a letter in her file. Schedule Pending
- Lise McShane:** Grieved Metro failing to follow the overtime assignment sequence. Schedule Pending
- Dean Borders:** Grieved termination for accident/alleged policy violation. Schedule Pending
- Nick Caraway:** Grieved 2 day suspension for alleged serious infraction
- James Jones:** Grieved a change in the VM vacation pick process. Schedule Pending

C.O.P.E.

The ATU Officers and COPE Committee have made the following recommendations to endorse the following Candidates and Initiative for the General Election of November 2009:

King County Executive
Dow Constantine

Shoreline Council & Mayor
Cindy Ryu

King County Assessor
Lloyd Hara

City of Renton - Council
Jim Flynn

City of Seattle - Mayor
Joe Mallahan

City of Seattle -
Council Position 4
Sally Bagshaw

City of Seattle -
Council Position 8
Robert Rosencrantz

Port of Seattle Commission
Rob Holland

Support of NO on I-1033 - this limits the growth in revenues each for state, county, and city general funds. If total revenue for a state or local government grows more quickly than the proscribed limit, property taxes would be reduced.

If you have any questions, about the endorsements or endorsement process contact the COPE Committee @ (206) 448-8588 or Judy Young @ jjeanyoung@hotmail.com.

November Labor History

by Bill Clifford

1 November

1918 – Malbone Tunnel disaster. Ninety-seven killed, 255 injured when a train, operated by an inexperienced scab motorman (see Nov 20), crashes in New York City.

2 November

1909 – IWW (Industrial Workers of the World) free-speech fight in Spokane, Washington. This was one of the first free-speech efforts (the IWW led a similar effort in San Diego earlier in 1909) The IWW soapboxed against labor agencies—much like today's Labor Ready. These "job sharks" would routinely charge workers \$2 (about half a day's wages) for a job referral. The employer would fire the worker the following day and split the referral fees with the job sharks. The city of Spokane arrested 150 organizers, including Elizabeth Gurley Flynn and Joe. As the jail filled up, they began a "battleship"—the prisoners jumped up and down, sang and banged tin cups on the bars to create a huge din. Spokane finally backed down, released the organizers and closed the labor agencies, but not before Joe Hill wrote one of his most famous songs: "The Preacher and the Slave" sung to the Salvation Army tune "In the Sweet Bye and Bye."

Long-haired preachers come
out every night,
Try to tell you what's wrong &
what's right;
But when asked how 'bout
something to eat,
They will answer with voices so
sweet:

You will eat, bye & bye,
In that glorious land above the
sky:
Work & pray, live on hay,
You'll get pie in the sky when
you die.

5 November

1902 – Everett Central Labor Council formed

1916 – Everett Massacre: On October 30, forty IWW members had been clubbed and run out of town by local deputies for trying to organize the shingle mills. On Nov. 5, some 250 IWW supporters hired two boats to take them to Everett, but gunfire broke out as soon as they approached the dock, leaving five IWWs dead & 31 injured plus two Everett vigilantes killed by their own crossfire. Big Bill Haywood (IWW) & Samuel Gompers (AFL) called on the federal government to protect the rights of working-class citizens in Everett, but no action was taken. 74 union members were charged with murder in the incident; charges were later dropped. The victims are buried in Mt Pleasantview Cemetery at the end of Metro's Route 2 on North Queen Anne.

2009 – Full Moon—Watch out.

7 November

1918 – Violent raids of the homes of hundreds of "suspected radicals" & labor activists begin in NY City. Across the country some 10,000 suspected communists & anarchists are arrested. Based on a list of 450,000 dissidents compiled by J. Edgar Hoover, in January another crack-down sweeps the country during what is referred to as the "Palmer Raids," America's first "Red Scare." Hoover & US Attorney General Palmer soon have the country in a panic, claiming a revolution is planned for May Day.

1959 – The Taft-Hartley Act is invoked by the Supreme Court to break a steel strike.

8 November

1892 – US: 20,000 black & white workers stage General Strike, New Orleans.

9 November

1935 – The Committee for Industrial Organization (CIO) formed.

10 November

1959 – Portland newspaper strike

11 November

1919 – The *Centralia Massacre*. For several days before Armistice Day, the American Legion had threatened to close the IWW hall. Advised by their lawyer that they were within their rights to protect themselves, IWW members armed themselves. Violence erupted when members of the American Legion attempted to force their way into the IWW hall. Four Legionnaires were shot dead by members of the IWW, after which IWW organizer Wesley Everest—a WWI veteran himself—was kidnapped from jail, tortured, castrated & lynched.

13 November

1956 – US: Supreme Court upheld a lower court decision banning segregation on city buses in Montgomery, Alabama. Established grounds for challenging bus segregation in nine states that have violated the 15th Amendment.

1982 – Poland: Lech Walesa, former leader of the labor union, Solidarnosc (Solidarity), freed after 11 months internment during martial law & outlawing of Solidarity. Government declared Walesa "no longer a threat to internal security." Poland's Communist government fell shortly later

14 November

1944 – South Africa: Bus strike in Alexandria, lasting seven weeks, forces roll back of bus fares.

15 November

1881 – Federation of Organized Trades & Labor Unions, forerunner of AFL, organized.

1915 – Ravensdale, WA, coal mine explosion killed 31 workers.

1915 – IWW labor organizer, folk-poet *Joe Hill* executed by firing squad in Utah. His life is the subject of numerous songs, plays, & books.

20 November

1816 – Albany NY Typographical Society first uses the term "scab" for a strikebreaker. The author Jack London described a scab: "After God had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a scab. A scab is a two-legged animal with a cork-screw soul, a water-logged brain, a combination backbone of jelly and glue. Where others have hearts, he carries a tumor of rotten principles. When a scab comes down the street, men turn their backs and angels weep in heaven, and the Devil shuts the gates of Hell to keep him out. No man has a right to scab so long as there is a pool of water to drown his carcass in, or a rope long enough to hang his body with. Judas Iscariot was a gentleman compared with a scab. For betraying his master, he had character enough to hang himself. A scab has not. Esau sold his birthright for a mess of pottage. Judas Iscariot sold his Savior for thirty pieces of silver. Benedict Arnold sold his country for a promise of a commission in the British Army. The modern strikebreaker sells his birthright, his country, his wife, his children and his fellow men for an unfulfilled promise from his employer, trust or corporation. Esau was a traitor to himself: Judas Iscariot was a traitor to his God; Benedict Arnold was a traitor to his country; a strikebreaker is a traitor to his God, his country, his wife, his family and his class."

1946 – Bituminous coal workers strike again, this time directly against the US government. The US government had seized all the bituminous coal mines on May 21. The miners were on strike, & continued to strike, forcing the government to grant demands the owners would not. The government secured an injunction to prevent the strike, but miners struck anyhow, & the UMW was fined 3.5 million dollars. President Truman wrote:

"We used the weapons that we had at hand in order to fight a rebellion against the government."

21 November

1927 – Picketing miners gunned in the first Columbine massacre, Colorado.

2000 – 1000 workers for *The Seattle Times* & the *Seattle Post-Intelligencer*

went on strike over wages & other issues. The strike against *The Times* lasted 49 days; the *Post-Intelligencer* strike was shorter, lasting 38 days. Strikers produced their own newspaper and web site—named the *Union Record* after the King County Labor Council's daily paper of the early 20th Century—until early January, 2001.

22 November

1909 – Organized by the ILGWU, 20,000 shirtwaist makers, mostly women & children, stage the first garment workers strike. Many picketers are beaten or fired. A judge tells arrested pickets, "You are on strike against God." In the end, the garment workers win a pay raise & a work reduction to 52 hours of work per week. The first mass strike by U.S. women is commemorated in "The Uprising of the 20,000":

In the black of the winter of
nineteen-nine
When we froze & bled on the
picket line,
We showed the world that
women could fight
And we rose & won with
women's might.

23 November

1170 [BC] – Egypt: First recorded strike. As Anna Louise Strong (see Nov 24) later wrote: "They say the Pharaohs built the pyramids. Do you think one Pharaoh dropped one bead of sweat? We built the pyramids for the Pharaohs & we're building for them yet."

1887 – The *Thibodaux Massacre*. The Louisiana Militia, aided by bands of "prominent citizens," shot at least 35 unarmed black sugar workers striking to gain a dollar-per-day wage, and lynched two strike leaders.

24 November

1885 – Anna Louise Strong born in Seattle, Washington. Strong became editor of the *Seattle Union Record* when Harry Ault was arrested during the Seattle General Strike in February, 1919. She was elected to the Seattle School Board and later joined Mao's Chinese Communists during their long fight against the Japanese and the Chinese warlords.

25 November

1883 – Some 10,000 New Orleans workers, black and white, participate in a solidarity parade of unions comprising the Central Trades and Labor Assembly. The parade was so successful it was repeated the following two years.

1947 – 1550 typesetters began what became a victorious 22-month strike against Chicago newspapers

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The Waterfront Streetcar

By Alex D. La Barba

Just last month I'd found myself at a restaurant in the Ravenna District, sitting right next to state senator Ken Jacobsen (D-46th district), having a cordial conversation.

The senator is a man of impressive knowledge, he is well read and can find commonalities in an extensive array of subjects, a true Renaissance man.

Anyways, somewhere during our little chat the topic of the Waterfront Streetcar came about. Now, anybody who knows me well, would understand that the subject of the Waterfront Streetcar is very dear to me, I have been vociferous on many occasions about this particular issue and was somewhat disappointed by the way the matter had been handled by past city politicians and leaders. His suggestion, "organize a contest among artists and architects to see who can design a barn that would fit into the scheme of the Sculpture Park and.. present it to SAM for their consideration". That is a great idea, (I thought), and asked him if I could use it in an article for the union paper. He agreed.

So here we are, 4 years have passed since the official derailment and the streetcars lie collecting dust, in storage, across the street from Atlantic Base. They said that it was temporary, remember? and we believed them. My friends, I fear that the remembrance of the streetcar is slowly fading away. I fear that this

city's cultural icon, tourist attraction, spirit of the Pioneer Square and legacy of such a good man as George Benson, will never return to provide joy to the many children and adults that took it's 1.6 mile ride and the many more, bystanders, who were immediately transported to a time of long ago, (a time of simpler technologies and a time of a slower pace), by the mere act of seeing it's passage through the red brick streets of the Pioneer Square. I miss that clanking bell and that whistle blowing, don't you?

As the union local that serviced and operated it, what are we to do?.. What is our collective responsibility? Should we consult with the newly elected politicians for a solution to this impasse? Should we spread the word among our friends that the building where the cars are stored will no longer be able to house them due to an expansion of Metro police?

These are reasonable questions for which I do not have an answer. But, to maintain our claim to it, should the Waterfront Streetcar ever come back, we must keep the memory, and our hopes, alive.

Let us not lose this historical part of our city without an honest effort from our part.

in solidarity Alex D. La Barba,
Atlantic Base

Labor History, continued

27 November

1998 - Slaying of Seattle Metro bus driver Mark McLaughlin. McLaughlin was shot & killed at the wheel, & his bus plunged off the Aurora Bridge, killing one passenger & injuring 33 riders.

2009 - Critical Mass cyclists will demonstrate in downtown Seattle around 5PM

28 November

1891 - International Brotherhood of Electrical Workers (IBEW) founded.

29 November

1874, Battle of Buena Vista, PA. The Armstrong mine brought in strikebreakers to put down a demand for 4 cents/hour from local miners. After several drunken provocations by the scabs, local residents armed themselves and drove the scabs off, killing 7 and wounding 30. No charges were filed. An arbitrator granted the miners 2 cents/hour, after which they returned to work.

1919 - US: Bogalusa Massacre. Four union organizers, & officers

of Bogalusa UBC local 2203 were murdered while they were working to organize the Great Southern Lumber Company in the offices of the Central Labor Council,

1985 - South Africa: 34 black unions unite to form 500,000-member Congress of South African Trade Unions, in Durban. ATU 587 supported COSATU.

30 November

1930 - Mary "Mother Jones" Harris dies at 99 years of age. Mother Jones organized tirelessly for the Knights of Labor, the Industrial Workers of the World and the American Federation of Labor. Her fearless organizing among coal miners is legendary. In one incident, she led a contingent of miners' wives who were arrested by the National Guard. Released the next morning, the women marched to the hotel where the National Guard was billeted and literally ate their breakfast.

1999 - WTO (World Trade Organization) met in Seattle amid massive ongoing protests led by the King County Labor Council and numerous other progressive organizations.

OPERATORS

By LaTonya Plummer

OCTOBER 15, 2009

Each day we sign in, say a few words, even manage to crack a smile, we go out into a world full of worries, fears, and hidden tears.

We tend to continue this routine daily dealing with passengers each day, everyday people who hurt and cry out in pain by treating us like we're the problem. Some of us feed into it others just ignore it, but some of us feel it's a personal attack and the problem starts, then the complaints roll in. Then we get a see me slip and ponder all day of excess of no I didn't blues.

What I'm getting at is we all have problems, some of us live check to check, some worry about tomorrow instead of today, some of us are so consumed with getting laid off that we don't see the big picture and when you worry you do things out of the norm and begin bad habits that effect our performance to do our jobs. Each day some of us are

losing our homes, buying homes, getting hurt on the job.

When we took on this job as professional drivers we became the cream of the crop. To deal with everyday woes on the job has made us heroes; we board our big limos with 20" rims and shinning chrome, and wonder why I'm here again. We have something so beautiful and wonderful that we sometimes forget that is what others want and that's a JOB, we have to pull together as one, we all are in it to win it, hard times won't be here forever. It will pass; we have the best and strongest brotherhood in the great Northwest.

Together as a whole we are strong, don't worry about what we can't see in front of us, and focus on what we see in front of us. WE HAVE A JOB!!!!

We are all winners, this will pass and we will be stronger after the dark times move on at Metro. When it's all said and done we are all the cream of the crop.

Will you join the labor movement to assist in regaining our glory?

By Dee Wakenight

For the first time in many years ATU Local 587 did not have a table of members present at the annual A. Phillip Randolph Institute, (APRI) awards banquet. Our absence was noted by Al Link, Vice President Washington State Labor Council, and many others. We, Local 587 have supported this organization for many years. We were listed in the program as a supporter. Many of you might remember one other activity organized by A. Phillip Randolph: when Dr. Martin Luther King gave his "I Have a Dream speech". That event was organized by A. Phillip Randolph; Dr. King was a speaker at the event. The movie 10,000 Black Men Named George, about the train car Pullman organizing is part of his life story. Much more in depth information is available at the National APRI web site.

"Organizing for Change in our Communities" was the theme of this years awards Banquet. Awards included Elected Leaders, Religious Leaders, Youth Activist of the Year, and a surprise award for Seattle Chapter President Verlene Jones.

Several elected officials and candidates for office were in attendance, along with labor and religious leaders. The opportunity for one on one interaction is priceless.

Program participants included many local leaders and some nationally recognized personalities, National APRI President Clayola Brown, (she addressed the last ATU National Convention) and Keynote speaker Danny Glover. Clayola gave a fascinating glimpse of the road traveled thus far, and the legacy left us by A. Phillip Randolph and her vision for the future. Danny Glover was charming, enlightened, and very informative. He is currently in Detroit filming his next movie. He carved some time out of a six day a week shooting schedule to join us for the awards banquet. It meant a lot that he showed this level of commitment to APRI to make the time to join us in Seattle.

The program cover lists a quote from A. Phillip Randolph, African American Labor Movement, "If it is to be It starts with me". Will you join the labor movement to assist in regaining our glory?

Upcoming at Local 587

- November 5 Charter Meeting
- November 6 Morning Meeting
- November 9 JTA Meeting
- November 10 Clallam Meeting
- November 24 Executive Board Meeting

Letters to the Editor...

COLA

Dear Editor,

Most 587 members have the good fortune of being employed. In fact, the current stagnant economy has gifted workers a windfall as prices for many goods and services have gone down.

Unfortunately, for some 587 brothers and sisters and other King County employees, layoff notices have been imposed with the likelihood that more cuts are forthcoming. In addition to layoffs, many have endured wage reductions via mandated furloughs. Furthermore, County services, particularly those targeting low income people, have been impacted due to the budget deficit.

These extraordinarily difficult times have provided 587 the opportunity to demonstrate solidarity with those victimized by the economic downturn.

Therefore, in the spirit of selfless and progressive unionism, I feel local 587 should sacrifice our November Cost of Living Adjustment to help the county restore lost jobs and cut services.

Sincerely,
Joe Kadushin
Central Base

Sick Leave Donation

October 12th, 2009

Dear Editor,

Inherent in the privilege of being part of Local 587 there is an implied expectation that members be willing to help out their fellow brothers and sisters. There are numerous outlets for the rank and file to be engaged including the sick leave donation program that allows members to act in a direct and meaningful way.

At each base there is a posting of 587 members requesting sick leave donation.

King County employees with at least 100 hours of accumulated sick leave have the opportunity to donate 24 hours of leave per year.

This program enables us to not only assist our brothers and sisters in need, but at the same time promote the union spirit of compassion and shared sacrifice.

I encourage eligible 587 members to take part in the sick leave donation program, our union sisters or brothers are depending on us.

Sincerely,
Joe Kadushin, Central Base

One Day Vacation

September 30, 2009

If a person's name is within the daily layoff book guarantee and they submit a one day vacation request, they should be excused through the book and paid for the day with vacation leave rather than A.C. This would still be subject to the two days per year limitation. If Management is unwilling to do this then there's little point to having one day vacation language in the contract.

Sincerely,
Larry Moore

SPT

Dear Editor,

By the time this is published, the ratification of the proposed Seattle Personal Transit 3-year contract will have been decided, yea or nay. The biggest issue seemed to be whether members would accept subjecting themselves to more flexible scheduling, something which Metro claims is necessary for better efficiency, but which I see as a classic example of shoving around the deck-chairs on the Titanic.

The Bigger Picture is that SPT has been out of compliance with the old contract in many ways for over six months, which has apparently been admitted in writing by the Director. As you know, SPT has also entered into illegal agreements with individual member/drivers concerning flexible scheduling, the consummations of which have continued since early summer.

I wish to express my viewpoint

that I don't expect SPT to care about complying with any new contract any more than it did with the old.

Please advise members that the Union has some new Blood, some new Tools, and some new Strategies aimed at trying to make SPT accountable. Members are urged, as always, to consult with this Shop Steward or others concerning the travails, frustations, indignities, etc. which seem to come along with the job of driving Access vans for SPT.

Respectfully,
John Ross, SPT Shop Steward

Outhouse Journal

Letter to the Editor,

The Transit Safety's *Outhouse Journal* is often fun to read, or in their idiom, "too reed". Often there are amusing typos or pictures that don't match the writing to go along with the usually good advice. In the September 16, 2009, edition, however, there is a recommended action which Transit Operators should NOT follow. In their "3[sic] action steps to protect against the flu", the section titled, "Take everyday preventive actions", employees are advised to "Cover your nose and mouth with a tissue when you cough or sneeze. Throw the tissue in the trash after you use it." "Wash your hands often with soap and water especially after you cough or sneeze."

This is a fine example bureaucratic "cubicle thinking". If you are driving a bus, with your cell phone ringer turned off, and you feel a sneeze coming, DO NOT TAKE YOUR HAND OFF THE WHEEL whether to reach for a tissue or even to cover your mouth with your hand or arm. If you get in an accident, because you didn't maintain control of your coach, it WILL be determined as preventable.

You say you can control a bus with one hand while sneezing? Try it with a Gillig out of East Base. Because of the management of East Base Vehicle Maintenance refuses to follow proper alignment guidelines (used at North Base), the Gillig's out of East Base require 2-5lbs of constant pulling on the steering wheel to correct for the pull to the right caused by improper tire wear. With a device borrowed from Brian Sherlock, I measured Gilligs while deadheading in light traffic on SR-520 and I-90. These bridges have no road crown, albeit SR-520 drains to the right and I-90 drains to the left. Thus, the combination of measurements provides an accurate reading. Multiple B.O.'d coaches and Work Orders were filled out (for which I was paid for Operator Requests [go figure]) only to be followed by a call from East Base Vehicle Maintenance for a 20-minute "discussion" wherein they wanted me to stop because, I "was the only one who had a problem." They didn't bother

to check with the Mechanic at North Base to whom I referred them for the proper alignment specifications. Thus, East Base Gilligs continued to be sent out with excessive tire wear and steering problems.

If you feel a sneeze coming, especially if you are driving a Gillig out of East Base, keep BOTH hands on the steering wheel and SPRAY AWAY!

Former East Base Operator
Bruce Tiebout

New Cell Phone Policy

Thank you to our Union Officers for their work in getting a reasonable cell phone policy. I was impressed with all the insightful comments from operators regarding this in the last newsletter and I heard these were helpful in the Union negotiations. I appreciated the honesty of my fellow employees in agreeing that we should not tolerate talking on cell phones while driving. Management needs to learn that its' employees have valuable insight into what works out in the real world. I still beg to differ with Metro's policy in the Operation Bulletin of Sept 23, that insists we turn off our cell phones that are stored away to prevent DISTRACTION? Get real. Are they really concerned about distractions? Consider the announcements we get all day long "Operators, please pick up your handsets" only to hear things such as "East Base needs to fill some trippers", "close your windows it is wash day", or "we have a missing 80 yr old with pink shirt and red polka dot pajamas last seen walking around barefoot in Shoreline". Here was a recent one that made me chuckle, "All operators traveling south on the viaduct pick up your handsets". How safe is that? Traveling on those narrow lanes, going 45 MPH and we are to pick up our handset and drive with one hand? I caution all operators to think carefully about safety before ever picking up their handset while driving because we know who will get blamed in an accident. Do what Carey Watson said and call coordinator back when you can safely pick up handset. Yeah, sure, management is concerned about our distractions. We now have to spend all this time playing with our Orca computers changing from ride free, to one zone, to two zones to which trip, to refunding etc. Or consider the ADA policy, that we are required to call out more stops than the Federal Government asks and the fact we have to be word perfect in reading the ADA card or face discipline. I once was corrected in a review because I did not call the change from NE Bothell Wy to Bothell Wy NE..even though it was the same road...give me a break!!! I have complained for years about the fact we turn our heads to the left to speak into the microphones when

continued on the next page

SEND IN YOUR OPINIONS

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

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

NOTICE TO ALL READERS

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

Operators assaulted even in sleepy Port Townsend

Lud

For the first time that anyone can remember, a JTA (Jefferson Transit Authority) driver was assaulted yesterday. Charleen Buckley, was assaulted at the JTA Park n Ride by a man who came into her bus and struck her repeatedly for no apparent reason. Another driver, Alice Lane (Alternate-shop steward), saw what was happening and came to her rescue by pulling the man off of her bus. Meanwhile, another bystander from across the way at the Safeway parking lot ran over and helped subdue the assailant until police could arrive.

Both Charleen and Alice were taken to the Emergency room. Charleen was bruised and sore from the

experience. Possible concussion was proven negative. Charleen has her hand and fingers wrapped with possible bone damage. She was released from the hospital that same night. Alice also had a bruised hand but nothing serious. She was released from the Hospital last night.

The man who attacked Charleen was apparently a relative of the owners of "Joy Luck" restaurant of Port Hadlock. This man was apparently on a Work Visa from an Asian country. He possibly could have been having difficulties living here in the U.S. Charleen may be recovering physically and mentally for quite a while. JTA appears to be handling this matter with great care.

President's Report, continued

implementation." This section of our Agreement has been virtually ignored over the years.

Granted Local 587 had a history of rolling over on mid-term changes to contract. The new leadership will not roll over. King County is either going to have to modify its

method of doing business or face a multitude of ULP complaints and grievance arbitrations. It's my hope King County will see the light and begin to bring its concerns to the bargaining table.

In Solidarity,
Paul J. Bachtel

A quote offered by your President:

*Today you are You, that is truer than true.
There is no one alive who is Youer than You.*

— Dr. Seuss, author and illustrator (1904-1991)

WORK SITE VISITS

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

November 12 th	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
November 20 th	Seattle Personal Transit	2:00 pm – 5:00 pm
November 25 th	South Facilities	5:00 am – 6:30 am

Letters to the Editor, continued

we should have lapel microphones like Portland drivers. This is a huge distraction and safety issue. Oh but nooooo, Management is more worried about the distraction of a beep coming from a cell phone stored away in our pocket. As usual they are so out of touch with the reality of what bus drivers go thru out on the road it is laughable. I know most of us got a good laugh about the auditors report that we do not need more than a 5 minute recovery. Did any of them spend a day riding a bus to see what we do in a days work? These policy mak-

ers should be required to drive or ride a bus for a day and see what the true reality is out on the road. I once had some Metro personnel counting passengers, ride my bus all day, a few years ago and they kept asking me as I went through my day when my lunch break was going to be. I said we don't get lunch breaks, we are lucky if we can get to a bathroom. They said "you do this all day without a break.?" "Yep ...welcome to the real world of bus driving."

Ruth Wilson
Shop Steward North Base

Sisters Organize for Survival campaign to defend Basic Health:

\$238 million in cuts will force thousands off plan next year

By Linda Averill, #8816, Atlantic Base

A recent poll showed that 57 percent of people in the U.S. want a public healthcare option. This is probably a lowball figure. Most people know that our for-profit healthcare industry is a failure. How else explain 40-plus million people without coverage?

What many people don't know is that Basic Health, the state's version of a public option, is about to be gutted — despite its popularity. Given the current federal government push to have everyone insured, the state's actions are not only alarming, but also contradictory.

As part of the Legislature's "all-cuts" budget, \$238 million was slashed from funding for Basic Health. The average enrollee will go from paying \$36 to \$61 per month. The annual deductible will increase from \$150 to \$250. All of us who face premium hikes in 2010 know the challenge of finding money for healthcare hikes when we already live on tight budgets. Imagine what it means for workers who earn the state's minimum wage. Or those who are unemployed or working part-time with no coverage. For them Basic Health is a lifesaver and the changes constitute a catastrophe. Many people will be forced off, which is exactly what the politicians' intended when it was decided to hike premiums.

If these cuts are allowed to go through more people will become uninsured, and forced to go to emergency rooms for medical problems that could be taken care of in a doctor's office. Those with serious health issues will go deeper into debt over medical bills and some will die prematurely for lack of treatment. And everyone, including ATU 587 members, will ultimately pay higher prices for healthcare.

In the face of these massive cuts

to Basic Health, Sisters Organize for Survival (a grassroots campaign launched by Radical Women) will hold a public tribunal on November 14, 2pm at the Rainier Community Center, 4600 38th Ave. S. in Seattle. The Community Tribunal to Save Basic Health will take testimony from health providers, the uninsured, and Basic Health recipients on the impact of these cuts. It will act as a court of the people on the state government's role and responsibility in providing healthcare and other crucial services for the state's most vulnerable residents. As transit workers, we see every day the need for an adequate safety net that includes healthcare.

A petition drive is also underway calling on Governor Gregoire and other elected officials to repeal Basic Health rate hikes, cuts and deductible increases. The campaign has organizing meetings every Thursday at 7pm, New Freeway Hall, 5018 Rainier Ave. South, Seattle, until the Tribunal.

The campaign is designed to put heat on the Governor and Legislature, and is part of the larger movement gaining ground to protest cuts to human services.

Rather than balancing the budget by cutting healthcare, the legislature needs to preserve Basic Health as a model that should be expanded to other states. Taxing the profits of the largest corporations and the income's of this state's 120,000 millionaires could fund all basic Health, along with other social services, public transit, and public education. This campaign to save it is part of the larger fight to stop the politicians from using the economic downturn triggered by Wall Street to bust labor, privatize public services, and impose more austerity on working and poor people.

NEW PUBLIC RELATIONS COMMITTEE EMAIL

Please note: the ATU 587 Public Relations Committee has a new email. We are now on the ATU 587 email server. Please remove the old email from your address books.

Thank you!

New Email:
prcmte@atu587.com

Questioning The Audit — Part 2 of 3

By Andrew Jeromsky Executive Board Officer ATU Local 587

My fellow operators, this is the second of a three part series that calls many of the audit recommendations into question. My original response was a bit long, so it made sense to divide it into three articles.

Auditors are paid to find cost savings. If they didn't they wouldn't have work. So while I was cautiously optimistic when I first began to review this audit, I became outright skeptical when I saw how conclusions based on questionable data and information is being used to attack our working conditions and the Contract. There are too many coincidences. The public is being told that Full-Time drivers get nearly 2 ½ hours of breaks every day, turning public sentiment against Union drivers.

Additionally, when I-695 was passed, the Schedule Maintenance Budget was cut entirely. This lack of a budget prevented schedulers from correcting problems and they began to steadily accumulate. Now the audit is touting HASTUS as the answer to these scheduling problems. GIRO, one of the firms consulted for the audit, is the company that sells HASTUS, and not surprisingly, it recommends that Metro buy more hastus software and training. Unfortunately, implementing HASTUS software will clear the way to cutting pay, benefits, and working conditions as Management tries to steer us towards a computer controlled future.

Read the next few paragraphs carefully. They are the audit and HASTUS recommendations for changing sick leave policy, layover/recovery time, vacation and leave requests, and quite possibly the pick.

IMPACTS ON OPERATOR HEALTH

Sick Leave

On Pages 58–59 the audit recommends using HASTUS to monitor and reduce sick leave.

“Under the terms of the labor agreement, Transit cannot currently require medical verification from a licensed practitioner except in limited circumstances. Instead, Transit Employees self-certify sick leave. While recognizing that this benefit was bargained for during the labor negotiation process, we found that the current labor agreement impacts Transit’s ability to manage excessive sick leave absenteeism by preventing the agency from requiring medical verification. We calculated that if sick leave usage for full-time operators were reduced by two days per year, the cost savings could be in the range of \$1 million to \$1.2 million. Transit should utilize data available in HASTUS to monitor sick leave usage in accordance with the collective bargaining agreement. Although Transit uses HASTUS to track some instances of sick leave usage, Transit has not purchased the HASTUS Employee Performance Manager module (EPM). EPM assists users in managing disciplinary actions and awards based on rules configured to provisions of the collective bargaining agreement.”

This EMP seems Orwellian to me.

It sounds distinctly like ‘Big Brother is watching’. Additionally, if sick leave is reduced, the potential for spreading infectious disease to fellow employees and the public increases. Transit Safety recently posted the following information from the Center for Disease Control: “If you are sick with flu-like illness, CDC recommends that you stay home for at least 24 hours after your fever is gone except to get medical care or for other necessities. Your fever should be gone without the use of a fever-reducing medicine. **Keep away from others as much as possible.** This is to keep from making others sick. Stay at home if your sick and limit contact with others to keep from infecting them.”

LAYOVER/RECOVERY TIME

This is from the KC council audit report:

- Auditor Kymber Waltmanson said Metro **should be able to reduce recovery time** in schedules while still honoring labor agreements that specify break times for operators.

Those specified break times are only 5 minutes long. Because of cuts to the scheduling budget, some routes can run very late. By the time drivers reach the end of the route they may have little or no time to use a bathroom, which can be blocks away.

Recently management issued a cell phone policy statement. It listed drowsiness as one of the primary causes of driver inattention leading to accidents, so Management must be well aware that rest breaks are essential to the safe operation of a coach. However, contrary to what is being reported, many of our drivers work 8 to 12 hours a day with no lunch and few or no breaks. They do not have a 30-minute lunch break, or the 10-minute breaks every four hours that are legally mandated and enjoyed by other workers.

The long-term risk to Operators from reduced layover time and fewer sick leaves can be reduced life expectancy. Every insult to our health accumulates as we age. Getting out of the seat periodically alleviates stress and repetitive stress type injuries. Stress is believed to be the leading cause of illness in the Western world.

How about the circulatory problems that can occur from constant driving? Do you have carpal tunnel syndrome, painful knees, back or hips? What are minor annoyances today can become quality of life issues tomorrow. Getting out of the seat and moving, stretching and just relaxing pays huge health dividends.

Employees must try to avoid as many injuries and illnesses as possible during their working years. You not only have a right, *but a duty*, to fight for fair treatment from Management regarding your current and future personal health. Don't be pushed around. Your life, it's span, and the quality of it are at stake.

VACATIONS AND LEAVE

Here are some audit excerpts that recommend controlling vacations and leaves by changing the contract.

Page 59 of the audit:

“Transit should quantify the cost impacts of leave procedures, and the county’s representatives should take these costs into consideration **when negotiating the next labor contract”.**

Pages 57–58 of the audit:

“Planned absences include known absences such as scheduled vacation, holidays, and use of accumulated compensatory time. Unplanned absences include sick leave, unpaid leave of absence, and job injury.

Staffing costs are minimized if planned absences are controlled. We found that the major category of planned absences — **vacations — cannot be tightly controlled under the constraints of the collective bargaining agreement**, which means that Transit’s approach to determining coverage for staffing needs does not work as intended. There is significant variability in absences for vacation leave. Transit and the Union have not been able to reach agreement on one approach to minimize this variability; keeping vacations tied to bases instead of the more expensive practice of following operators as they move from base to base.”

THE PICK

From pages 52–53 of the audit:

“The last calibration predates the most recent labor contract. As a result, schedulers cannot use the software module for run cutting because it produces **unworkable and unrealistic scheduling output that is inconsistent with the current labor rules.** Transit scheduling staff do not take full advantage of the HASTUS system’s automated run cutting capabilities, citing these unreliable results produced by the system and instead rely on manual run cutting routines in areas where automated capabilities are available.”

From page 43 of the audit:

“Schedulers take each block and assign them to a “piece of work” that will be assigned to an operator. Operators then go through a “pick” process in which operators choose pieces of work based on seniority to determine which routes they will drive until the next schedule is developed. **This process is heavily controlled by the labor agreement.”**

There is something ominous in the way these paragraphs are written. Is Management going to try and have HASTUS picking for us in the future?

Where should Transit’s emphasis be?

This is from page 3 of the audit summary:

- Transit has put a strong emphasis on service quality, high ridership, regional mobility, and operator working conditions. Although Transit considers cost efficiency, there is less focus in this area.

And this is from page 6:

- Transit has put a strong emphasis on dependable, timely service, and operator working conditions.

- This focus has come at a cost. There are opportunities for efficien-

cies and cost savings.

My answer is taken directly from the website of Booz Allen Hamilton, the first of the consulting firms listed in the audit. It is their *own* cautionary advice regarding the successful execution of new strategies.

- “Successful agencies used measures to communicate what their leaders wanted, delegate, and establish accountability. Few leaders in the control group used performance measures, and when they did, **the measures focused on cost and production, but neglected quality and customer satisfaction.** (Emphasis added)

On their website, Booz Allen Hamilton is reporting that it’s a mistake for agencies to focus on cost and production, while neglecting quality and customer satisfaction. Bafflingly, this is exactly what is suggested by the audit that their firm was a consultant on.

Providing dependable quality rides and timely service to a large ridership is a necessity. So is providing fair working conditions for Operators. Metro Transit is one of the most important public utilities in King County. Taking commuters to and from work and passengers around town is a quality of life issue. Regular transit riders and non-riders alike will all lose precious time when they get stuck in the traffic jams that result from cut service. Additionally, the economy will suffer due to lost labor hours, and air quality will degrade as a result of increased emissions as all the extra vehicles on the road spend longer times negotiating heavier traffic.

Is Transit Effective?

This is from both page 3 and page 15 of the audit summary:

- We found many opportunities to increase Transit efficiency, generate revenues, and improve effectiveness.

This statement implies that Metro is not effective enough, but read the following statements found on pages 3 and 6.

- Transit has put a strong emphasis on service quality, high ridership, regional mobility, and operator working conditions.

- Transit has put a strong emphasis on dependable, timely service, and operator working conditions.

These sound to me like acknowledgments that Metro Transit is already very effective. We have almost 2 million customers, and have twice been honored as the best-run large public transportation system in North America. The 2nd and 3rd audit statements contradict the first. This is not a surprise since the real issue is the *cost* of effective service. This recession didn't originate at Metro, it began on Wall Street, however it seems likely that Management’s negotiators will attempt to exploit the recession and use HASTUS, and the audit to try and change the Contract and attack our salaries, benefits and health.

Next month Part 3: The Environment, The Recession, Dollars & Cents, and Revised figures and projections.

In Solidarity, Andrew A. Jeromsky

ORCA – the “One Regional Card for All”

By Krista Kipp, Contract/Support Services Manager

Low-income residents rely on public transportation to get to work, school, job interviews, doctor appointments, and other personal commitments. Access to affordable public transportation is imperative for the hundreds of thousands of low-income residents of King County — an already struggling population, hit hard by the recent economic downturn. Now, for many of these individuals, that access is in jeopardy. Unless ready solutions are put in place, the new fare system being adopted by King County Metro, Sound Transit and five other allied transit agencies could make public transportation unaffordable for the most disadvantaged among us.

In 2008, roughly 1 in 10 King County residents met the federal definition of living in poverty¹ — defined as an annual income of approximately \$21,200 for a family of four. Nearly 1 in 5 residents have an income at or below 200% of the Federal Poverty Line² — poor enough to qualify them for Food Stamps and other means-tested public benefits. Unfortunately, in this tough economic climate, low-income residents may soon face a new barrier to getting where they need to go.

ORCA—the “One Regional Card for All” — is the new smartcard technology that will soon replace most forms of fare payment among seven collaborating transit agencies in the Puget Sound region. King County Metro, Sound Transit, Community Transit, Everett Transit, Pierce Transit, Kitsap Transit and Washington State Ferries have all begun the transition to the ORCA card, which will take full effect on January 1, 2010.

For ORCA users, the card tracks ridership, fare payment, account balances, and route transfers, and will automatically deduct the amount of the fare difference from the rider’s ORCA balance upon transferring between transit agencies’ routes — for example, when transferring from a King County Metro bus to Sound Transit’s Link light rail, which requires a higher fare.

However, the ORCA card is costly. Cards will cost \$5 to purchase and require a \$5 minimum load — a total of \$10 for riders to access ORCA. For many people \$10 is a drop in the bucket. But for low-income residents struggling to make ends meet, \$10 could mean choosing between getting to work or feeding their family.

With the implementation of the ORCA card, the free intersystem transfers that riders currently enjoy will be eliminated for non-ORCA users. Riders will still be able to pay with cash or bus tickets (for the time being) and King County Metro will continue free *intra*-system paper transfers. However, on January 1, 2010, non-ORCA users who transfer between agencies’ routes will be required to pay the *full fare* again upon transferring, not just the fare difference (as will be the case for ORCA users).

The elimination of intersystem transfers for non-ORCA users thus

penalizes low-income residents who may not be able to afford the \$10 to purchase and load an ORCA card. This particularly impacts residents of the Rainier Valley, where King County Metro has reduced or re-routed bus service to direct riders to use the Link light rail. This requires many Rainier Valley residents to utilize both Metro and Sound Transit routes, effectively doubling the trip cost for those who cannot afford an ORCA card.

There is some good news to report in all of this: King County Metro in particular is beginning to take steps to mitigate *some* of the impact of the transition to the ORCA card on low-income residents. After meeting with a work group—established by Seattle Jobs Initiative—of concerned representatives from several community and government agencies serving low-income residents, Metro has agreed to temporarily continue its Commuter Bonus Voucher program for human services agencies. Initially slated to be terminated at the end of 2009, this program is used by a host of human services agencies in King County to purchase transportation vouchers in various amounts from Metro to distribute to their low-income clients, who then exchange the vouchers for bus tickets and passes to get to school, work, appointments or job interviews.

Without the continuation of the Commuter Bonus Voucher program, human services agencies would have been required to enter into ORCA business account agreements with King County Metro if they wished to continue providing public transportation support to their clients. The administrative burden of maintaining these accounts for agencies that serve hundreds of unduplicated clients each month would have been enormous, effectively forcing many of these agencies to cease providing transportation support to residents in need.

Not only has Metro agreed to continue the Commuter Bonus Voucher program until a viable alternative is available, but those human services agencies that are able to enter into an ORCA business account agreement will be able to purchase ORCA cards at a reduced rate of \$3 per card with a \$3 minimum load. Importantly, human services agencies that continue to purchase Commuter Bonus Vouchers will need to account for the \$5 ORCA card fee when distributing vouchers to low-income clients. The \$3 reduced card fee cannot be purchased through vouchers, nor can it be purchased directly by low-income riders.

Despite these important steps taken by King County Metro, much more needs to be done to ensure low-income residents can continue to access public transportation under the ORCA system. While Metro has taken the above-mentioned steps to help ensure that residents who receive transportation assistance via human services agencies continue to do so, only a small fraction of the low-income population in the region is served by these agencies. The majority of the region’s disadvantaged individuals will still be impacted

by the costly ORCA card and the services—such as free intersystem transfers—that are being eliminated due to ORCA’s implementation.

Although the transit agencies are providing free ORCA cards now, as of February 1, 2010 public transportation customers will have to pay the \$10 in order to benefit from ORCA. Free intersystem transfers will end January 1, 2010. It is important to note here that although the Regional Reduced Fare Permit (RRFP) currently offered by King County Metro will continue to be offered with ORCA, it is not available to the general low-income population—a common misconception. The RRFP is available only to seniors and disabled riders.

Fortunately, there is a ready solution at hand. When ORCA was in development there was a plan to offer riders the option of either a re-loadable ORCA card (the card as it exists today) or a disposable ORCA card that would be loaded with funds and disposed of once the balance on the card expired. Somewhere along the way the disposable card was tabled due to security issues, and the re-loadable card was rolled out as the only option for transit riders. Now, according to the allied ORCA transit agencies, the disposable ORCA card will return as an option and is currently under development. The disposable card will be a better option for low-income residents because it will not carry the \$5 card fee and will allow for intersystem transfers in the same manner as the re-loadable ORCA card.

According to the allied ORCA agencies, however, the disposable card will not be available before mid-2010, at the earliest. In the meantime, low-income residents will continue to struggle to pay the \$10 required to begin to use ORCA or, if they cannot afford an ORCA card, the double fares for intersystem transfers. This problem can be addressed if the allied ORCA agencies agree to continue to allow free intersystem transfers for non-ORCA users, as is the current practice, until a disposable card is available.

Seattle Jobs Initiative and the members of its work group will continue to raise awareness about ORCA and its impact on low-income residents, as well as encourage the ORCA transit agencies to take into account the low-income residents that make up almost 20% of the population when considering methods to mitigate the impact ORCA

will have on the agencies’ ridership. It is the hope of the work group that a reasonable solution will be found, so that low-income riders will not find themselves unable to access public transportation in 2010 because they can’t afford to buy an ORCA card or pay double fares for intersystem transfers.

Submitted 10/16/09

Seattle Jobs Initiative

Seattle Jobs Initiative is a non-profit organization that creates opportunities for people to support themselves and their families through living wage careers. All of our work is designed to eliminate barriers to good paying, long-term work. We creatively align support services—including housing, childcare, transportation and counseling — with job skills training and job placement assistance. Our policy work supports legislative changes that improve access to training and services for low-income individuals. Through partnerships and innovative approaches, we help people chart a path to economic self-sufficiency.

The work group established by Seattle Jobs Initiative meets to discuss ORCA concerns and strategies. The group consists of concerned representatives from Seattle Jobs Initiative, the Department of Social & Health Services Region 4, TRAC Associates, the Church Council of Greater Seattle’s HomeStep Program, Asian Counseling & Referral Service, Seattle Goodwill Industries, Pioneer Human Services, WorkSource North Seattle — Employment Security Department, and the City of Seattle’s Human Services Department.

(Endnotes)

1. In 2008, roughly 168,289 or 9.1% of the population of King County met 100% of the Federal Poverty Guideline. Source: U.S. Census Bureau, 2008 American Community Survey 1-Year Estimates.

2. In 2007, King County had 325,401 residents living below 200% of the Federal Poverty Guideline (17.3% of the total 2007 population). Source: 2008 Washington State Population Survey. In 2007, 200% of the Federal Poverty Guideline would have been equal to \$41,300 annual income for a family of four (2007 wages/poverty guidelines) —well below the King County median family income of \$82,879 (in 2007 inflation-adjusted dollars). Source: American Community Survey 2005-2007 3-yr estimates.

WORK SITE VISITS

Paul Neil, Financial Secretary, will be visiting various work sites during the month of November. Below is a list of times, dates and locations.

November 4th	Central/Atlantic Operations	2:00–4:30PM
	Central/Atlantic VM	4:30–6:00PM
November 12th	LINK Operations	2:00–4:00PM
	LINK VM	4:00–5:00PM
November 13th	North Operation	5:00–6:30AM
	North VM	6:30–7:30AM

Vice President MacAdam's Report

By Don MacAdam



Worst Base of the Month...

Worst Base of the Month is by sheer volume of calls and complaints to the Union office, East Base Vehicle Maintenance.

This lowly, esteemed award is not given lightly. If you complain without cause, or do not have a contract violation, it does not count against the base. However, if common sense or rudeness or past practices are violated, it does count.

Also, I must give un-honorable mention to the swing and graveyard chiefs, Paula Smail and Deb Stenoin, at South Base Vehicle Maintenance for the worst write-up of the year. As you know, they wrote up an Equipment Service worker for complaining after sitting in a wet "yuck"

drivers' seat. The write up was so unconscionable that I received "gasps of shock" from other Metro supervisors and chiefs.

We will have to wait and see if this one wins as there are still two months to go.

Monthly Recap

I have been busy working down the grievance log sheet that I inherited. This month, we will have the chance to hear arbitration requests for T. Jader, Johnson, Racadio, Shannon Nale (clerk grievance), and Michael Harris. Also, you should know that Nic Caraway is still "working" at the street car.

The Darren Bassen security camera for facilities forfeiture is still in

the twilight zone as I cannot get a response from Metro. Also, in Maintenance we will NO LONGER be extending seniority guarantees for upgraded managers. They MUST be back to their old position before one year is up or forfeit their seniority. This is being done at the request of the members, and I agree with it!

What questions would you like to have on the manager evaluations? Let me know soon—e mail me (vpdonmacadam@atu587.com).

Also, what contract ideas do you have? Send and e mail and I will put it on the list (vpdonmacadam@atu587.com).

The wrecker position on the pick sheets—we have officially, once again, formally requested to

negotiate this change in working conditions. If Metro is unable to talk to us, they will be in court once again.

Also, as of today, we were informed of the graveyard chief swap at North Base and East Base. East Base members are happy; North Base...not so much. The cries of re-pick and hostile work environment have the Union phones ringing! As per the contract (p. 108, Article 17, section 2, paragraph D), the chief swap must be discussed with the Union. Metro is requesting a system-wide vehicle maintenance re-pick. This will include leads, and maybe some corrections on the pick sheets. We will have a normal 10 day posting, so stay informed.

Vice President Sepolen's Report

By Rick Sepolen



Ramblings of a VP

The Customer Complaint Policy continues to cause our members heart burn. I am sending copies of the policy to Operations Chief Shop Stewards each of whom has been asked to review the policy and share it with their stewards. If you have any questions ask your chief shop steward, a base chief or call me at 206 448 8588.

New Members and Relatively New Members. . Please take the time to get to know the rules. How knowledgeable are you on sick leave usage, misses, late reports and on and on. Knowing the rules can only help you. Not knowing the rules very well could cost you your job. For a quick review of the Metro Way of doing business,

look in the back of the BOOK. Still not sure, talk to a shop steward, a window person or call me. Invest a little time now for a review and watch it pay dividends later on.

King County is still proposing layoffs for next year. Details are on how they will directly affect 587 have not been finalized. As your officers learn more details we will let you know.

The PED policy has been put to the test. Two or three members have been accused of using a personal electronic device while doing their job. Discussions and/or grievances are in process. Stay tuned.

Have you been going through the unfortunate experience of an employee-employee or manager-

employee conflict? Consider seeking a resolution to this matter through mediation. Contact a Base Chief/Base Supervisor or me for details.

Flu season has us all concerned. Base on our contact with the public some members feel we should be given priority when it comes to receiving shots. This is problematic on so many levels. Due to the shortage of doses of the vaccination making sure doses get to care workers, pregnant women and children remain a prior-

ity. Acknowledging these concerns we must realize that we are not that high on the list.

It is time to consider thinking about contract negotiations. Knowing our membership, I am sure each and every one of you has an idea on how to improve the labor agreement. Jot that earth changing idea down and send it to me or one of the other officers for inclusion in our book of ideas. Who knows you just might see it implemented.

NO on I-1033

By Andrew A. Jeromsky

Please vote no on I-1033. Tim Eyman's latest initiative will cost you money by limiting King County's budget to permanent recession levels. The funding problems Metro is experiencing now will only get worse. Eyman claims that I-1033 will reduce property taxes. It will, especially for the wealthy. That's the dirty little secret of this initiative, it isn't written to give a tax break to the middle class or the poor, it gives the biggest breaks to the rich. In the meantime Social Services that the middle class and the poor rely on will be gradually eliminated.

I-1033 is deliberately timed to lock in the budget cuts forced by the recession. If it passes, the state Office of Financial Management predicts a \$5.9 billion budget hole over six years. By reducing property tax revenue for state,

county and city governments, I-1033 will make it illegal for local lawmakers to spend more than the previous year's budget on schools, police, fire protection, roads, libraries, parks, hospitals and other services LIKE METRO TRANSIT!

In 1992, Colorado became the only state—before or since—to impose revenue limits like those in I-1033. The damage was severe. Colorado dropped to 49th in the nation in education funding and the percentage of low-income children with no health

Insurance doubled. In 2005, voters in Colorado suspended the revenue restrictions. Don't be misled by Tim Eyman and his cronies, they don't care about you. This initiative is tax breaks for the rich in sheep's clothing.

In Solidarity, Andrew A. Jeromsky

Vote for Dow

By Andrew A. Jeromsky

Susan Hutchinson is accusing Union members of having gold plated benefits. That sounds like a threat to my family's security and it is. Susan Hutchison says she saved the Seattle Symphony from the brink of bankruptcy. During Hutchison's tenure, the symphony got a lot of help. Millions in assistance came in from the city of Seattle and the Simonyi foundation, and the musicians Union gave back \$3.2 million in wage and benefit concessions. She brought payroll cuts to the symphony. She said, "Nobody took the bull by the horns and said, 'It's time to make tough choices and

move forward enhancing revenues and cutting costs,' which is exactly what we did." One month after she stepped down as chairwoman, the symphony ended its fiscal year with a \$1.2 million deficit.

As County Executive, Dow Constantine will fight to protect your wages and benefits. Conservatives like Susan Hutchinson are calling Dow Constantine too Labor friendly and accusing him of being in the pocket of Unions. Lets show King County that Labor friendly politicians are the ones who get elected!

In Solidarity, Andrew A. Jeromsky

The Financial Secretary's Report

By Paul Neil



November 2009

Members at King County Metro Transit will have \$16.18 deducted from the paycheck they receive on November 12th to pay the second half of the annual Grievance Arbitration assessment. What is the Grievance Arbitration assessment you might?

To comply with the ATU International constitution Article 21.15 and with the Local 587 bylaws (Article 8.5) all costs for grievances that the membership votes to take to arbitration plus the costs of L & I attorney services are totaled at the end of the year. This total is then divided by the number of active members to produce the amount each active member will be assessed in the following year. In 2008 these costs totaled \$129,982.87 which was divided by the total active membership of 4017 for a total of \$32.36 per member to be paid in 2009. Those at King County Metro paid half of this from the paycheck they received on June 11th.

The amount of the Grievance Arbitration assessment has been declining for the last few years from

\$64.40 paid in 2006 to \$32.36 this year. At this point it appears the amount assessed in 2010 will be even less than this year but of course that is still to be determined.

October 2009 Membership meeting report

New members:

In the month of September 2009 we reported 24 new members to the ATU International. 21 are employed at King County METRO Transit and the remaining 3 at Seattle Personal Transit. This brings our total active membership to 4136. This is an increase of 139 members compared to this time last year when we had 3997 active members.

Bills:

All financial figures are subject to the review of the Executive Board. In September total income was \$229,086.55 which is an increase of \$5,005.51 or 2.2% over last September. The increase is due to increased membership and the dues increase approved in January.

Per Capita payments totaled \$55,721.00 for the month of Septem-

ber which is a 3.7% increase over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$160,665.86 which is a decrease of \$20,381.50 or 11.3% over the previous September. The decrease due primarily to reduced payroll costs, reduced expenditures for workshops and other miscellaneous cost reductions. This amounts to a \$12,699.69 surplus for the month compared to a deficit of \$10,713.82 for September 2008.

My activities for the month:

Went on 4 worksite visits. As always these are very educational for me and very enjoyable. Many comments and questions about the new KCMetro Personal Electronic Device policy.

Participated in contract negotiations for Seattle Personal Transit. We have reached tentative agreement which the President reported on.

Participated in negotiations with KCMetro concerning the Personal Electronic Devices policy. The policy was narrowed and refined through negotiations between the Union and King County METRO but the Union

does not believe that the company can change this violation from a minor to a serious infraction.

Developed with the other Full-time Officers a written payroll policy for the Union. This was presented to the Executive Board for their consideration and input. It is important that the Executive Board not only adopt a policy but that they also actively participate in creating that policy.

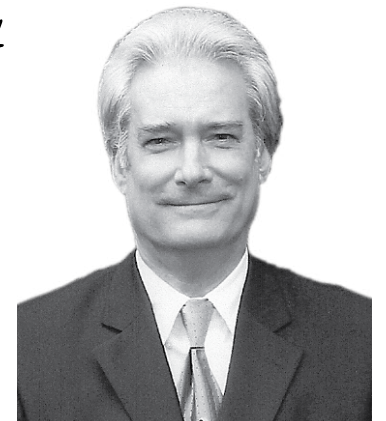
Worked with the Audit Committee which now has Executive Board member Patrick Stevens and former Executive Board members Bruce Tiebout and Judy Young on it.

Participated in the First Transit negotiations which are going well so far. As part of that process we had a "Meet & Greet" for those new members before we met with management.

see "Worksite Visits" on page 9

The Recording Secretary's Report

By Brian Sherlock



ATU Members find more savings than Metro's software

Audits usually find what they are sent to uncover. The recent Transit audit is no exception. The big news was no surprise; it discovered that \$100 million was stashed where over \$800 million was kept a dozen years ago. Your Union has watched through the intervening years and has been saddened to see that surplus being depleted without fixing our obviously broken tax structure. The unavoidable truth is that we must pay our fare share of the transportation costs we incur today. Local 587 could have saved our county the ton of money they spent tracking their surplus to where it has always been. Unfortunately, we were not at the table, despite the starkly obvious need to ask those doing the job how it could be done better.

Read the audit — through large sections, it reads like a sales brochure for a single product: HASTUS, the transit scheduling program. Over and over and over, it is cited as being available to save the day if only their additional options and services are purchased and put to use fiddling with schedules. The sad truth is that the savings available through software are a small fraction of what

can be gained by listening to those most expert in what we actually do. The audit, with its disconnected top down view, was incapable of analyzing the actual work we perform; it is there, rather than through tweaking existing schedules, that real efficiency can be gained.

Let's look at one example: in West Seattle, the route 120 was created to eliminate waste and improve service. It was done by bringing together the right assemblage of expertise in the actual design and delivery of service. The system was considered from the ground up and the result was not something that you could get from fiddling with schedules through software.

Route design, stop locations and numerous other factors to which HASTUS is blind were the keys to service that became far more efficient, and ridership which increased by three quarters of a million riders per year. This did require an extremely modest increase in service hours but the point is that efficiency and the delivery of much higher quality service are not available through any software — period! Despite the obvious, the audit looked precisely where the least benefit

could be found.

Moving forward, each region offers different opportunities. For instance, the Downtown, U District and Northgate corridor could yield savings of roughly 6 million dollars per year by doing the same kind of ground-up analysis of service that is currently extremely inefficient. The audit, however, was a process which had no chance of uncovering this kind of opportunity. Most importantly, it didn't.

The underlying problem is the structure governing transit. Transit resources are treated like political spoils to gain re-election and oil squeaky wheels. Efficient service for the region and responsible system designs are so low on the list of priorities that they effectively don't exist. Luckily, some cracks are appearing in the County Council voting block which has sent service hours to where they are least efficiently used. That can hardly happen fast enough when no other system in the nation is squandering service, dollars amid this economic upheaval, in the uniquely shortsighted manner of King County.

The key for the future is to approach our system in a way that

integrates the remarkable expertise we have in-house with the decision making guiding our future. There is currently an enormous disconnect. This is critical when we need to cut 9% of service hours. That goal could be achieved, while at the same time increasing the number of riders actually transported. The key is simple: send the service where it is most needed. The same team-based process used to yield great success in the 120 corridor could be used across the system. There is more than 9% of service being wasted through politics directing extremely inefficient distribution of resources. This economic downturn is the perfect opportunity to redesign the system, eliminating inefficiency and providing more rationally integrated route design. The sad truth is that instead, the political system will almost certainly squander this opportunity and instead use transit to move votes first and riders second.

It is perhaps time we looked seriously at an initiative pulling transit out from under the King County structure misleading it. Roughly half of the 'overhead' paid to the County would resolve the budget shortfall. More on this soon.

HELP WANTED: Easiest Job Ever!

By Linda Anderson, PR Committee Chair

Take a Coffee Break for the PR Committee and be a PR Star!

Contact the 587 Public Relations Committee at our NEW EMAIL: prcmte@atu587.com or at 206-448-8588

My job is fun. Hi, everyone. I'm chair of the 587 Public Relations Committee. I consider myself lucky; our committee does a wide variety of fun and interesting work. And you can be doing the same interesting things that we do. In fact, we can't do it all—no possible way—there's not time for us to have *that* much fun by ourselves. We need you! Let me tell you of all the *easy* opportunities there are for you to participate *and* have fun. For instance:

Do you like to sit around and drink coffee and read the papers or surf transit blogs? Do you like to gripe to someone about what you read? Well you are already doing PR committee work and didn't know it! You can continue to do this fun "job" and with an added benefit—now you can gripe to us! Because we care! Just shoot us an email or call to tell us what you usually read. Then, if you see something interesting about transit, give us a shout.

Do you listen to talk radio? I know some of you do. All you have to do to be a PR Star is speed dial us on the phone if there's a show on transit—and tell us where to tune in. Easy as pie. If you like to call in to the shows, we can help with talking points! To get started, give us a heads up now about who you are and what you sometimes listen to.

Watch government TV late at night? Don't be afraid, we won't tell anyone who you are. But if you see a show that's union- or transit-related, email us or call us to tell us which meeting you watched (which county? city? what committee? when was the meeting held?) Tell us who you are so we can thank you!

Have a reputation for speaking up? Good! You're one of us! Bond with us, brothers and sisters, we can speak out together and be heard. Give us a shout, don't pout, you're not alone, pick up the phone!

Already in a community group? Go to meetings? You're already a

PR Star! Do you think they have an interest in having good bus service? Do they advocate for our riders? Just shoot us an email or call and talk to us. Maybe 587 can cooperate with them.

Write letters to the editor? Does Erica Barnett get your goat? Hey, don't worry, *we* love you! Get some *appreciation* for what you do, sign up for our letters crew! We need your ideas and we have some ammunition for you to use in your letters, so let's unite! Don't be shy, we know who you are anyway, so contact us!

Want to suggest policy ideas? Actions we should take? Send them to us! Give us your best pitch!

Like to write resolutions and talking points? We can use you!! Draft us up a quick email and let us know point by point that you're resolved to get involved!

Do you have other talents we should be aware of? Are you a policy wonk? A public speaker? Know how to film an event? A wiz at research? Love data entry in Outlook? You know what to do! Email, call or send us a message by carrier pigeon—anything, just so it gets to us! (no E.S.P. messages, please, we are not qualified on E.S.P.)

Do you live for rallies, pickets and marches? Own your own bullhorn and picket signs? "Bully" for you! Sign up, sign up, sign up! to be on standby with our committee. If we don't need you today, we probably will tomorrow, and when we do, we will bring you hot coffee and put your picture in the *News Review*!

Seriously, sisters and brothers, this is fun stuff and we need you, so contact us today! Thank you, thank you!

Contact the 587 Public Relations Committee at our NEW EMAIL: prcmte@atu587.com. Or sign up in advance to help, via the union office at 206-448-8588. When you sign up I will give you a direct phone number. Or you can sign up on this form and send it to ATU 587, attn: Linda Anderson PR Chair, 2815 2nd Ave., Suite 230, Seattle, WA. 98121.

Unity with YOUR Community

By Atlantic Base Shop Steward, Chuck Lare

Working with the community on our common interests will result in the community seeing us as people they know, who care about the community as much as they do. Unity with your community can build our image as being part of the solution, not the problem. Metro is cutting service that increases the crowdedness of our buses; likely to reduce how often buses are cleaned; cutting back on customer service while raising fares; likely to cut lay over time that will create more late runs and fatigue Operators. If Drivers are late with crowded and dirty buses, we may see an increase in customer complaints, increased assaults and undermine our image. An unemployed public, angry at Drivers could undermine our negotiations.

Unity with your community is now taking form with community representatives being invited to the Union meetings to speak and several of our members spoke in opposition to cuts in service and fare hikes at the September 30th Town Hall. In the interest of encouraging more to speak out, let me share with you the presentation I addressed the Martin Luther King County Council at the Town Hall meeting, September 30th.

"Thank you for hosting this discussion on how to solve Martin Luther King County's Transportation problem(s). I would like to discuss with you the missed millions of dollars currently available for use and alternatives to cutting service and fare hikes. I think we can all agree it is draconian to cut services and raise fares on those most in need of transportation services. Let's not forget even those in support of cutting services and fare hikes, admit that this is only the first round of cuts and fare hikes. They also admit that this is not a long term solution and they plan to be back many more times, requiring further cuts and fare hikes.

Let me make two points and ask one question.

First Point: I have found in the order of 20 million dollars at your disposal from cutting and deferring those administrative salaries exceeding \$100,000. I, as an audit consultant to several municipalities and businesses in this state; I can understand why your audit consultant did not want to bring attention to the 20 million dollars I have identified. After all, if your consultant had identified cost savings by chopping from the top and deferring administrative salaries, your consultant would have been biting the hand that feeds. A smart business person does not advocate to bite the hand that feeds. Before you cut services and raise fares,

I suggest you take the 20 million dollars and support those services for the most in need.

Second Point: I suggest you invoke your political will to fund public transportation. With your political will, you can organize your constituents and stop Martin Luther King County's frightful fall. I know you can find your political will - you found it to run successful campaigns to get elected. After all let's not forget for whom this county is named after, Martin Luther King Junior. The Reverend King did not say, we need to cut services ... No, the Reverend King said, "I have a dream ..." And I propose you promote a dream that builds a spider web of public transit around Martin Luther King County. Here this evening, we are preaching to the choir. I encourage you to organize the choir to pressure the State and Feds to fund public transit operations before anymore bank bail-outs.

My question: Every year there is an organized Martin Luther King march down town. I want to know if you have the political will to organize Martin Luther King County to stop cuts in services? Isn't time you organized a march not just downtown but to Olympia and DC? Isn't it time you organized to demand money be found for public transit before a four billion dollar tunnel is built? Before Goldman Sachs gets away? Before more money is spent in Iraq and Afghanistan? Isn't time you organized to put our priorities ahead of those who have more only to get more? We are preaching to the choir in this room, when will you leverage this choir to gain funding for the public transit this Martin Luther King County deserves?

Thank you for your time."

I was interrupted several times by appreciative applause from the communities we serve, another example of building stronger public relations.

To many, Public Relations is new, hopefully those leading by example provides a quick study and increases members participation. Unity with your community is essential if we are to succeed in protecting and building union membership. Last year's Bellevue Teachers "illegal" strike and this year's Kent Teachers "illegal" strike prevailed over threats of retaliation with help from the community relations the Teachers had built.

As the Teachers demonstrated, unity with YOUR community is one sure way to protect YOUR job, health and wallet. Public relations are not built overnight but I believe we have the capacity within our membership to build the public support to stop further cuts and strengthen our negotiations.

To the ATU 587 Public Relations Committee
ATU 587, attn: Linda Anderson PR Chair,
2815 2nd Ave., Suite 230, Seattle, WA. 98121.
Please sign me up! (please print clearly)

Name _____

Email (important, if you have one) _____

Phone _____

Worksite _____

ID # _____

I am interested in: _____