

The President's Report

by President,
Paul J. Bachtel



Congestion Reduction Charge Approved

I am very pleased to announce the Congestion Reduction Charge (CRC) has been approved by a 7-2 councilmatic vote of the King County Council. The CRC will not need to go to the ballot. Congratulations to Executive Constantine and Council Members Gossett, Phillips, McDermott, Ferguson, Patterson, Hague, and Lambert for demonstrating the courage of their convictions and doing what is in the best interests of their respective constituencies.

Much of the credit for this great accomplishment is directly attributable to work of our Local 587 Public Relations and C.O.P.E committees. Their work, both behind the scenes and publically, was a major contributor to this success. Members of the Public Relations committee include Executive Board Officers Linda Anderson (chair), Neal Safrin, and Andrew Jeromsky, and Shop Steward Verita Alexander. Members of the C.O.P.E. committee include Shop Stewards Sara Franklin (chair), Linda Wells, Craig Trick, and Executive Board Officer Ray Mason. I'd

also like to thank all of our members who volunteered to leaflet, write letters, e-mail, and telephone council members. It's your great work that saved transit in King County for another two years. Thank You!!!

I'm also pleased to announce that as part of this agreement, the Ride Free Area is scheduled to be eliminated in the fall of 2012. Elimination of the RFA will enhance the ability of Transit Police to enforce fares. Now, if we could just get Metro to simplify our fare media, fare enforcement would also be greatly simplified.

Part of the funding provided by the CRC is dedicated to service enhancement (schedule maintenance) so please keep the pressure on by **working to the rule**. *Our schedules will not improve unless on-time performance falls. "We Put Safety First."*

However, this is a short-term victory! It only provides transit funding for the next two years (2012-2013). With the help of our Public Relations and C.O.P.E. committees, we will now be taking the fight to Olympia seeking long-term stable

funding for transit for 2014 and beyond. Local 587 is endorsing the Transportation for Washington (T4W) campaign, and to that end, we're building coalitions and alliances with like-minded individuals and organizations in labor, business, and environment.

Passage of the CRC didn't come without a cost to Local 587 members. Delaying our 2010 Cost Of Living Allowance (COLA) wage increase until 2012, agreeing to efficiencies in Transit Operator assignment processes (allowing Part-Time Operators to work past 7:59 minutes per day), and efficiencies in Vehicle Maintenance were the driving factors that caused our state legislature to authorize the CRC and our county council to approve CRC by a councilmatic vote.

For anyone who doesn't believe it was worth the price, consider the consequences in Pierce, Snohomish, and Kitsap counties. All three will be suffering a 35% cut in service. The effect on ATU members in our sister locals is devastating. Hundreds of layoffs and even those with enough

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The Month at a Glance

Business of the Membership

Executive Board Report

September 27, 2011

At the September 2011 cycle of membership meetings, the following business was addressed:

The membership voted to pursue the grievance of Christopher McClure to arbitration.

The membership voted to approve the amendment to Article XV, Section 1 of the bylaws of Local 587.

The membership voted not to pursue the grievance of Nader Ayoubi to arbitration.

Motion by Kevin Hendricks to overturn Michael Shea's recommendation to poll the 1st Line Membership on a MOA change addressing the issue of forcing 1st Line into the Control Center was approved by the membership.

September pot draw winners are Brandon Banks at the Charter meeting, Paul Tefft at the Morning meeting, Darrell Finley at the JTA meeting, Cory Rigtrup at the Afternoon meeting and Ed Stanard at the CTS meeting. Kathleen Kroll lost the rolling pot; next month rolling will be \$100.

The following officers were present: Vice President Sepolen, Vice President MacAdam, Financial Secretary Neil, Recording Secretary Young, Linda Anderson, Eric Butler, Clint DeVoss, Kermit Gipson, Ninus Hopkins, Ray Mason, Chuck Miller, Michael Moore, Neal Safrin, and Hal Poor. Officers absent were President Bachtel and Lisa Nault due to personal business, Robert Eash was on vacation, Andrew Jeromsky was out due to full-time operator training, and Dee Wakenight is ill.

Motion by Patrick Stevens to purchase 38 \$25 gift certificates to be distributed by draw at the December cycle of meetings.

Motion by Patrick Stevens to donate \$500.00 to the following food banks: Port Townsend, Sequim, and Port Angeles.

Motion by Patrick Stevens to donate up to \$500 to the King County labor Chorus.

Motion by Patrick Stevens to donate \$1000.00 to the annual Dr. Martin Luther King Celebration Committee.

Motion by Patrick Stevens to schedule the Charter Meetings on the first Thursday of each month of 2012 and the Executive Board meetings on the Tuesday a minimum of the week prior.

Motion by Ray Mason to set COPE incentive budget for 2012 up to \$40,000.00.

Motion by Paul Neil to authorize the expenditures of up to \$3500.00 to cover remodeling expenses not covered by the office lease.

Motion by Paul Neil to recommend the COPE endorsements for 2012 General Elections.

Motion by Hal Poor that ATU Local 587 allocate up to \$2500.00 for the 2012 Lobby Day.

Membership Meetings: Tentative Agenda

CHARTER MEETING
Thursday, October 6, 2011
8:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, October 10, 2011
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

MORNING MEETING
Friday, October 7, 2011
10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

CLALLAM TRANSIT
Tuesday, October 11, 2011
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

WEDNESDAY MEETING
Wednesday, October 12, 2011
3:30 p.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

Among Topics to be Discussed:
Grievance and Arbitration Update
Unfinished Business: None

**Proud To Be ATU
180,000 Strong**

In Loving Memory...

No one's death comes to pass without making some impression, and those close to the deceased inherit part of the liberated soul and become richer in their humanness

~Hermann Brock

James T. Hulslander Jr #364 was 65 years of age when he passed away on September 10, 2011. He battled (7) seven years with kidney cancer. Jim was a driver, a schedule passenger monitor starting with Seattle Transit in 1967 and retiring with Metro in 2001.

Street Railway and retired as a cashier for Seattle Transit. Jim's father, James Hulslander Senior was a driver then Supervisor starting for Seattle Transit then retiring from Metro Transit. Jim's Uncle, Jack Hulslander was a driver for Seattle starting at Seattle Transit then retired from Metro Transit.

Jim was the third generation at Transit. Jim's Grandfather, Clair Hulslander was a Conductor on streetcars for Seattle Municipal

~Presented by Wayne Daubenspeck, Retired K.C. Metro Transit Operator

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

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

WEINGARTEN RIGHTS STATEMENT

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

Letters to the editor

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

Send letters to:

Judy Young
c/o ATU Local 587
News Review
2815 Second Avenue, Suite 230
Seattle, WA 98121

October Labor History Calendar

Submitted by Bill Clifford

1973—Metro begins to phase in new polyester uniforms. These uniforms were meant to match the new Sunrise (brown and yellow) livery for the buses. Instructors routinely joked that the dark brown pants would camouflage your reaction to a car suddenly pulling out in front of your bus.

1 Oct

1894—Egypt: Greek workers employed by the Suez Canal Company go on strike.

1910—Twenty-one killed when an explosion destroys the Los Angeles Times building. One hundred more were wounded when a dynamite bomb set off a natural gas and link explosion on a loading dock. The "Times" owner was the leader of the open-shop movement in LA. Some suspected that he bombed his own building to generate public outrage. Despite large rewards, no suspects emerged at first. When Iron Worker leaders JJ and JB McNamara were illegally detained and transported from Chicago by the Burns Detective Agency, organized labor and progressives were outraged. AFL President Sam Gompers hired Clarence Darrow, the most famous lawyer of the era, to defend the McNamaras. Organized labor levied a 25-cent per capita tax to finance the defense. When Darrow became convinced that the McNamaras were seriously involved, he shifted his strategy from exonerating the brothers to saving them from execution. Ironworkers had been locked in a 25-year struggle with the National Erectors Association representing the iron industry. Both sides had spies in each other's camps. Burns detectives had piled up evidence of the Iron Workers official support of bombing. The McNamaras had been arrested with blasting caps and timing devices in their possession. Gompers and the labor movement were shocked when the brothers pled guilty and were given long sentences.

1949—500,000 US steel workers strike.

2011—**Saturday, October 1 UW Commonsplaces Brunch**, Location: Gould Hall, University of Washington, Seattle campus, 11:00am-2:00pm. Join student and community organizers to welcome everyone back to a new year of multi-directional organizing. Bring friends! Bring food! But most importantly, bring open ears and a ravenous mind. This is event is sponsored by the Antechamber Collective: <http://antechambercollective.wordpress.com/>. Please RSVP at antechamberuw@gmail.com.

2 Oct

1934—American Federation of Labor (AFL) takes official stand in support of the six hour day, five day work week.

1970—Black Panthers come out in public support of the General Motors wildcat strike.

3 Oct

1932—All 164 students of the Kincaid High School in Illinois walk out on strike after they discover that the school is being heated with coal from a company employing scab labor.

1945—Seven-State Greyhound bus labor strike.

4 Oct

1946—Navy seizes oil refineries (half the US refining capacity) in this country to break a 20-state post-war strike (mostly wildcat). The Truman Administration formally intervenes between capital & organized labor to help settle certain, mostly peaceful strikes with modest gains for labor, as with the CIO-led 30-state US Steel strike. Yet Truman ultimately suppressed this strike wave (1945-46) by calling out the military ("workers in uniform") not only restore social order but also to run key sectors of the economy until the more rebellious elements of this strike wave could be rebridled.

5 Oct

1909—32 workers die in Extension Mine, Ladysmith, British Columbia.

1934—40,000 miners & iron workers strike against the rightwing government, seizing towns around Gijon. 3,000 killed. The uprising in the mining districts of Asturias, Spain, October 5-18, is followed by severe repression; thousands of miners are executed, thousands more tortured, & 30-40,000 are imprisoned.

10 Oct

1933—18,000 cotton workers go on strike in Pixley, California. Four are killed before a pay-hike is finally won.

11 Oct

1972—In Seattle, Washington, Roberto Maestes leads Chicano activists in occupying the abandoned Beacon Hill School, which they propose converting into a Chicano community center, El Centro de la Raza. City eventually cedes the school to them, & the center continues to operate there today.

2011—**Full Moon. Just saying...**

12 Oct

1898—Fourteen killed, 25 wounded in violence resulting when Virden, Illinois mine owners attempt to break a labor strike by importing 200 nonunion black workers. Repudiation of an agreement for the 8-hour day, a wage increase, abolishment of the company store & recognition of the United Mine Workers led to the "Virden Riot," when striking miners opposed the introduction of strikebreakers & armed guards. Ten miners & six guards were killed & about 30 persons wounded.

2011—**Book Talk: "The Man Who Never Died: The Life, Times and Legacy of Joe Hill"** w/William M. Adler & Seattle Labor Chorus. University Bookstore, 4326 University Way NE, Seattle, WA 98105, 7:00pm-9:00pm Author William M. Adler will discuss his new biography of the legendary leader of the Industrial Workers of the World, Joe Hill. For more information, visit <http://themanwhoneverdied.com/>

13 Oct

2011—**Book Talk: "The Man Who Never Died: The Life, Times and Legacy of Joe Hill"** Seattle Labor Temple, 2800 1st Ave., Seattle, 7:00pm-9:00pm. (See Oc 12).

14 Oct

1877—New York City cigar makers strike against pay cuts & restrictive factory rules this fall. Despite community support, the strike is lost in January 1878. As a leader of the strike, Samuel Gompers is blacklisted & unable to find work for four months, an experience that colored his leadership of the AFL-CIO for decades.

1913—Wales: A coal dust explosion followed by a fire kills 439

miners in the Universal Colliery, Sengenhydd.

1981—Dock workers in Darwin, Australia, begin a seven-day strike, refusing to load uranium on board "Pacific Sky" for eventual use by the US military. After a week, the ship is forced to leave without its cargo.

15 Oct

1936—"Detroit Moan" released by Victoria Spivey & the Chicago Four. Detroit factories had begun advertising in Southern cities for black workers as early as 1917. Paid less than their white counterparts, they were offered the hardest, hottest work in the auto foundries, called "the black department." Michigan's black population of 17,000 in 1910 soared to over 117,000 in the 1920s. Borrowing from the practices of Southern plantation patriarchs, Henry Ford paid black workers \$1 a day in 1931 & invested the other \$3 owed them into 'communal enterprises' in the subdivision called Inkster. Blues songwriter & performer Victoria Spivey vented some of the angst of black Detroit in her "Detroit Moan." (The song was originally issued as the B-side of the happier "Hollywood Stomp.")—Mark Humphrey, "The Great Depression: American Music in the '30s"

17 Oct

2000—Bridgestone Tire lays off 450 workers at its Decatur, Illinois plant. In the early 1990s Decatur was known as The War Zone for the intense battles between labor and corporate giants, Tate & Lyle/A. E. Staley, Caterpillar Tractor and Bridgestone/Firestone Tires. Tires produced by scab labor during the Bridgestone strike (July 94-May 95) were later linked to tread separation on tires supplied to Ford for its SUVs. Hundreds of wrecks and 174 fatalities linked to these defective tires mired Bridgestone in liability suits and production problems that plagued Bridgestone for years. Replacement workers (scabs) reported puncturing bubbles in tires so they would pass inspection, using rusted radial cores and speeding up inspections. Fortunately, even with full staffing level of scabs and a full work schedule, Bridgestone achieved only 45% of the production it had before the strike, limiting the number of defective tires it was able to sell.

19 Oct

1980—J.P. Stevens & Co. forced to sign a first labor contract with a union after a 17-year struggle in the South.

21 Oct

1967—The United Auto Workers (UAW) union issues a statement supporting LBJ's policy in Vietnam.

22 Oct

2002—Bus driver Conrad Johnson was shot dead at 5:56 a.m. while standing on the steps of his bus in

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Arbitration Update

1. **Ray Beltran:** Grieved forced upgrade. Settlement discussions underway.
2. **Patricia Jackson:** Grieved termination for alleged misuse of company funds, schedule December 8, 2011.
3. **Marcella Nelson:** Grieved termination for alleged misuse of company funds, scheduled December 10, 2011.
4. **Roger Higbee:** Grieved suspension for alleged serious infraction, scheduled December 07, 2011.
5. **Christopher McClure:** Grieved suspension for alleged negligence in derailment, schedule pending.

Sometimes a Union's Internal Resistance, Can Be Just as Cantankerous as Its External Resistance.

Executive Board Officer Ray Mason

Time and again, while attending the COPE table, I have the opportunity to meet and discuss the business our committee conducts. The accomplishments achieved on behalf of the membership have been comparatively exceptional. We have a membership that is legislatively informed and understands the commitment it takes to have a strong political action program. It's a pleasure to work with my COPE colleagues and to serve the local 587 constituency as well.

In considering all the challenges we've faced in past three years, I think we fared well. All one need is to look at the counties north and south of us to make the assessment and come up with your own conclusion. If a more comprehensive view is needed, just check out our brothers and sisters in Cleveland, Oh (Local 268); Minneapolis-St. Paul, MN (Local 1005) and Columbia, SC (Local 610). Labor's back is against the wall; particularly, transit workers.

A while back, I stated that this Union doesn't need loose cannons, with short fuses, firing off propaganda that could impact the working men and women of ATU Local 587 in a destructive manner. I continue to stand by that statement. Unreliable information or lack of facts can lead our membership in the wrong direction. A prime example is incorrect information swirling regarding the \$20 Congestion Reduction Charge.

There seems to be some mis-

understanding as to how the CRC funds will be used. The most disturbing is that these funds will be used to subsidize other departments and operations within the county other than transit. This sort of rumor serves no benefit to our membership other than to cause deception and dissension among the rank and file. Sometimes incorrect information can get disseminated, but when done repeatedly, it's an issue we all should be concerned with!

On August 15th Council Member, Larry Phillips, sent out an announcement detailing the specifics of this legislation. Adopted by the Metropolitan Martin Luther King County Council, the charge is expected to generate close to \$50 million over the next two years to help offset the county's transit shortfall. In addition, the CRC is posted on Metro Transit's online website: <http://metro.kingcounty.gov/am/future/congestion-reduction.html>—Stability & Sustainability.

The 2011 State Legislature sanctioned the authorization for King County to approve the CRC. It began as House bill 1536 and later approved by the Legislature as Senate bill 5457. This charge will remain, in effect, until two years after it's imposed, or its sunset date of June 30, 2014, whichever comes first. So since this is a state law, I believe the Council cannot and will not allocate these funds any place other than as mandated by State Law.

Whether a rumor is correct or not, it's counterproductive and more harmful than useful. People will chat. It's human nature to communicate. However, some like to share fabrications to appear in the know. A wise woman once told me something that I'd like to share with those who may be spreading bad information "It's better to remain silent and have people think of you as being foolish, rather than to open your mouth and remove all doubt." That's not directed to any particular individual, but if the boot fits, wear it. Then again, the boot may prove fitting elsewhere, but it up to the member(s) receiving the gossip to tell the informant.

Organized Labor as a whole, no doubt has it challenges internally and externally both on a national and local level. Labor's problems concerning working people such as; working conditions, healthcare, and safety standards are deteriorating. As Labor Unionist we can best serve the cause by building on our accomplishments and face the challenges moving forward. We can only achieve this by working together. We'll talk more...later.

Bulletin

September 14, 2011

Revised – Wednesday meeting added

To: All Local 587 Members

From: Paul J. Bachtel, President / Business Representative

Subject: Charges filed alleging "Gross Disloyalty; Conduct Unbecoming a Member; dual unionism; and violation of duly established and applicable rules, regulations, policies or practices of ATU Local 587"

As President, it is my duty to give notice, that pursuant to Section 22.3 of the Constitution and General Laws of the Amalgamated Transit Union charges alleging "*Gross Disloyalty; Conduct Unbecoming a Member; dual unionism; and violation of duly established and applicable rules, regulations, policies or practices of ATU Local 587*" have been filed against Brother Leif Engebo.

The charges will be brought before the membership through the October cycle of Union meetings at the dates, times, and locations listed below:

- Charter meeting: Thursday, October 6, 2011, 8:00 PM, in the Seattle Labor Temple, Hall #8.
- Friday Morning meeting: Friday, October 7, 2011, 10:30 AM, in the Seattle Labor Temple, Hall # 6.
- Jefferson Transit meeting: Monday, October 10, 2011, 7:00 PM, in the Port Townsend Rec. Center, Port Townsend, WA.
- Clallam County meeting: Tuesday, October 11, 2011, 7:00 PM, in the Vern Burton Memorial Building, Port Angeles, WA.
- Wednesday Meeting: Wednesday, October 12, 2011, 3:30 PM, in the Seattle Labor Temple, Hall # 6.

For further information regarding the processing of charges against, and potential discipline issued to, a Union Officer or member please refer to Sections 12, 22 & 23 of the Constitution and General Laws of the Amalgamated Transit Union.

We Have Serious Problems Facing Us and Our Response is to “Eat Our Own”

By Clinton DeVoss, Executive Board Officer

Brother Leif Engebo, a Lead Mechanic (currently up-graded to Acting Chief), has internal charges pending against him brought by other members. The charges against Brother Engebo stem from allegedly violating Contract Article 17.5E, prohibiting members up-graded to Acting Chief from issuing “discipline” or “formal evaluations.” Additionally, the charges further allege that Brother Engebo committed acts that amount to “Dual Unionism.” “Dual Unionism” is actively and with intent seeking to replace ATU as the exclusive bargaining representative or filing a decertification petition.

The conservative think tanks such as the Washington Policy Center (WPC), and others, are advocating various bad things, privatization of public transit, and/or cutting our pay and benefits. No, these attacks have not stopped just because you are not hearing about them in the headlines anymore. Those folks are still coming for us and we are bogged down with internal squabbling and bickering.

To a large degree, our current internal problems are the result of a failure by your union’s Officers, including myself. We, your elected Union Officers have failed you by not providing you with the necessary knowledge and tools you need to accurately make conclusions about what the terms of your Contract mean.

Contracts 101

Collective Bargaining Agreements (CBA) are legally binding contracts no different than any other contract.

Arbitrators and the Courts have rules that they use to determine what the terms of contracts mean. In Washington State contracts are interpreted using a set of rules that implements the theory of “objective manifestation” imputing to the parties an intention that corresponds to the reasonable meaning of their words and acts. That is fancy legal talk for contracts really meaning what the parties say and act like the terms mean. The first and primary method of determining what the party’s intentions are in the contract is: the contract itself—what the Union and METRO write down and agree too.

Contract terms are said to be “ambiguous” when the terms have more than one meaning. Where collective bargaining agreement language is unambiguous, the Courts “consider the subjective intentions of the parties irrelevant and go no further to determine the parties’ intentions.” This means that what the Union and METRO put down in writing is what counts, not what the Union may have wanted and did not put down on paper.

Contracts are read or interpreted “as a whole” with all the terms of the Contract being “effectuated.” This means that the different terms and conditions have to work with each other. In other words to read a contract accurately and correctly you cannot “cherry pick” out a section, you have to look at all the terms that deal with the same issue and make all the terms and conditions work together.

The words used in contracts have their “usual and ordinary” meaning unless specifically defined in the contract itself. When words are defined within the contract the meaning is only what it is defined as; no more and no less. A good example of words that are defined in our Contract is in the CONVENTIONS section.

Putting it Together

Look at the section of the Contract that you think applies to a situation, carefully read what the section says, without adding to or subtracting from what it says. Then look for words that are defined in the Contract to determine the words meaning, if it is not defined in the contract then a dictionary is a good place to determine a word’s usual or commonly accepted meaning. Insert the definition into the Contract language in question. Re-read the section with the definition inserted, does it have more than one possible meaning? If it has only one possible meaning then that is, generally, what it means.

Applying Contract Interpretation to the Charges Against Engebo

Brother Engebo is charged with two violations one is “dual unionism” this is defined in the ATU Constitution at section 22.2, page 114. The other charge centers around Article 17.5E that states:

No Lead Employee will discipline other Employees or perform formal Employee evaluations. No Employee acting as or

upgraded to Chief shall issue discipline to other Employees or perform formal evaluations.

Two words in this paragraph have definitions given within the Contract; “Employee” and “discipline.”

“Employee” is defined in the CONVENTIONS section, stating:

“The PARTIES agree that the term “Employee” (upper case E), whenever used, whether singular or plural, means and applies to those employees of METRO included within the UNION, and that this AGREEMENT covers only those Employees.”

“Discipline” is defined in Article 4.2A stating:

“Types of discipline shall include oral reminders, written reminders, disciplinary probation, decision making leave, suspension, and discharge.”

Inserting the definition of the word “discipline” into the language in question in Brother Engebo’s charge yields:

No Employee acting as or upgraded to Chief shall issue oral reminders, written reminders, disciplinary probation, decision making leave, suspension and discharge to other Employees or perform formal evaluations.

To be found guilty of the allegations related to “issuing discipline,” Brother Engebo, must be shown to have issued at least one oral reminder, written reminder, disciplinary probation, decision making leave, suspension, or discharge. That cannot be shown, because he has not issued any of these things!

Bar-B-Que

Sunshine graced the people who attended the Local 587 and MERAA bar-b-que. Good Food, fun, and frolic marked the annual event. Kids took part in a huge tug of war and sack races with all types of prizes. Adult union members waited to see how they would fare in the 2:30 p.m. door prizes drawing. Thanks to ATU and MERAA along with support of Canteen and all the volunteers for a successful cookout. Look for photos throughout this month’s *News Review*.



Letters to the Editor...

Enjoy Your Labor Day Holiday

Enjoy your Labor Day holiday? The reason we celebrate Labor Day is largely because of the contributions made by unions to the betterment of America's workers. The numerous beneficial influences of organized labor cannot be ignored. Most of the benefits workers now enjoy are directly attributable to unions. To cite but a few: the 40-hr. work week; paid holidays and vacations; sick leave; grievance procedures, collective bargaining and generally superior wages.

Unfortunately, succeeding generations have come to take those benefits for granted. Those benefits came about because of unions and soon became the norm for union workers and many non-union workers as well.

All American workers owe a debt of gratitude to Organized Labor for its achievements.

*Paul G. Jaehnert
808 Bur Oak Ct.
Vadnais Hts., MN 55127
phone: 651-407-0754*

Revised Handbook Guide, Part III

In case anyone was wondering, I will publish Part 3 of the revised handbook guide to our union in next month's *News Review*. I would also like to remind us all that taking a restroom break is always in order, whether you are in the middle of a trip or at your terminal. If the nearest open comfort station is too far from your terminal, you can ask the coordinator to let you drive your coach to a closer location. Sometimes the coordinator will give you a location to drive to.

In addition, many operators are telling me that they aren't drinking water while at work, so they don't have to take as many bathroom breaks. This is a dangerous practice. To maintain proper metabolic function, the human body needs to be kept hydrated. Driving a bus also puts stresses on the mind and body that create toxins that then must be flushed out of our systems. (No pun intended.)

It is also dangerous to "hold it" and stress your bladder and kidneys. Your health and longevity demand that you maintain a proper

fluid balance. Drink water and take your bathroom breaks!!

*In Solidarity,
Executive Board Officer
Andrew Jeromsky*

Thanks for the BBQ

Thank you, MERAA and ATU for the invitation to attend the bar-b-que. I cannot say enough about how much fun my granddaughters and me had on this day. It was nice to see people that I have not seen in a while having fun with family and friends. Everything was perfect; the park was absolutely beautiful

we enjoyed everything especially the food, face painting, and ice cream. We defiantly did not go away hungry. My girls enjoyed the three bouncy games, and I even went on the giant slide a couple of times myself. Although, I did not win any of the door prizes. I will defiantly try again next year.

*Donna Tinner
Administrative Specialist
Operations (South) Training
Facility*

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:

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NOTICE TO ALL READERS

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

International Latino Conference

By Jose Rosado, Recording Secretary/Treasurer, Latino Caucus Seattle Chapter

On September 8, 2011 Seattle Chapter Chair Osvaldo Fernandez of the Latino Caucus and I were given the opportunity to attend the International Conference hosted by International Latino Caucus in San Francisco, California. We attended workshops designed to show us how to better serve our Local as well as other Latinos in our region.

Among some of the speakers were Rudy Medina, Federal Mediator and former President of the International Latino Caucus from San Francisco, California and In-

ternational Vice-President Ivette Salazar from Thornton, Colorado. IVP Salazar spoke on the new COPE-Plus program and how the International would return to each local the money made above their 2010 contribution level and would match it to support COPE at the Local level.

Ray Rivera, International Vice-President from Lilburn, Georgia spoke on how the International was continuing the fight against union busting tactics and what was being done on the International level hoping that it would filter down to

I walked away feeling positive and motivated to see our Latino Chapter as well as Local 587 becoming more involved with communities...

the Local Level.

Javier Perez, International Vice-President from Kansas City, Missouri spoke on how city and county governments are attempting to eliminate unions by blaming the economy and not negotiating in good faith. The results of these attempts have spread across America and Canada.

One of the highlights of the workshop was conducted by Mary Gonzales, Territory Director of Gamaliel West Coast Region. Her speech dealt with providing leadership training, helping build community organizations and leading local and national social justice campaigns. Gamaliel is the only national community organizing a network that marries broad-based grassroots organizing campaigns with state-of-the-art regional opportunity

research and policy development. She broke down the need for our involvement with each other and to the community. She stressed the need for us to stop feeling like we are victims. I walked away feeling positive and motivated to see our Latino Chapter as well as Local 587 becoming more involved with communities especially those who show an interest in transit. She showed us several approaches we should take to better equip ourselves to face the challenges ahead of us concerning mass transit.

In conclusion, I observed how we came together in solidarity and how Latinos are willing to get involved. It was my pleasure to represent Local 587 in San Francisco along with Osvaldo, Seattle Chapter Chair of the Latino Caucus.

ATU Local 587 Latino Caucus

*Seattle Chapter of the Local 587
LATINO CAUCUS Meeting*

November 3, 2011 @ 7:30 p.m.

Prior to the Charter Meeting.

The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

Longview Labor Dispute

by Bill Clifford

A federal judge in Tacoma has found International Longshore and Warehouse Union Local 21 in contempt of court for actions that took place on a picket at a new loading facility in Longview, Washington, on September 8.

The September 16 *Seattle Times* reported that US District Judge Ronald Leighton is asking EGT, the employer, how much he should fine the International Longshore and Warehouse Union for contempt of court. Who is working for whom?

The Players and the Game

You can't tell what is happening by reading the *Seattle Times*. On September 15 the *Times* reported that ILWU leadership had accepted a tentative offer from West Coast employers, but this does not cover EGT. A few days before that, the *Times* said that EGT had hired a different firm with an Operating Engineers contract to run its new terminal. Earlier, the ILWU shut down docks on the whole West Coast in sympathy with Longview Longshore workers. Major players are hauling out their big guns, but you can't tell why without knowing what is at stake.

EGT (Elevated Grain Terminals) Developers is a consortium of three companies: Bunge North America (a subsidiary of a Dutch food trading giant), South Korea's largest container shipping operation Pan TX Shipping and Japan-based Itochu Corp, one of the largest corporations in the world. [Itochu has seven hundred (700) subsidiaries.] According to the *Billings Gazette*, there is a gold rush going on in eastern Montana and North Dakota. International food traders are competing to corner the

market in high-protein wheat. EGT is leading the pack, building high-capacity grain-loading facilities in three Montana farming communities (Carter, Chester and Kintyre Flats). Each facility is capable of loading a 110-car train in ten hours.

To get that grain to Asia, EGT worked out a sweet deal with the Port of Longview, WA. With taxpayer subsidies and eminent domain to condemn nearby property, EGT built a \$200 million, state-of-the-art ship-loading facility, with the capacity to unload each of those trains in four hours. Despite a skilled and available local work force, EGT brought in low-wage out-of-state labor to build the facility. However, the Port of Longview understood their deal with EGT to require honoring their agreement with the ILWU to load the ships.

Once it was built, EGT tried to weasel out of that commitment. The community, the NLRB, the Port authority and others support the ILWU's position. Even the Sheriff has expressed his sympathy for the strikers. The courts have recognized that a major employment issue is at stake.

After a series of rallies, the ILWU gathered 1000 supporters in a loud, but peaceful, action outside EGT's headquarters in Portland on June 3. On July 11, ILWU members tore down a chain link fence and stormed the terminal in Longview. One hundred were arrested. On July 14 hundreds of dockworkers blocked a 107-car train. It was rerouted to Vancouver, WA, and Burlington Northern has indefinitely suspended traffic to the terminal for safety reasons.

In an end run, EGT hired Peter Kiewit Construction of Federal Way to use its Operating Engineers-

represented employees to run the terminal. This was an effort to muddy the jurisdictional issues. The Washington State Labor Council's President, Jeff Johnson, says pitting union members against each other is unacceptable.

On August 29 an EGT contractor struck two ILWU members with his car while trying to cross the picket line. The next car that tried to cross the picket line was damaged by picketers, prompting the NLRB to seek an injunction against "aggressive picketing."

On September 7, following the injunction, 400 ILWU protesters attempted to block another train. After four hours, 50 police officers in riot gear arrived to assist the train. ILWU International President Robin McEllrath was briefly detained, but many protesters thought he was treated roughly. AT McEllrath's urging most returned to the union hall, but 16 were stayed and were arrested for trespass.

Early September 8, hundreds of ILWU members and supporters stormed the terminal, broke the gates, overpowered the guards, damaged railroad cars and dumped grain. There were no arrests and nobody was hurt. The guards said they were never threatened.

What's at Stake?

For the Longview community, hammered by 15% unemployment, this dispute is about 50 good-paying jobs that have long been held by their families and friends. Clearly none of the local authorities supports EGT's position.

For farmers on the Great Plains, these new facilities and the growing Asian market are a great opportunity. Land that has been held fallow under the federal Conservation Re-

serve Program is being put back in crops for the first time in decades. Unemployment is down and the population is growing. Farmers' children are returning for the first time in years to farm and to take jobs in support industries.

Asian consumers, facing high prices and low-quality grain due to years of drought and inefficient small-scale farming are developing an appetite for American grain.

For EGT this is one facet of a complicated gambit to seize the lion's share of the North American wheat trade. With deep pockets, government subsidies and free-trade agreements in place, they have great momentum.

For the ILWU, this is a battle that must be won. Longview is a solid union town and the loss of the EGT facility will break the contract pattern it has established for the West Coast. While the ILWU enjoys solid support in the community and considerable sympathy from local officials, it is clear that legal and financial pressure from the federal courts and the NLRB can erode their bargaining position, without respect for their existing contract. The loss of Longview could trigger similar attacks by shippers up and down the coast. Their best bet may be that well-organized dockworkers around the world are willing to support them with effective work stoppages.

By the time you read this, EGT may have blinked. Dockworker wages are only a small part of their expenses. More likely they will be playing the courts, the free trade agreements and nonunion workers against the ILWU for some time to come.

ESW Re-Pick

By Clint DeVoss

If you cannot be there, use the Absentee Pick form!

We will be having a Re-Pick on October 5th because of errors that occurred during the regular Pick.

Once again there were problems with the use of the "Emergency" phone line, mainly because people were using the "Emergency" line for non-emergencies. **If you are not going to be in the room and know this ahead of time, you MUST use the "Absentee Pick" form!**

Management *will not* honor errors made over the phone for non-emergencies and if problems continue the phone line could be completely removed.

Use the Absentee Pick form!

Clint DeVoss
Executive Board Officer

A Couple more BBQ pics...



Vice President Sepolen's Report

By Rick Sepolen



It's Based on the Contract

You have committed a transgression that your employer has deemed to be gross misconduct. That, as you know, can result in termination. You, however, didn't do it and you want the union to stop this from happening.

Now let's add an emotional value to this, the health concerns of a family member. Finally, we add in your decision not to fully inform your employer of these issues. Oh, yeah, and while dealing with all of this, you have not been completing your work assignments even though you have been reporting normal progress.

At first glance we have an excuse that a compassionate employer most certainly would take into consideration when making a final decision. But, I'm getting a bit ahead of myself.

Management has received reports about your performance or lack thereof and due to the fact that you have been reporting work done "while you have been shirking your duties" they want to fire you.

Under most of our contracts, management will initiate an investiga-

tion into the allegations. As part of their investigation the member will be brought in to give your side of events. Following the completion of their investigation a pre-Laudermill hearing will be held. In that meeting you will learn of the results of their investigation and what actions they intend to take. In this case it's to terminate you for Gross Misconduct for falsification of an official document. Usually you are allowed a few days to gather opposing information that will be presented in a Laudermill hearing. This is the Union's chance to present information that will keep management from following through with the termination.

If termination does indeed happen, then the grievance process goes into effect. If the Union is unsuccessful in helping you to retain your job, you have the right to request arbitration.

As an officer I will review all of the information that I have collected and make a decision as to whether or not we would be successful at taking this grievance to arbitration.

What do I look for when I am trying to arrive at that decision? A copy of the contract. That sounds a bit flippant, but when it comes to making a decision it has to be based on the contract. Did management violate the contract? Were the member's actions equal to the punishment? These are a few of the many things I have to review before making a recommendation to the Executive Board.

Remember the health issues and the alleged poor job performance? I have to figure out just how big a part they play in and whether or not they may mitigate the charges.

When I have complied everything, I send copies to the union attorneys for their opinion on whether we will be successful at arbitration. Why to the attorneys? Their experiences and legal knowledge quickly identify the strengths and short comings of a grievance.

If I am smart I will support their opinion, either way I and the member will make a detailed account of the circumstances to the Executive

Board. The board will then make a recommendation to either go or not go to arbitration that is taken to the membership.

When making my presentation to the membership, I try to keep my report focused on the contractual issues and how these issues will impact an arbitrator's decision making. The member is allowed to present his/her view of the situation. Following these presentations, the membership votes yea or nay for taking the grievance to arbitration.

If the grievance is forwarded to arbitration, it is argued before a panel consisting of an arbitrator and a partial arbitrator representing the Union and one representing management. With input from both sides the arbitrator makes a final binding decision. A decision that is based strictly on the contract language before them.

So when it seems I am ignoring the emotional issues before me and concentrating only on the cold, mean unemotional contract, it's because that any outcome will be based on just that, the contract.

October Labor History, continued

Aspen Hill, Maryland. Perpetrators, who became known as the DC Snipers, were Tacoma residents John Allen Muhammad and Lee Boyd Malvo. Johnson was one of 17 victims of the snipers.

24 Oct

1892—Following a successful union campaign to decrease hours from 16 to 12, New Orleans' streetcar company fires the union leaders. Teamsters, salesmen & packers strike in solidarity and for their own demands. City trade is paralyzed & within a week leads to a General Strike in support of the demand for a 10-hour workday. On 8 November 30,000 workers walk out, demanding union recognition, closed shops & hour & wage gains. Joined by non-industrial laborers, such as musicians, clothing workers, clerks, utility workers & printers. Skilled & unskilled, white & black cooperate.

1904—Following an 11-month strike by the United Mine Workers, Colorado organizer Carlo Demolli is sentenced to 2 years hard labor for sending lewd material through the US mail. Demolli was active in uniting the mines' large workforce of unskilled Italian immigrants. One of his tools was the UMW's Italian language newspaper *Il Lavatore Italiano* (ILI, "The Italian Worker"). In the January 1904 issue of her scandal sheet, muckraker Polly Pry had accused UMW organizer Mother Jones of being a bordello madam, another UMW official of being a convicted murderer and Demolli of having fled Naples to avoid prison and of being a

Mafioso. (Demolli was actually from the north of Italy.) It was rumored that Pry had accepted \$5000 from Rockefeller's Colorado Fuel and Iron Company to undermine the UMW organizing effort. (Pry was the pen name of Leonel Ross Campbell, who had earlier left her job at the Denver Post due to the reaction to one of her stories. She is most famous for securing the early release of noted cannibal Alfred Packer from prison. She opposed unionization throughout her career.) Answering in kind to Pry's attack, March issues of ILI carried letters by Demolli alleging that he had met Pry in a Denver saloon where she admitted to being a libertine and prostitute, as well as a successful journalist, and that for \$2 she agreed to let Demolli insert an ad in her paper, which transaction he claimed to have completed in her bedroom. While these letters played well among the single Italian men they were intended for, the US attorney for Colorado, in service to the mining industry, successfully argued that they violated community norms. The UMWA strike faded away by October of 1904 and the UMWA was not able to build a lasting organization in the southern Rockies until Roosevelt's New Deal in the 1930s. Demolli served 19 months at hard labor at Leavenworth and returned to organizing for the Western Federation of Miners.

1940—40-hour workweek goes into effect under Fair Labor Standards Act of 1938.

26 Oct

1977—India: Manager of Swadeshi Cotton Mills in Kanpur province locked up for 53 hours while workers besiege factory to claim unpaid back wages. Wages had not been paid in over 1 1/2 months. This was paid but the company proceeded to withhold wages yet another 1 1/2 months. On 6 December another demonstration breaks out, this time with the production manager & the controller locked up as hostages. A fracas between police & 3,000 workers ensued, with hostages being killed when cops open fire.

27 Oct

2002—Workers' Party candidate Luiz Inácio Lula Silva wins Brazilian presidential election

29 Oct

1929—US: Wall Street Stock market Crash, harbinger of worldwide Great Depression of the 30s. American securities lose 26 billion dollars in value.

1936—During the 1920s maritime and dock unions were smashed in most Pacific Coast ports. The desperation of the Depression in the '30s coupled with encouraging developments under Roosevelt's New Deal after 1932 led to dock action the San Francisco area in 1934. California Governor Frank Merriam's harsh repression of the dockworkers provoked a 4-day general strike in San Francisco. This mass solidarity rattled employers who recognized the new International Longshore and Warehouse Union unit of the International Longshore Association, granting them control of their own hiring

halls and a 6-hour workday. As the owners chafed under the new conditions, union members organized sailors all along the Pacific Coast. Influenced by the syndicalism of the IWW, marine unionists were intent on organizing one industrial union, the Maritime Federation of the Pacific, to represent all ship workers. After months of stalling by the ship owners, the maritime unions from Mexico to Alaska all struck at midnight. They held out through 90 days of divide-and-conquer tactics by the shop owners, winning \$10/month for unlicensed craft workers, overtime pay provisions and union-run-hiring halls for all the affiliated locals.

1970—US: A Wall Street Journal article today discusses the reasons why union & management agreed on the necessity of a strike. As William Serrin succinctly put it:

"A strike, by putting the workers on the street, rolls the steam out of them, it reduces their demands & thus brings agreement & ratification; it also solidifies the authority of the union hierarchy."

1989—ACLU and four citizens file suit challenging the constitutionality of Metro Council representation. This leads to eventual merger of Metro with King County between 1994 and 1996. ATU 587 officially supported the merger, but unofficially expressed serious and well-founded reservations.

31 Oct

2011—Halloween, watch out for the little goblins.

Vice President MacAdam's Report

By Don MacAdam



Dear Mr. Vice President...

We are long overdue for this topic and as the complaints come in, it's time to pull back the curtain that is obstructing your vision so you can find out what is really going on!

I have been accused by a few over the past several months of allowing Maintenance to choose its own destiny (I thought that was a good thing). What is the truth? Well, let's go over a few...Metro offered us a raise for those who qualified for A.S.E.! I asked your opinion and you said NO! At the same time, wrecker drivers were offered and could have been a separate pick position or classification with a substantial raise for operating the tow truck! I asked your opinion...and again you said NO!

I was told that Maintenance had accomplished more during this last contract than had been accomplished in the past 20 plus years! Two M.O.A.s were offered that improved your working conditions and you were not forced to keep them if you did not like them. Because of the flush clauses I installed, you were able to say No! again, and all who wanted to voice their choice by ballot did so. Thankfully, we have not lost any arbitrations so far. We have forced Metro to send all policy changes to the Union before they are implemented. ALL M.O.A.s must be brought before the board officers for review and vote. As happened recently, a M.O.A. did not receive enough yes votes so it was not signed by the president. So now you do not have to worry about any secret agreements being signed. We have improved vacation pick selection, also. Leads say we want to pick... they pick! Leads say no pick!...they don't pick!

So, it looks like on the surface we are doing pretty well. Things are improving or changing only with your permission. However, Metro is able to make some changes due to contract language or the lack of contract language.

But Mr. Vice President, you should have filed a U.L.P. referred to Lee & Laddon arbitration and followed the seven steps of just cause! And, I don't care what the attorneys, say we should spend \$30,000 dollars on an arbitration our attorneys say we cannot win! As we pay a lot of money to our attorneys for their opinion on these cases, it stands to reason we should listen to them!! (Especially if we have already lost the same case three times.)

This is what I use for my decision making process....I am a battle scarred Board Officer with 33 years of Metro experience. I have survived 7 supervisors (Managers) of Vehicle

Maintenance and would have a hard time counting up how many bad chiefs we have run out of A.M. day shift. With help, I wrote most of the old contract language and pick & vacation and lead & relief lead policies that started years ago. When in doubt, I go to the current officers who have remained in charge and are aware of recent changes in policy and law. They collectively have 77 years of labor experience. Then, to double check and make sure of our position or what we can or cannot do with or to Metro, I have at least five REAL top notch attorneys who work for me. We spend a lot of money each month on legal fees to protect your position and benefits as well as protect your Union. The REAL attorneys have a combined experience of 138 years labor law experience (which is different from civil law). I will also call knowledgeable union members for advice. So, as it's said "those who can do." Those who can't try and make others think they can! Maybe they feel more important? Like a busy customer who gets taken in by a dishonest car shop mechanic, some of you have been taken in by fancy sounding legal terms by people our attorneys have already beat in court.

In the September Union newsletter, a V.M. Board Officer made reference to the Union Officers (ME) not representing A.D.A. members fairly. In operations, the Union makes no accommodations for operators with problems which involve a shift change. In Maintenance, we have made short-term accommodations from shake up to shake up with the permission of all the Union members affected. That being said, he also feels that the Union Officers (me) may be breaking the law by protecting your seniority rights. Our contract states that "ALL matters of seniority shall be decided by the Union!" And Metro cannot violate seniority without Union permission. I will not give that permission without your approval!

If this issue is pressed, your Union will have to take a stand like operations and categorically deny all future requests. Our reason for making temporary shift changes are because every now and then someone needs help...it may be you next time! Things happen we cannot control...that's life. But if someone comes to days, then someone is going to graveyard. This situation is made worse in the small classifications where there are not a lot of positions.

1:00 p.m. at A.M. 8/24/11: I had the displeasure of being at a work site visit by Mr. Winders. While most appreciated him coming by to tell us

what his plans were, some did not. I have to admit that when some of our members are in the proximity of managers they go NUTS (not a big surprise to many). I sat patiently and listened to the complaints, some of which were well crafted and sincere and justified. What bothered me was the anger generated by false rumors towards Metro and the Union. And even after all the crap Mr. Winders took at this meeting, the next morning he called me for permission to accept the leads challenge of "you should come down here and work with me to see what leads really have to do!" As the Union has pointed out to Metro, some bases cannot go to just one lead per shift.

Because of all the...rumors causing so much "hate and discontent" and your willingness to blindly accept them, we now have a Maintenance "Rumor Mill" hotline which is ME! All rumors reported to me will be answered...I will send you an attachment with all the rumors reported with the truth or fiction answers as fast as we can get them loaded. Please, no Sasquatch or alien rumors unless they involve Metro managers. Another first for Maintenance

The M.O.A. Vote!!!

At the writing of this column the vote was 4 days ago. Both M.O.A.s were REJECTED. We had a little better than 50% return. What was odd is that the vote was the same for both M.O.A.s even though the vote was split as yes on one & no on the other.

Atlantic Maintenance Evacuated!

After approximately two decades of getting sick and no relief in sight for employees, add another

complaint to the A.M. base file...the base evacuations will continue until it is safe to breathe. I received this via email:

Please be advised:

On Saturday, 09-03-11, at approximately 8:45AM, we noticed an odor in the shop which kind of resembled exhaust from a gasoline vehicle.

At first we assumed it was probably the exhaust from the push bull, but as time went on the odor got even stronger.

We noticed that Emerald Recycling was spewing toxins again from their tanks and the wind was blowing in a westerly direction right into our shop, getting everyone sick.

At first, my nose started to run, then I became very nauseous and vomited. I can still taste it in the back of my mouth.

The Clerk who was working near me went home sick with the SAME symptoms.

We ALL got sick from these nasty toxins emitted by Emerald Recycling.

I called Emerald Recycling and talked to the person in charge, Kevin and told him they got everyone sick at Atlantic Maintenance. He assured me they would stop.

I called my Superintendant, Mike Eeds and Metro Control Center and told them what happened, then had everyone evacuate the building upwind for 45 minutes till the odor pretty much dissipated from the building.

Attached is an I-phone video clip of Emerald Recycling's toxins blowing over to our shop.

We want to know what chemicals we inhaled to make us so rapidly sick!

We encourage Transit Safety to follow up on this email and give us detailed findings from Emerald Recycling.

And another BBQ pic...



The Financial Secretary's Report

By Paul Neil



All the Buses have cameras on them

Recently a manager alerted me to a video on YouTube of an operator. I normally do not spend my time on YouTube or other sites such as that, but I decided to check out this video. All I needed to do was go to the web site, put in "Metro Driver Seattle" and up popped numerous videos passengers had taken of drivers. In the half dozen I viewed it appeared that the

operators were unaware that they were being recorded.

Some were fairly innocuous such as one of a driver talking to another at the Bellevue TC(I could not hear what the 2 drivers were saying) while in another 2 passengers had obviously set a driver up for a confrontation-one records while the other baits the driver.

Fortunately the quality of these

videos is usually very poor and you cannot identify the driver in most of them but not always. Many of the videos are from other cities but the point is the same—*Operators are being secretly recorded and then it is posted on the web.*

Anyone with a cell phone can video you and post it on the web. I have had reports of passengers recording drivers and sending the

video to METRO before they even get off the coach. They do not have to be fair and show an entire interaction; they can edit it so you look bad. So be warned and my advice is to conduct yourself as if you are always being recorded. You do not want to be a star on the W.W.W.

Financial Secretary's September 2011 Membership Meeting Report

New Member Applications submitted to the ATU International in August:

In the month of August 2011, we reported 10 new members to the ATU International. 1 is at Jefferson Transit and 9 are at King County METRO. This brings are total active membership to 4085. This is a decrease of 77 members compared this time last year when we had 4162 active members.

Bills:

All financial figures are subject to the review of the Executive Board. In August total income was

\$251,405.78 which is an increase of \$5,417.15 or 2.2% compared to last August.

Per Capita payments totaled \$57,536.16 for the month which is an increase of \$1,021.36 or 1.8% over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$215,178.43 which is an increase of \$61,169.26 or 39.7% over last August. The increases in expenses were due to a combination of the purchase of COPE incentives in August rather than January, payroll for CRC leafleting, the Summer BBQ and paying for the new Centennial patches. This amounts to a deficit of \$21,308.81 for the month compared to a surplus of \$35,464.66 for August 2010.

As of the end of August, the figures for this year compared to last are: Income up 0.7%. Per capita's up 4.2%, all other expenses are up 0.2% and the surplus is \$77,631.73 this year versus \$85,760.58 or a 9.5% decrease over last year.

My activities for the month:

I am now researching and taking bids on a new phone system for your Union office. A vendor was in today demonstrating a new system today. One interesting feature was voice mail can be automatically e-mailed.

The joint ATU 587 & MERRA BBQ/Cook-out was on August 28th at Luther Burbank Park on Mercer

Island. Everyone appeared to have a great time. It was a beautiful sunny day and the food from Famous Daves was yummy. The fried chicken was from QFC. A big thank you to all the many volunteers and in particular Executive Board members Pat Stevens and Chuck Miller who were ATU's co-chairs.

Conducted 4 worksite visits. The work locations included North, East, South and Ryerson both in operations and VM.

Along with the other officers, I attended the Operator of the Year ceremony. Congratulations to Fred Banzuela or as he is known when fighting for his country Sergeant Fred.

President's Report continued

seniority to avoid layoffs will be experiencing dramatic cuts in their ability to pick acceptable work. You made the correct choice in approving the 2010 contract with a 70% "Yes" vote and we are all reaping the rewards for your wisdom.

Delayed wage increase: our Financial Secretary will soon be reporting an approximately 1.63% COLA wage increase (effective the pay period including November 1, 2011), a 0.7% wage increase (effective the pay period including January 1, 2012), a 0.6% wage increase (effective the pay period including November 1, 2012), and a yet to be determined COLA wage increase (also effective the pay period including November 1, 2012). All told, I predict Transit Operator wages will rise to approximately \$30.00 per hour by November 1, 2012, and with no layoffs. Not bad given we're living through the worst economic downturn in the last 75 years.

Safe Place—Where Kids Get Help...Fast

King County is adding a new decal to Metro buses. The yellow and

black decal identifies our buses as a safe place for kids in crisis. The mission of the National Safe Place for kids program is "to provide access to immediate help and supportive resources for all young people in crisis through a network of sites sustained by qualified agencies, trained volunteers and businesses." In addition to Metro buses, decals will also start appearing in the windows of youth friendly businesses participating in the program.

For Transit Operators, our role in the program is simple, if a young person requests help we simply relay the request to the Transit Control Center or Link Control Center. In most instances, a Coordinator will make arrangements to provide transportation to a safe place. Metro estimates it will receive approximately two Safe Place requests per month so the chance of an individual Transit Operator receiving a Safe Place request is quite small. This expanded public service role will complement the service we currently provide to our riding public.

For more information on the National Safe Place for kids go

to <http://www.nationalsafeplace.org/homepage.shtml>

Disparate Discipline

For the last 2-½ years, Minority Affairs Officer Ray Campbell and Executive Board Officer Ray Mason have served on a committee evaluating disparities in the issuance of employee discipline. The evaluation revealed minority employees are suffering a much greater issuance of discipline. The committee concluded its work with a number of recommendations to help assure the issuance of discipline is equal

across the Metro system regardless of which base you may pick or what skin color the good Lord gave you. I will be appointing both Brothers Campbell and Mason to follow up on the proposed recommendations to insure Metro is compliant. Brothers Campbell and Mason will be keeping me informed of their progress and I will in turn report the facts to you.

In solidarity,
Paul J. Bachtel
President / Business Representative

**TRANSIT WORKERS
ENDORSE
LEGISLATORS WHO
VOTE PRO TRANSIT**

COPE 2012 General Election Recommendations

Rep. Sharon Wylie - 49th Legislative District

Sue Stewart - Redmond City Council

Jesse Saloman - Shoreline City Council

Bailey Stober - Kent City Council

Jessica Greenway - Kirkland City Council

Dean Willard - Port of Seattle Commissioner

2011 Vehicle Maintenance Employee of the Year



Local 587 proudly congratulates the 2011 Vehicle Maintenance Employee of the Year Steve Blackwell

In 1991, Steve was hired as an equipment service at Central Base. He served as a Mechanic from 1992-1993. In late 1993, he was one of the only three people chosen for a coveted apprenticeship program. After completing the program in 1997, Steve became a relief lead at North Base. Steve has been selected as Employee of the Shake-up twice in June 2002 and June 2010.

WORK SITE VISITS

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

Oct. 4 Tuesday	Central-Atlantic Operations Central VM Atlantic VM NRV	5:00 – 6:30AM 6:30 – 7:00AM 7:00 – 7:30AM 7:30 – 8:00AM
Oct. 13 Thursday	South Operations South Facilities South VM CSC	5:00 – 6:00AM 6:00 – 7:00AM 7:00 – 7:30AM 7:30 – 8:00AM
Oct. 19 Wednesday	East Operations East VM	5:00 – 6:30AM 6:30 – 7:30AM
Oct. 28 Friday	North Operations North VM	5:00 – 6:30AM 6:30 – 7:30AM

2010 Operator of the Year

Local 587 proudly congratulates the 2010 Operator of the Year, Federico “Fred” Banzuela



In 1980, he began driving for Metro as a full-time transit operator. He has received a 25-year Safe Driving Award. Fred joined the U.S. Army and served 1971-1977. Later, as a member of the National Guard, he was called up to active duty and served during Operation Iraqi Freedom in 2004-2005. He retired from the Army in 2006.

He will join the growing numbers of Operators of the Year who proudly represent this Local as the best of the best.

WORK SITE VISITS

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

October 4th Tuesday	South Facilities	5:30 AM – 6:30 AM
October 5th Wednesday	Seattle Personal Transit South Lake Union Streetcar Link Light Rail	5:00 AM – 7:00 AM 11:00 AM – 1:00 PM 1:30 PM – 4:00 PM
October 18th Tuesday	South Operations Component Supply Center South Vehicle Maintenance	4:00 AM – 6:00 AM 6:00 AM – 6:30 AM 6:30 AM – 7:00 AM

An Update From the Joint Safety Committee

By Neal Safrin, Local 587 Safety Committee Chair

The Labor Management Joint Safety Committee meets quarterly to discuss and resolve issues regarding the safety of our workplace. Typically, it is attended by King County Metro's General Manager, management representatives from: Operations, Vehicle Maintenance, Power & Facilities and of course, Safety. Local 587 is represented by myself as Safety Chair, Safety Committee member Brian Sherlock, President Paul Bachtel and Vice President Don McAdams. The agenda items at our July meeting that were discussed included a review of recent and year to date accident statistics: StarTrans 1900 Vans, placement of steering wheel spokes, base procedures for medical emergencies, updates on the new Orion 7000 coaches, replacement of the left side mirrors on the 2300 Flyers and progress on the manufacture of supplemental seat cushions for operators.

Accidents

The accident statistics are cause for concern, at the very least. The year to date (YTD) numbers through June 2011 shows a 9.3% increase in the number of preventable accidents when compared to the previous year. Three types of accidents, in particular, stand out. Sideswipes, when passing another vehicle are up 34.8% YTD, coaches hitting another vehicle's open door are up 142.9%, coaches rear-ending another vehicle are up 110% and coaches hitting a parked vehicle while entering a zone are up 100%. These types of accidents demonstrate that operators are allowing Metro's insane schedules to negatively alter our driving habits. We must not continue to allow this. Safety first, follow ALL safe driving procedures and TAKE YOUR BREAKS! Another cause for concern was an analysis of base statistics by Safety Supervisor Mike Lemesko that showed a 136% increase in accidents for operators in the 6-10 year experience category.

StarTrans 1900 Vans

Due to the many complaints from East Base operators regarding air quality inside the vans and a significant number of these complaints that documented the operators feeling sick while operating the vans, the Safety Department in collaboration with Vehicle Maintenance initiated a major revamping of the air handling system. One of the alterations was the installation of a fresh air intake from the outside of the vehicle. The seals around the "doghouse", between the engine compartment and the driver's area were also replaced. Initial air quality testing by Safety after the modifications were completed showed that the air quality inside the van was as good as the exterior air. Safety says it would continue to monitor the situation.

Soon after the vans were returned to service, several operators experi-

enced headaches, nausea, vomiting and lightheadedness after driving the van. After about two weeks of service, the 1900 Vans were once again taken off the road.

Placement of the Steering Wheel Spokes on the 3200 Gilligs

Operators have complained that the placement of the steering wheel spokes in some of the Gilligs obscures their vision of the speedometer. The Supervisor of Vehicle Maintenance, Randy Winders, agreed to instruct his chiefs that anytime a work order from an operator is submitted that the steering column should be readjusted to also instruct his chiefs that their crews are to position the wheel in a way that it does not obstruct the operator's vision of the speedometer.

Base Policy on Medical Emergencies

Many of you are aware that Operator Ron Briggs suffered a major heart attack at East Base Operations. He passed away a short time later at Overlake Hospital. While it is extremely unlikely that he could have survived regardless of the medical response, the incident raised many questions both in the minds of the Operators who witnessed the incident and with Metro Managers. Several changes will happen as a result of this tragedy. Four new Automated External Defibrillators (AED's) will be purchased to increase access to these life-saving devices. Base Supervisors and Managers will be encouraged to receive CPR training and Metro will endeavor to schedule recertification training to First Line Supervisors in order to prevent lapsed certifications. Transit Safety will obtain or produce a video on CPR for safety days. These discussions on base policy for medical emergencies will be continued at the next Joint Safety Meeting at the end of October.

New Flyer 2300 Left Side Mirrors

For several years now, Local 587 has been requesting that the large left side mirrors on the New Flyer 2300 articulated coaches should be replaced. The problem is that the mirror causes a significant blind spot that has been implicated in several left turn pedestrian collisions. This issue, relentlessly pursued by Safety Committee member Brian Sherlock, has finally been addressed by Metro. Earlier this year, Supervisor of Transit Safety Mike Lemesko announced that all the left side mirrors on the 2300's would be replaced with the same mirrors on the Gilligs. As of the end of July, thirty 2300's have had the replacement mirrors installed and the process is proceeding.

Supplemental Foam Seat Cushions

Those of us who drive the Gilligs are aware that many of the driver's seat cushions no longer have the padding necessary to prevent discomfort. While Vehicle Maintenance has been replacing the cushions as BO's are submitted, Metro is reluctant to replace all the cushions in a fleet that will be retired soon. As a result, the Union and Metro negotiated a partial solution to the problem. Two hundred supplemental foam seat cushions are now available to Operators on

a first come, first served basis. If Operators request more than the two hundred currently available, more will be ordered.

Orion 7000

In general, Operators seem to like the new Orion 7000 coaches. There have been some complaints about the left side mirror being too close to the "A" pillar and creating a blind spot. CSC is investigating a fix to move the arm out that should allow better vision by shorter Operators. Please contact me with any feedback on the Orions so any problems can be addressed promptly.

More BBQ pics...

