

The President's Report

by President,
Paul J. Bachtel



587 tells the County: We put Safety First

From the first day of training, we all learned the Metro mantra, "Safety, Service, Schedule", and that it is our duty to prioritize our actions in exactly that order. While we're committed to getting the public to their destination on time and as comfortably as possible, we won't sacrifice safety for expediency, or provide a service that endangers the public. In doing so, we are committing ourselves to providing our customers with the best service possible for the tax dollars they provide.

The recent economic recession has provided new challenges to our commitment. Revenues have fallen and, as a result, our elected officials have directed Metro managers to find efficiencies to maintain our current level of service with fewer tax dollars. We joined in that effort by agreeing to a wage freeze in 2010. Next, Metro management began cutting layover time to squeeze more in-service time out of our already

arduous workdays. The result was a 100,000 hour savings and a corresponding dramatic increase in the accident rate. So much for Safety, Service, Schedule.

METRO SAFETY DEPARTMENT STATISTICS, YEAR TO DATE:

Fixed object accidents entering the zone are up 125%

Fixed object accidents leaving the Zone are up 133%

Accidents with another vehicles' open door are up 200%

Accidents when a Metro vehicle changes lanes- up 200%

Accidents with Parked vehicles- up 120%

Passenger falls while coach is stopping- up 85%

To add insult to injury, the Union also received a proposal from Metro management to dramatically increase the level of discipline in the accident point's matrix. The Union demanded to bargain the proposed

continued on page 14

Follow all rules. Read the postings handed out at pick and on the Union's bulletin board. Read The Book and follow all rules to the letter.



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The Month at a Glance

Business of the Membership

At the May 2011 cycle of membership meetings the following business was conducted:

Motion to overturn the Executive Board's motion establishing period 15, Easter Week, as the only prime time vacation period and establish the historical and traditional prime-time vacation periods for calendar year 2012 as periods 22-35, Memorial Day thru Labor Day.
Motion failed.

Motion to send up to two people to Las Vegas, NV for Labor Training

June 13 and 14, 2011, paying registration, travel, lodging and per diem. Motion passed.

May pot draw winners

Linda Averill at the charter meeting. Denise Low at the morning meeting. Carol Headley at the JTA meeting. Sandra Fangen at the CTS meeting. Don Hyde at the Afternoon meeting.

Membership Meetings:

Tentative Agenda

CHARTER MEETING
Thursday, June 2, 2011
8:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, June 3, 2011
10:30 a.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

WEDNESDAY MEETING
Wednesday, June 8, 2011
3:30 p.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, June 6, 2011
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

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

Among Topics to be Discussed:
Grievance and Arbitration Update

Unfinished Business:
MOTION: By Rick Holt that all out of town trips expenses be reported by the Financial Secretary to the Recording Secretary to be posted in the *News Review*.
MOTION: By Patrick Stevens to extend the Afternoon (Wednesday) meeting for another six months.

Executive Board Report

May 24, 2011

The following officers were present: Paul Bachtel, Don MacAdam, Paul Neil, Judy Young, Chuck Miller, Lisa Nault, Linda Anderson, Neal Safrin, Michael Moore, Kermit Gipson, Michael Shea, Hal Poor, Ray Campbell, Andrew Jeromsky, Patrick Stevens, Ray Mason, Clint DeVoss, Eric Butler, Bob Eash, and Ninus Hopkins. Vice Rick Sepolen was absent due to arbitration hearing. Dee Wakenight was absent due to being ill.

MOTION: By Hal Poor to purchase 4,000 standard calendars for 2012.
Motion carried.

MOTION: By Lisa Nault to send up to two members to the 21st Annual Amalgamated Transit Union Latino Caucus meeting in San Francisco CA. September 9 - 11, 2011 paying travel, lodging, registration, and per diem.
Motion carried.

MOTION: By Ray Mason to send up to seven members to the

Washington State Labor Council Convention in SeaTac, Washington August 4-6, 2011 paying registration. Motion carries.

MOTION: By Ray Campbell to donate \$750.00 to the annual Umojo Festival August 5-7, 2011. Motion carries.

MOTION: By Neal Safrin that the newly formed Safety and Scheduling Committee be granted a budget of \$25,000 to cover past and future expenses for 2011. Motion carries.

MOTION: By Ray Mason to accept the COPE Committee recommendations as published in the *News Review*. Motion carries.

MOTION: By Andrew Jeromsky that Local 587, allocate up to \$12,000.00 for the 1st Phase organizing of non-represented Para-Transit Operators at Veolia. Motion carries.

In Loving Memory...

They taught me how to imagine and how to dream. They gave me wonderful memories and left footprints on my heart.

— Unknown

Erroll Bowser, KCM Transit Operator, passed away on May 17, 2011. Brother Bowser joined Local 587 on April 1990. He was an active member working at Atlantic Base. He was 55 years old.

Keith Byall, a former KCM Transit Operator, who last worked at North Base, passed away, however we do not have a date of his passing. Brother Byall joined Local 587 in August 1990. Brother Byall was 64 years old.

Bobbi Cunningham, KCM Transit Operator passed away on May 8, 2011 after a sudden illness. Sister Cunningham joined Local 587 in December of 2006 as a Part-time Operator and went Full-time in

March of 2008. She was active member working at Central Base at the time of her passing. She was 46 years old.



Douglas V. King retired Vehicle Maintenance Member, who lasted worked at North Base. He passed away on April 19, 2011. He was involved in a Motorcycle Accident. Brother King joined Local 587 in October of 1990. He was 59 years old.

Joel Matautia, KCM Transit Operator, passed away on May 16, 2011. Brother Matautia joined Local 587 on May 2000. He was an active member working at Central Base. He was 56 years old.

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

ATU Local 587 News Review

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| | | | CHUCK MILLER |

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

WEINGARTEN RIGHTS STATEMENT

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

Letters to the editor

Letters/contributions must include printed names, signatures, work ID numbers, addresses and phone numbers that can be verified during working hours. Letters that cannot be validated will not be published. All articles/letters are subject to editing and should be limited to 1000 words or less. Not all letters can be published due to space limitations. Cut off is the 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

June Labor History Calendar

Compiled by Bill Clifford

Thru June 2011 "In His Own Words: The Life and Work of César Chávez" exhibit at UW Allen Library

June 1962—ATU International In Transit features a two-page spread on the International officers (including IVP Al Noel, formerly of 587) previewing 587 operation of the Monorail prior to the opening of the Seattle World's Fair. In those days the Monorail could still top 60mph and was touted as the "Main Gate" to the Fair (and as a "severe test" of one solution to commuter transportation problems).

1 June 1916—Pacific coast International Longshore Association strike was called on 30-days notice--in violation of the contract calling for 60-days notice. Despite this inauspicious start, the strike was going well until the San Francisco locals broke ranks and settled on July 13. Other west coast locals rejected the SF settlement and violence on the docks grew as the owners brought in strikebreakers. The owners increased their demands for an open shop and were joined by the lumber mills, which were major shippers at this time. As individual locals settled, the strike ended in defeat. The owners imposed an open shop characterized by the hated "fink halls" where the owners dispatched workers to jobs. The fink agents, leading to intense divisions among the workers, favored strikebreakers. The fink halls were finally replaced by union hiring halls in the '30s.

1 June 1981—ILWU 37 (Alaska/Seattle cannery workers) leaders Domingo & Viernes assassinated by criminal elements working with Philippine President Ferdinand Marcos. The corruption uncovered by the friends of Domingo and Viernes were critical to bringing down the Marcos dictatorship.

6 June 1993—Golden Venture runs aground near New York with 286 Chinese immigrants who paid up

to \$40,000 each to be smuggled into the US, setting off intense debate on immigration reform

6 June 1996—Labor Party founded in Cleveland (ATU 587 participates). This was at least the fourth major attempt to start a labor party in the US. Spearheaded by Oil and Chemical Workers VP Tony Mazzocchi, the Labor Party's main strategy was to affiliate with the International Unions. The LP eventually gained affiliation with 9 Internationals and hundreds of local unions representing 1 million workers but had only about 5000 paid members. Mazzocchi's top-down emphasis disenfranchised individual members and local chapters, resulting in half-hearted support from labor leaders and little grassroots presence. Mazzocchi's tight control ended with his death in 2002. Some local chapters of the LP are still active, but it appears that US workers must wait for a fifth attempt to form a labor party in order to join workers of other industrialized nations in electing representatives with a labor agenda.

6-11 June 2011—Friends of Blair Mountain will meet in Marmet, WV, to reenact the 1921 march of thousands of armed miners to support their imprisoned brothers in Logan County. The site of America's largest armed insurrection since the Civil War, Blair Mountain was recently placed on the National Register of Historic Places. However, Massey Coal (infamous for the April 2010 collapse of the Upper Big Branch Coal Mine that killed 31 miners) wants to mine Blair's coal via the controversial "mountain-top removal" method, so it has directed the state of West Virginia to challenge the historic designation. Historians, labor activists, and environmentalists are fighting the delisting. For more information, see <http://www.friendsofblairmountain.org>.

8 June 1917—164 killed in Speculator Mine disaster Butte, MT.

12 June 1886—First Seattle dock workers' union

14 June 1938 Fair Labor Standards Act signed by President Roosevelt

21 June 1877—11 "Molly Maguires" hanged for their part in Pennsylvania coal strike. The Pinkerton Detective Agency helped promote the theory that violence in the eastern Pennsylvania coal miners resulted from a conspiracy by this shadowy organization of Irish immigrants. In fact the violence had many causes, not the least of which was vigilantes hired by the coal miners association, headed by the District Attorney for Schuylkill County and president of the Reading Railroad, Franklin B. Gowan. While it is not clear if the Molly Maguires really existed as an organization, it is clear that Gowan financed and promoted a vigilante campaign against the leaders of the Workingmen's Benevolent Association (the Miners' union). From 1912 until 1914, the baseball franchise we now know as the Cleveland Indians was known as the Mollie Maguires.

23 June 1938—Following a work-to-rule campaign, strike and lockout in late May, 100 United Electrical Local 1166 members stage a sit-down strike at the Maytag plant in Newton IA.

23 June 1947—Taft-Hartley Act passed, limiting labor rights under National Labor Relations Act and closing the door on the gains of the '30s. Written by the hard-line National Association of Manufacturers, the Taft Hartley Act (formally the Labor-Management Relations Act) prohibited jurisdictional strikes, wildcat strikes, solidarity or political strikes, secondary boycotts, secondary and mass picketing, closed shops, and monetary donations by unions to federal political campaigns. It also required union officers to sign non-communist affidavits with the gov-

ernment. Union shops were heavily restricted, and states were allowed to pass "right-to-work laws" that outlawed union shops. Furthermore, the executive branch of the Federal government could obtain legal strike-breaking injunctions if an impending or current strike "imperiled the national health or safety," a test that has been interpreted broadly by the courts. Congress overrode Truman's initial veto of Taft-Hartley. Unions supported Truman's reelection bid in 1948, partly on his promise to repeal the act. Instead of working toward repeal, Truman invoked the act to break strikes 12 times during his second term.

27 June 1905—Industrial Workers of the World founded at Brand Hall in Chicago by William "Big Bill" Haywood (Western Federation of Miners), Eugene V. Debs (American Railway Union and Socialist Party), Mary "Mother Jones" Harris (United Mine Workers of America), Lucy Parsons (firebrand widow of Haymarket martyr Albert Parsons), Daniel De Leon (Socialist Labor Party of America) and hundreds of rank-and-file union leaders. Putting an American spin on the anarcho-syndicalism of France, Spain and Italy, the IWW rejected contracts, electoral activity, craft unionism, nationalism and racism and embraced direct action, industrial unionism and general strikes. Over the next 15 tumultuous years, the IWW engaged in hundreds of important work actions, reaching millions of workers. By 1919, deportations, jails, beatings, murder and blacklisting were taking a heavy toll on IWW members and the organization went into decline. IWW veterans, tactics and philosophy remained significant in labor struggles for the next fifteen years and the IWW's lessons and influence are still felt in labor, civil rights and environmental organizations.

So Who's Driving your Bus?

By Executive Board Officer Dee Wakenight

When driving a bus it is likely that the driver will be distracted by many things at many times during each trip. Most of these distractions are beyond our control, BUT some of these we are able to handle using common sense.

Back to our training, yawn, when there is a near miss with another vehicle, SLOW DOWN AND INCREASE YOUR FOLLOWING DISTANCE; if you have an accident you will be really late.

When you have a "feeling" listen to it, more often than not the feeling comes from something you have observed but not consciously processed.

When there is a light on the dash, buzzer, or other possible mechanical problem warning, check it

out. Mechanical problems can be disastrous, better safe than sorry. Recently some of our wonderful mechanics shared some information with me, the red lights on the dash are more serious than the amber, duh, red means stop.

When I have "unhappy customers" who feel it is necessary to abuse my presence, I pull over in a safe location, secure the coach, get off the bus, walk around the bus, and decompress, as long as it takes to get the problem out of my head. When you allow someone to get under your skin, they have taken control of you and your ability to safely operate the bus, I do not allow anyone to abuse my presence.

Just sharing some hints. So who's driving your bus?

Arbitration Update

- 1. Paul Kriskov:** Grieved suspension for alleged use of Personal Electronic Device while operating a Metro coach. Unfair Labor Practice filed with PERC over policy, PERC commissioner ruled in Metro's favor. Union has filed an appeal of PERC commissioner's ruling. Arbitration scheduled for May 24, 2011.
- 2. Jimmie Dean:** Grieved suspension for alleged Gross

Negligence in the performance of his job duties. Schedule pending.

- 3. Jerry Rankin:** Withdrawn by Union

- 4. Ray Beltran:** Grieved forced upgrade. Arbitration approved at the April cycle of membership meetings. Schedule pending.

Attention Operators

FROM: ATU Local Executive Board Operator/Minority Affairs Representatives

ACCIDENTS ARE UP. TAKE TIME TO BE SAFE. PROTECT THE PUBLIC AND YOUR DRIVING RECORD! TAKE YOUR REST BREAKS - TAKE 5 TO STAY ALIVE.

DON'T CUT CORNERS!

SAFETY SERVICE SCHEDULE

KING COUNTY HAS SHORTENED OUR SCHEDULES BY REDUCING THE RECOVERY TIMES. THIS HAS RESULTED IN THE LOSS OF 100,000 HOURS FROM OUR SCHEDULES. THEY ARE DOING THIS WITH THE ASSUMPTION THAT WE CAN MAKE THE NEW SCHEDULES WORK.

WE CANNOT LET THEM CONTINUE A PRACTICE THAT IS UNSAFE FOR DRIVERS AND THE PUBLIC!

IT IS CRUCIAL FOR US TO FILE ALL THE **OPERATOR SERVICE REQUEST FORMS (OSFRs)** POSSIBLE DURING THE FIRST TWO WEEKS OF THE SHAKE-UP. THESE ARE THE GREEN FORMS AVAILABLE AT ALL THE BASES. THESE FORMS NEED TO BE FILLED OUT FOR **EACH PIECE OF WORK**. CHECK THE BOX NEAR THE TOP OF THE FORM THAT READS, "RESPONSE REQUESTED", KEEP COPIES FOR YOURSELF, AND TURN INTO THE BASE WINDOW **EACH DAY**.

WE NEED TO DRIVE THE ROUTES PER COMPANY RULES:

NEVER SPEED.

FREE RIGHT HAND TURNS ARE NOT MANDATORY. PER THE BOOK: RIGHT TURNS ON RED ARE OPTIONAL. YOU ARE A PROFESSIONAL, USE YOUR BEST JUDGEMENT.

DONOT CALL TO HAVE ANOTHER BUS HOLD BECAUSE YOU ARE RUNNING LATE. NO CALLS DURING RUSH HOUR, AS PER THE BOOK. LET'S NOT MAKE OUR CO-WORKERS AND THEIR PASSENGERS LATE.

WAIT FOR PASSENGERS TO PAY THEIR FARES AND BE SEATED. LET'S ELIMINATE FALLING ACCIDENTS.

DO NOT PULL OUT WHEN PASSENGERS ARE RUNNING TO GET ON THE COACH. THIS IS UNSAFE. LET'S PROVIDE GOOD SERVICE BY ACCOMMODATING INTENDING PASSENGERS.

DO NOT HOLD FOR ANOTHER COACH, UNLESS INDICATED ON YOUR RUN CARD. AS PER THE BOOK, OPERATORS SHOULD WAIT FOR CONNECTING ROUTES IF THE TWO ROUTES ARE SCHEDULED INTO THE TRANSFER POINT AT THE SAME TIME.

CALL THE COORDINATOR IF YOU ARE LATE. THE BOOK STATES, "WHILE IT IS NOT NECESSARY TO CALL THE COORDINATOR IF YOU ARE GOING TO BE LESS THAN 5 MINUTES LATE FOR YOUR NEXT TRIP, CALL THE COORDINATOR IF YOU ARE 15 OR MORE MINUTES LATE AND YOU ARE NOT ON YOUR LAST TRIP." **DO IT!! HIT RTT AND CALL.**

MAINTAIN PROPER FOLLOWING DISTANCES. AS PER THE BOOK

UNSCHEDULED OVERTIME: WHEN PUTTING IN FOR UNSCHEDULED OVERTIME THAT IS DUE TO BAD SCHEDULES, PUT IN 'S' FOR BAD SCHEDULE ON THE UNSCHEDULED OVERTIME SHEET.

CHECK YOUR RUN CARDS. IF KING COUNTY IS NOT FOLLOWING THE CONTRACT IN ACCORDANCE WITH ARTICLE 15, FILL OUT AN OSFR AND NOTIFY YOUR SHOP STEWARDS. ARTICLE 15.3.1 OF THE CONTRACT STATES "IN ORDER TO PROVIDE REASONABLE BREAKS, METRO SHALL SCHEDULE AT LEAST ONE 15-MINUTE LAYOVER IN ASSIGNMENTS OVER FIVE HOURS IN LENGTH AND AN ADDITIONAL 15-MINUTE LAYOVER IN WEEKDAY ASSIGNMENTS OVER EIGHT HOURS IN LENGTH. WHEN AN OPERATOR WORKING AN ASSIGNMENT FINDS IT DOES NOT PROVIDE REASONABLE BREAK TIME, THE OPERATOR SHOULD NOTIFY METRO OF SUCH BY FILING AN OPERATOR SERVICE AND FACILITIES REPORT." _

TAKE YOUR BREAKS. THE BOOK STATES THE REQUIRED STEPS TO PERFORM BEFORE LEAVING YOUR COACH AT A TERMINAL. READ THIS SECTION AND ADHERE TO IT-THEN TAKE YOUR BREAK!

SAFETY FIRST- DON'T CUT CORNERS!

SAFETY FIRST

Submitted by Mike Moore Executive Board Officer

Accidents are up for the first time in three years 15.2% in February and 13% for the year. Here are the categories with the most accidents:

1. Metro Vehicle changing lanes-up 200%
2. Contact with a parked Vehicle entering zone-up 200%
3. Hitting a fixed object leaving a zone-up 133%
4. Contact with a parked vehicle – up 120%

Four out of the five categories are fixed objects and very hard to overturn at an Accident Re-Read 99.9% your fault because fixed object do not move there are some exceptions but not many.

Accident Prevention:

The National Safety Council's definition of a Preventable Accident:

A preventable accident is any occurrence involving a company owned or operated vehicle that results in property damage and or personal injury, regardless of who was injured, what property was damaged, to what extent, or where it occurred, in which the driver in question failed to exercise every reasonable precaution to prevent the occurrence.

I asked, Attorney Gina Duncan of Duncan Law what she thought about the definition of a Preventable Accident. She stated, "Every reasonable precaution to prevent the occurrence is very hard to get

around. One more look to the right before the car runs the red light and hits your bus, could have allowed you to see the car and maybe stop before it actually hit your bus. This could be seen by the Accident re-read panel as a reasonable precaution to prevent the occurrence."

A DEFENSIVE DRIVER is one who commits no driving errors themselves and makes allowances for the lack of skill or improper driving practice of the other drivers. A DEFENSIVE DRIVER adjusts their own driving to compensate for unusual weather, road, and traffic conditions and is not trapped into an accident by the unsafe action of pedestrians and other drivers, by being alert to potential accident situation; they recognize the need for preventive action in advance and take the necessary precaution to prevent the accident. As a DEFENSIVE DRIVER, they know when it is necessary to slow down, stop, or yield their right-of-way to avoid involvement.

The statement left one important preventive action that the DEFENSIVE DRIVER should do **Compensate for the Schedule**. Many accidents occur because Operators are trying to keep a schedule that may be unreasonable to keep. As Professional Operators, we are held to a higher standard than the driving public and we must always remember the three S rule. **Safety, Service, and Schedule** and drive to the rule, nothing is more important then you and your passengers safety.

PUT YOUR SAFETY FIRST

By Neal Safrin, Chair of Local 587 Safety Committee and Executive Board Officer

Operator accident statistics for January and February show an alarming trend. They appear to indicate that we are sacrificing safety in an attempt to adapt to the extreme schedule pressures that we are all experiencing. The County's current policy of decreasing recovery and running times at the expense of the health and safety of both operators and the public must cease. The following accident statistics demonstrate the dangers of allowing scheduling pressures to get to us.

METRO SAFETY DEPARTMENT STATISTICS, YEAR TO DATE:

- Fixed object accidents entering the zone are up 125%
- Fixed object accidents leaving the zone are up 133%
- Accidents with another vehicle's open door are up 200%
- Accidents when a Metro vehicle changes lanes are up 200%
- Accidents with parked vehicles are up 120%
- Passenger falls while the coach is starting are up 85%

We must not allow this trend to continue. Scheduling pressures are adversely affecting our driving records in addition to passenger safety. Take the time to protect your jobs and your health.

SAFETY FIRST—DON'T CUT CORNERS!

Transit Operators Face High Health And Injury Risks: Take Your 5 To Stay Alive!

By Linda Anderson, Executive Board Operator Representative

Studies of transit operator health reveal that operators face significantly higher risks for a number of health problems. We all need to take care of ourselves out on the road. This includes getting out of the seat to stretch, eating healthfully and regularly, using the bathroom when needed, and drinking plenty of water—especially as the summer heats up. If we do not do these things, if we skip taking the breaks we are entitled to, we risk our health. Take your breaks as per our union contract. *Take 5 to stay alive!*

Many of our buses do not have air conditioning. I remember one very bad day on the route 60 when I started to feel heat exhaustion bordering on wooziness. Even after I got off work and went home, I felt sick. At the time, I just kept driving because I figured I should be able to take it, and if I called in there'd be a big embarrassing fuss just because I was a wimp. Now I realize that was not a good idea—I could have passed out with passengers on my bus! I now take a break at a comfort station to soak my hair with cold water and tie a wet bandana over it when it's hot. It takes a couple of minutes to do it but I feel a *lot* better. *Take 5!*

I am also careful to bring non-messy chopped fruit and vegetables in bite sized pieces that I can easily snack on. Plain nuts are also easy to eat. I am always so tempted by treats you can grab fast at coffee shops, that I make myself eat the food I bring from home first—and then I'm not usually hungry after that. Although I don't have blood sugar problems, I make sure to eat, because I want to keep it that way.

It takes a few minutes to eat—*take your 5 to stay alive!*

A couple of years back, I was out on O.J.I. for upper back pain caused by driving the bus. The physical therapist told me to take time during my shift to do certain stretches and exercises. If I do not take time to do them, at least a little, my pain comes right back. If I continue to ignore it, pretty soon it gets so bad I have a debilitating migraine. Then I have to call in sick. *It's much better to take 5!*

All of these things require taking a little time at the end of the line, but it's important to protect our health. Sometimes I have enough layover time to do these things, and that's the way it should be. But I decided that, while I owe Metro the best work I can give at my job, it is up to Metro to make realistic schedules. I did not agree to ruin my health or surrender my God-given right to use the bathroom when I hired on, and neither did you! *Take your 5 to stay alive!*

When I started at Metro I was 27—I could drive any equipment and sit in any seat comfortably. And we had enough breaks so that I got to eat and go to the bathroom, and sometimes relax or walk around the block. Now I am almost 57. Some of the health issues I have, like the neck and shoulder pain, are from this job, even though I have always been part time. I need breaks now more than I used to, but now I have less of them — even with all of my seniority. I see that some of the work I don't pick is really bad for layover. My less senior union brothers and sisters get stuck driving it shakeup after shakeup—and what are they

doing to cope? How will their bodies feel after 30 years? *Take your 5, brothers and sisters!*

What follows is a sampling of what is happening to transit operators. This doesn't include a lot of other potential problems that occur when people don't get out of the seat and move around, or when they skimp on water to avoid having to go to the bathroom. How many of our operators are not testing their blood sugar or eating regularly enough? How many of us have had recurring bladder infections and kidney infections? Sciatica from sitting too long? How many of us are limping and no longer take the stairs because of knee problems? Ever since the E.A. buttons went in, you can't straighten out your left knee all day. *To do that, you have to actually get out of the seat!*

WE HAVE THE RIGHT TO TAKE 5 MINUTES AS PER OUR UNION CONTRACT. NOT A PERSON ON EARTH WOULD THINK THAT WE DON'T DESERVE TO TAKE AT LEAST FIVE MINUTES OUT OF THE SEAT EVERY COUPLE OF HOURS! SO DO IT—TAKE YOUR 5 TO STAY ALIVE!

FACTS ABOUT OPERATOR HEALTH:

Transit Operators experience significantly higher rates of back and neck pain. (80.5% of Operators as compared to 50.7% of non-Operators) —Transit Cooperative Research Program (TCRP), 2004, "Synthesis 52", sponsored by the Federal Transit Administration

High risk for injury from workplace violence. Transit Op-

erators have six high-risk factors for workplace violence: 1) routine contact with the public; 2) exchange of money; 3) working alone; 4) late or very early hours; 5) working in high crime areas; and 6) a mobile workplace—(*Ibid*-TCRP)

Fatigue. Transit Operators work up to 16 hours per day, have varied daily schedules, work split shifts spread over 12 to 16 hours, and odd hours from extremely early to overnight. "[For workers who] work outside the standard 9 – 5 business day... [t]he extended hours of operation have increased the health problems among shift workers, which translates into elevated accident rates, absenteeism, turnover, and insurance premiums." — (*Ibid*-TCRP)

(This of course, means that King County taxpayers are paying money for these problems after they occur. Why not pay the money up front to give us reasonable working conditions and allow us to keep our health?)

Transit Operators suffer higher rates of hypertension. "For hypertension..., the prevalence, adjusted for age, race, and gender, increased in a stepwise fashion from 28.8 percent in the group with no exposure [to bus driving] to 38.9 percent [of bus] drivers with more than 20 years on the job. A similar pattern was found for moderate to severe hypertension." —Ragland et al, "Hypertension And Years Of Driving In Transit Vehicle Operators" <http://sjp.sagepub.com/content/25/4/271.abstract>

Letter to the King County Regional Transit Committee

February 16, 2011

TO: King County Regional Transit Committee

FROM: Catherine Bellipanni, King County Metro Transit Instructor

SUBJECT: *Recovery Time Issues*

My name is Catherine Bellipanni and I have been employed at Metro for twenty plus years. I was a Transit Operator for twelve years and have been a First Line Supervisor for over nine years. For the last eight and a half years I have worked as a Transit Instructor at Central / Atlantic Base. I have trained and interacted with operators on a daily basis and they come to me for advice concerning work issues.

Schedules and lack of recovery time have always been an issue, but never so much as the last two shakeups since the auditors have been involved in our schedule mak-

ing. For the twenty something years that I have been here, Safety, Service and Schedule has been our slogan. Now it seems that Safety and Service have taken back seats and Schedule is driving the bus.

Schedules have never represented real time and recovery time has been sparse. Our current schedules may have worked in the King County of the mid-1980's, but certainly not in the twenty-first century. These schedules have had a negative impact on the riding public and operators alike.

The public is angry when their bus is scheduled to arrive at 4:17 pm and it arrives at 4:38 pm or 4:52 pm. They voice their anger with the first person that they see, the operator (and yes, human beings are still operating our service). Then they call in or email a customer complaint about the bus always being late. The operator is then called in by their chief wanting an explanation or I am sent out to do a ride check to confirm that the operator is doing his/her job to the best of their ability. This does not make for a happy bus much less

good service. In the last shake up the number of CAO ride checks and One on One Customer Service Trainings that I have performed has increased significantly. These were due to customer complaints of late operation or careless driving. Unfortunately, some of our operators have used poor judgment and have driven aggressively to make up time.

In the last few months, I have had at least twenty operators come to me with not only schedule problems, but the same old issue of restroom availability. Often they don't have enough recovery time to go to the comfort station and too often there is no comfort station available. This leads to health issues. The majority of our operators are aging and have to urinate frequently due to prostate, bladder or kidney problems. We all know that it is unhealthy not to eliminate waste when necessary, and that "holding it" leads to more serious health issues. This may sound crude, but human beings are crude and have bodily functions and needs that are not being provided for in

our current schedules.

Many of our operators have spinal injuries and degenerative disc disease due to sitting long periods of time without getting up and stretching. Since auditors have jumped into the schedule making business, operators now have no time to get up and do a few stretching and strengthening exercises.

Finally, I have had three operators come to me that have been diagnosed with DVT, Deep Vein Thrombosis. It is important that these operators routinely get out of the seat and take a short walk. If not the consequences could be deadly.

In conclusion, our current schedules do not work as long as human beings are operating our service. Cutting recovery time has not saved money. It simply becomes expenditure for other departments such as L&I and Health Benefits. It is my hope that as committee members, you sit a mile or eight hours in an operator's shoes. Maybe then we can put our priorities back in the proper order: Safety, Service, and Schedule.

The Electric Trolley Bus Jobs Initiative — Phase 1

By Chuck Lare, Atlantic Base Shop Steward

In the middle of March 2011, with the help of several ATU 587 Sisters and Brothers and our greater community we identified significant costs savings from using Electric Trolley Buses (ETBs) over the more expensive Diesel Hybrids (DH). A 20 year Life Cycle Cost Analysis (LCCA, ref. <http://www.wallingfordsolarinitiative.org/projects/electric-trolley-bus-jobs-initiative>) was presented to the KC County Transportation, Economy, and Environment Committee (TREEC), identifying over \$5 million per year is saved using ETBs over the DHs. Through the help of those in the public and private sectors on the West Coast and Canada, equipment service workers, operators, mechanics, engineers, accountants and economists all pitched in to identify the findings.

The LCCA's findings' favors ETBs for long term affordability and provides future opportunity for more savings from service extension, renewable energy and renewable energy jobs. These savings are so significant we hope all KC Council Members will recognize the importance of ETBs over DHs to King County cost management regardless of the kind of bus service presently in their districts.

The LCCA identified cost savings from ETBs are attributed to the following main areas:

- **Vehicle Capital Costs** – of ETBs are only slightly greater since the Feds pay 83 cents vs. 80 cents on the dollar for DHs and the difference is far out-weighted with ETB's longer life, less maintenance costs and lower fuel costs. There is good reason developing countries are now going electric.

- **Maintenance Costs** – are lower using an electric motor, giving ETBs a longer life over DHs. Electric motors have significantly fewer moving parts, greater torque and require less fuel. Maintenance is extremely lower for ETBs when comparing what the maintenance costs would be to operate DHs on the same routes as ETBs, e.g. running up the same hills, dead starts, fully-loaded on steep inclines and quick acceleration between stops.

- **Overhead-wire** (fixed guideway) – nets Metro about \$6M since the Feds pay about \$11M for the overhead wire and Metro's costs are less than \$5M to maintain the overhead-wire. The overhead-wire,



like a long extension cord, charges the batteries (batteries as backup propulsion are common in most any of the new ETBs to be considered), a battery backup propulsion system reduces the seat/mile costs by being able to provide service around construction on weekends, and reduces throughput delays from roadway blockages.

- **Energy savings** – the cost of fuel will increase is a foregone conclusion, but at what rate? As a result, adding DH to the fleet would have been counterproductive. Electricity cost escalation for the past-present-future is relatively flat and under 3% per year, less than inflation. Diesel cost volatility suggests a 400% cost increase in the next 20 years and that is merely if it increases by current 10 year average of 12.5%. Leveraging our current ETB infrastructure preserves Metro cost-capping options.

When updating Metro's Electric Trolley Bus fleet with modern ETBs, over \$5M per year is saved from not using Diesel Hybrids. The cost advantages from the use of ETBs could be increased further from: more trips under the overhead-wire, e.g. weekend service and full-time

When updating Metro's Electric Trolley Bus fleet with modern ETBs, over \$5M per year is saved from not using Diesel Hybrids.

service on Route #36 and #70 (the current overhead-wire is a fixed cost therefore more trips reduces per vehicle overhead-wire costs); each additional diesel hybrid replaced by a ETB increases savings; more savings occur when expanding the overhead-wire service, where routes already operate under the existing overhead-wire, e.g. Routes #8, #11, #48; and depending where overhead-wire expansion occurs, the savings through replacing Diesel Hybrids with ETBs, e.g. Route #358, could significantly off-set the overhead-wire expansion costs.

The County Council is now in a

good position to save Metro significant operation costs in approving the upgrade of the ETBs and save further through replacing many of the DH with ETBs. Greater public benefit the sooner these replacements occur and the greater chance to reduce service cuts.

Next month, look for "Phase 2," the Electric Trolley Bus Jobs Initiative is actively working to provide local final assembly jobs from Metro's purchase of the new ETBs.

Further interest, references and copy of the LCCA and/or discussion, contact me at Atlantic Base.

Eat On and Off the Road

By Chefs John Boy Bob Bill Ranlett (NO #2914) and Billy Bob Bubba Gates

Three months ago in the Union rag I promised you Mo' Better Engine Block Cooking (EBC) recipes. EBC allows us bus drivers whom now have very little break time due to the new Leaner Meaner schedules a chance to cook and eat on the road. The Roadkill recipe below gives us a chance to eat off the road.

Person's gotta eat!

The new EBC recipe comes from my cousin Billy Bob Bubba Gates who prefers to go by his first name, Billy Bob. Billy Bob hails from Crossville (pronounced Crozvlul). I don't know what state that's in and I don't think he does either. That stuff is not important. What is important is his lip smackin' Engine Block Cookin' recipe he has graciously shared with us. When he heard about the plight of us poor bus drivers not getting any breaks or time to eat he wept.

His favorite and mine are his squirrel kabobs. He calls them Squirrel Ka-Billy-Bobs. Yee-Doggies! He continually wins first prize for them at the Crossville County Fair. He has other tasty recipes using possum and cooter, whatever that is. Not sure, I want to know.

Earnest Matthew Mickler bases many of his ideas on recipes from "The White Trash Cooking" and "Road Kill Cooking" by Buck Peterson cookbooks, Except Billy Bob adds extra stuff and secret ingredients.

Squirrel Ka-Billy-Bobs

One pound of squirrel. That is about 80. They are hard to catch so give yourself plenty of prep time for this recipe. "Squirrels are fast which means you have to be sneaky fast to catch them," says Billy Bob.

If you are a veg and have some hang up about meat then just substitute squirrel tofu.

Squirrel meat pieces are small and don't fit well on a skewer so Billy Bob likes to compress the meat using his hydraulic log splitter.

The trick to the squirrel meat staying compressed is his here-to-fore secret ingredient, Elmer's Glue. (Remember, you heard it here first!) Too little glue and the meat won't stay compressed. Too much Elmer's and it will end up with the taste and texture of a board.

Don't get me wrong, board is not too bad, especially when you are hungry. Some sub cultures in remote areas of New Guinea and parts of the South still eat board. (Michael Lotito aka Monsieur Mangetout "Mister Eats Everything" once ate a Cessna 150! It was on the net, it must be true!) But, you'll need to drill a hole through the meat to get it to fit on the skewer. If you get the meat/Elmer's mixture just right the meat will stay compressed enough to stay on the skewer and it will take on a nice caramelized crunchy taste when cooked. Elmer's Glue is non-toxic.

Don't bother trying compressing any tofu with the hydraulic log splitter.

Slice compressed squirrel meat into pieces to fit on the skewer. Add your favorite veggies including plenty of okra. Sprinkle generously with Frank's Red Hot Sauce and seasoning salt. Wrap tightly in multiple layers of aluminum foil. Throw 'er on the ol' engine block of the bus, tractor, auto, or Cessna. An overheated engine works best. Enjoy.

Even more better than cooking on an overheated engine is cooking on an engine or bus on fire. We must thank Our Lucky Stars for the Metro Procurement Dept. that continues to purchase busses with issues, in this case a fleet that catches on fire. In anticipation of a conflagration it is important to remember: if the coach experiences a sudden loss of power, belches large amounts of smoke out of the exhaust, and dash warning lights come on, IMMEDIATELY stop the coach and throw more tasty asbestos wrapped kabobs on the engine. Evacuate the passengers also. Call the coordinator and alert him to your having kabobs involved in a bus fire and he will try to delay the fire department until the kabobs are done to tender perfection. Share your scrumptious Ka-Bus-Bobs with our heroic first responders while they are still warm (the kabobs).

Last week North Base Soup Dave Bob Jolly asked me if greasy meat could be responsible for the engine fires. Could this be true? Could my otherwise brilliant, talented, ruggedly handsome (You heard it here first!), and non-vindictive boss have become another unwitting pawn in a Metro cover up of bus fires? I will let you decide. But to be on the safe side continue to use learner cuts of meat like squirrel or tofu.

As tragic as it is to have one of our busses destroyed by fire be grateful to get the opportunity to get a few minutes break and a bite to eat which is otherwise very difficult to do with Metro's new Leaner Meaner schedules. Hmmm... maybe greasy duck kabobs aren't such a bad idea after all. Thank you, Dave Bob for the idea.

The next recipe is from the Roadkill Cafe. Billy Bob's nephew Brian Bob Sherlock sent him the recipe off the net via carrier pidgeon. Pidgeon Ka Bob is also good, Brian Bob says.

Eating roadkill may sound objectionable but it is still good safe meat to eat. Many subcultures in remote roadless (go figure) parts of New Guinea, areas in the South and, of course, Darrington regularly consume it. Who has to say your culture is better?

Baked Carp:

One carp, cleaned. Don't ask me how the carp got on the road. Maybe it was one of those flying carp. If you don't even eat fish substitute

with carp tofu. Marinate the fish over night in Night Train or Mad Dog. (Caution: Wear gloves when handling either Night Train or Mad Dog. Ground yourself before opening bottles.) One pine board slightly longer than the fish, soak pine board in water. Cook fish on pine board in oven at 325° for one hour after generously sprinkling Frank's Red Hot Sauce on fish along with seasoning salt.

When done, throw away carp. Definitely throw out any tofu. Eat board. Drink beer. Drink beer; eat boards, carp, tofu, and Cessna 150s responsibly.

Be safe out there. Take a break if you need one. Watch out for flying carp.

Next Month:

Time Machine Bus, The Only Way to Get Back On Schedule

Don't Get Irate. Take Your Breaks!

Verita Alexander, Atlantic Base Shop Steward

As occupational drivers, we get cut off by those we share the road with and deal with close calls all day long. But when one of those pesky cut-offs happens to be a fellow Metro driver, should you get off your coach and give your fellow driver a tongue lashing? With tighter schedules making it hard to be patient, this is becoming an all-too-familiar occurrence. Before you give that driver who cut you off a piece of your mind, consider a few things. Driving a bus is, for the most part, a solitary job. Despite this, we must still cooperate with one another on 3rd Avenue. Getting off your coach to *tell off* a fellow bus driver is a very slippery slope. But think about it this way, the passengers of the driver you are confronting call and complain about you holding up their bus to rant at their driver. That driver complains to their chief about your behavior. That chief pulls video from one of the coaches. Now they have you on *delaying of service, not securing the bus, disorderly conduct, getting out of the seat and starting a confrontation* and that is only a few things a creative chief could come up with. Is it worth

it? I think not.

We've all been in this scenario; you think another bus driver cut you off and they thought you were blocking for them and letting them in. A simple misunderstanding that, if handled the wrong way, can put your job in jeopardy. Accidents are up! Which means bad decision-making is taking over due to lack of recovery time.

Taking your breaks, as needed will lower your stress level. If you planned on eating a sandwich during that break, please do so calmly. Cramming your food down too quickly will only create health related issues in the future. If you planned on stretching during that break, take the time to do so. Occupational Health doctors are on our side when it comes to these issues. If you just need time to de-stress and change your attitude for your next trip, then take the time. Remember...keep the job...Safety, Service, Sanity!

Verita Alexander
Atlantic Base Shop Steward
PR Committee Member
Verita.atu587@gmail.com

Notice about handouts, flyers & letters in V.M.

To: All 587 VM Members
From: Don Mac Adam V.P.
Maintenance

There seems to be confusion about some materials being distributed in Vehicle Maintenance.

Unless they are on official Union Local 587 letterhead or signed by a Full Time Officer of Local 587, the material is not an official 587 document. If Executive Board Officers, Shop Stewards, or Union Members are distributing materials that do

not carry the above-mentioned Letterhead or a Full Time Officer signature then the materials should be regarded as the personal opinion of whoever is distributing the material. These may or may not be factual as they were not approved as an official Union release.

The political season appears to have arrived early in maintenance. If you should find these unofficial communications upsetting, please either call your Union Office for clarification or recycle the documents in question.

Report From The Joint Labor Management Scheduling Committee

By Linda Anderson and Jon Bez, Joint Labor Management Scheduling Committee

For the past year, Minority Affairs Officer Ray Campbell and Linda Anderson have been meeting with Jon Bez, head of scheduling, and other managers and schedulers. This is a report from our May 2011 meeting.

Changes For Summer Shakeup

This Summer, the tightening of schedules has continued, but is balanced by new investments into routes that clearly needed it. The Scheduling Committee helped to identify these routes through the base visits we've made in the past year. Routes where operators were not getting their 5 minutes and routes which were chronically late were the first to be identified for new investment. Overall, there was slightly more time added into routes than was taken out. Metro backed off from net cuts for the Summer shakeup after on time performance fell to under 75% last Fall.

The routes that got more running time and/or layover in June are: 7, 8, 10, 12, 16, 49, 60, 120, 164, 168, 224, 251, and 358. Not all of these routes are ones which have undergone revamping with cycle time analysis. Some of these routes have really needed investment for some time.

The reduced hours that balance out these investments are spread out in small pieces here and there throughout the system. Two notable places where time is taken out are on route 99 and the RapidRide A Line. In the case of 99, the route is now "live-looped," meaning the layover was removed from the north end of the route and increased slightly on the south end

Deadheading – Fill Out Osfrs For Inadequate Deadhead Times

If it seems like there is more dead-heading between routes, you are

right. Linda noticed some of the part time work has all deadheads between trips. It's impossible to tell at pick if there's any scheduled layover along with these deadheads. She asked head of scheduling, Jon Bez, whether there is in fact layover built into the deadheads between trips. He said the only deadheads that don't have layover built into the schedule are the deadheads back to base at the end of the assignment, otherwise there's at least 5 minutes of layover in every deadhead. Apparently the reason for not including this information is to keep the information on the run cards concise and the run cards as short as possible. Linda said she'd like to see the layover noted so we can see it when picking. The deadheads aren't updated as often as running times, so it's important to fill out green sheets (OSFRs) if the deadheads need adjusting.

Accidents – Do They Relate To Schedules?

The accident rate is up, and I asked if there is any correlation between accidents and lateness. I wonder if we get in more accidents when we are late and trying to catch up. Although scheduling doesn't track that specifically, there is apparently a slightly higher accident rate overall among those routes that have been overhauled using cycle time analysis—although accidents are down on some of these routes and up on others.

Savings From Scheduling "Efficiencies" Are Not Offset By Cost Of More Accidents

Drivers have been commenting that Metro will not save money on cuts to our recovery time if accident rates go up. So far there have been 100,000 annual hours saved by cutting schedules—without cuts to service. This is why they are called

scheduling "efficiencies". This translates to about 10 million dollars of savings annually for Metro. There would have to be a pretty significant increase in the accident rate to offset that much savings, but accident rates had been at historic lows before this recent uptick. ATU 587 is very concerned about the accident rates going up, and has launched a "put safety first" campaign.

Unscheduled Overtime & Time Checks

Schedulers use the AVL (automatic vehicle locator) data for to inform their adjustments to running times and layover. Ray asked whether they also use Supervisor time point checks. It turns out they do not, unless there's a particular situation where AVL data is unreliable. Neither do they use the unscheduled overtime sheets for making schedules. We asked whether the unscheduled overtime has gone up as a result of the schedule tightening. It has, but it has not gone over budget. There are 50,000 hours budgeted for unscheduled OT this year. In recent years, unscheduled overtime usage has been around 40,000 hours. Unscheduled OT usage doesn't vary much, except when during snow, then the usage goes way up. So far, the cost of additional unscheduled OT is not at all close to offsetting the savings of scheduling efficiencies.

The Outlook For Fall

Since October 2010 on time performance has been going back up. Some, some additional schedule tightening will continue this Fall. Given that 100,000 hours have already been squeezed out, it is getting harder to wring out any more "efficiencies" in the run cuts without cutting service. Can Metro really find 25,000 more annual hours in scheduling efficiencies out of the run cards? It might be that they can't. While weekday layover to in-service ratios are now below the

audit's goal of 25%, weekend ratios are still at nearly 40%, so the focus is shifting to weekend work, which has not yet been subjected to the cycle time analysis process.

Also, Metro may go to irregular headways. Instead of trips on a route being 20 minutes apart, for example, they might have 15 minutes between trip 1 and 2, then 20 minutes between trip 2 and 3, or 25 minutes, maybe, so that the trip times would shift around and the headways would vary somewhat. This flexibility allows more and options for hooking routes together, although it might not be as popular with the public.

The Rapid Ride B Line on the Eastside will be coming on line in the Fall, which will be part of a major restructure to service that will replace some existing service. Overall, there will be over 20,000 new hours of Eastside service.

Sample Run Cut With 600,000 Hours Of Service Cuts Was Made Public

Metro was asked to do a sample of what service would look like with 600,000 hours of service cuts. These would not be "efficiencies" but actual cuts to service. There are many, many different ways to cut service, and ultimately, if it comes to service cuts, the real cuts might or might not be similar to the sample. The King County Council would decide what kind of cuts to make, should cuts be necessary. To view the sample service cuts, go to the Seattle Transit Blog website: <http://seattletransitblog.com/2011/05/09/details-of-potential-metro-cuts/>

Jon Bez also offered this piece from a memo issued by Jim O'Rourke, manager of Operations, to his Supervisors and Chiefs. This excerpt helps to explain how scheduling efficiencies are affecting operators:

While many have feared that the focus of the schedulers' work would

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A Word On Scheduling

E-Board Officer Andrew Jeromsky

I recently sat down with Scheduling Supervisor Jon Bez and Senior Schedule Planner Dan Gauthier. My purpose was to gain a full understanding of how the scheduling process works and to share that information with the membership.

Cycle Time Analysis

A major part of the process used to set schedules is called Cycle-time analysis. CTA is based on the driving habits of operators. Using AVL (Automatic Vehicle Locator) and APC (Automatic Passenger Counter) data, the scheduling department plots the recorded travel time of all the trips of the route being sampled onto a graph. Exceptionally early and exceptionally late time points are manually removed from the data. What remains is a graph that the scheduler can use to interpret

the spread of running times for the route being sampled.

Using the middle, or 50th percentile of running times as a reference, the scheduler then attempts to create a run card that will allow 75% of all its drivers to operate on time with full breaks. The next 76-90% of its drivers should be able to start the next trip on time, even if they have to turn around immediately to do so. The last 10% of Operators are expected to run late. This is because of an audit recommendation to focus on efficiency instead of timely service and favorable working conditions.

Unfortunately, Operators have to cut corners by speeding, racing lights, or skipping health breaks in an effort to stay on schedule and serve the public. As a result, they are unwittingly skewing the AVL and APC data that is used to set the schedules in the first place. The

faster you drive, the tighter future schedules will be set!

Recovery Time Ratios

The transit audit reported that Metro's average Recovery Time Ratio of 29% was too high. This ratio can be calculated by dividing the time the bus is out of service (like on deadheads and layovers) by the time it is in service. For example, the RTR of a trip with a 20 minute scheduled layover and a 70 minute runtime can be calculated as $20 \div 70 = 28.5$. Rounded off, that's a 29% recovery time ratio. The audit recommended reducing the average ratio to 25%. One way to do that was to reduce recovery time. For this example, recovery time will be reduced to 16 minutes. $(16 \div 70 = 24)$ The ratio is now 24% and the audit recommendations have been met. However, there is another way to

decrease the ratio. In this example, recovery time will be kept at 20 minutes, but 10 minutes will be added to the trip side. $(20 + 80 = 25\%)$ Now the audit recommendations have been met, but without disruption to timely service or working conditions. However, the audit is focused on efficiency rather than safe, dependable service, and it costs more to add minutes to schedules than to remove them. That's why our service has deteriorated so rapidly.

Trips are being scheduled so that running time will typically be tighter at the beginning of the trip.

These tighter schedules are forcing many operators to change their driving habits and abandon their comfort zones as they attempt to stay on schedule and serve the public. Passengers are missing connections. This is causing grief and

continued on page 9

Letters to the Editor...

Out-of-Classification Grievance

Greetings Brothers and Sisters,

I would like to address the status of our out-of-classification grievance. This dispute has now gone far past the two year mark. Earlier this year, management had offered to settle the grievance by paying CIO employees for the transactions that had been completed. The payments ranged from a few dollars to a few hundred dollars. After this settlement, any transactions conducted would have been done so without the out of classification pay. While I appreciate management's show of generosity though this settlement, I did not feel that this settlement was in the best interest of my brothers and sisters in CIO. With the blessing of our elected officers, I wholeheartedly rejected this offer as it was devoid of any future benefit to you my brothers and sisters. At this point, I feel that our best chance to fairly settle this dispute will be in arbitration. I realize that this will be costly, however, we stand to lose more in morale as well as financially if we don't.

*In solidarity,
Eric Butler
Executive Board Officer
Local 587*

Justice for All?

When reading the crime and punishment section of my local newspaper (the business pages), I'm continually reminded of the gross inequities inherent in our criminal justice system.

Virtually every day there are reports of CEOs and directors of major corporations who are charged with fraud and tax evasion — on a grand scale.

More often than not, those charged with such offenses end up making a settlement or plea agree-

ment. Usually, those agreements result in fines and/or monetary settlement of lawsuits that don't even begin to compensate victims of the crimes. Moreover, having agreed to huge multi-million-dollar settlements, there is usually a denial that there was any wrongdoing. To add further insult to injury, few are ever incarcerated.

If you hold up a convenience store, and you're caught, you'll have the cuffs snapped on your wrists, get thrown into the slammer, and almost surely will do time. If you are one of those "pillars of society" who unlawfully drains hundreds of millions from their companies and stockholders, cause job losses in the thousands and financially ruins many lives, you're more apt to first die from natural causes than you are to spend any time in prison.

There seems to be a dual standard of justice in this country when it comes to theft: one for the landed gentry, one for the "common criminal." Punishment should be meted out according to the gravity of the crime.

—Paul G. Jaehnert

Do the Right Thing

Just a short note:

At the April E-Board meeting, a motion was passed that would eliminate the prime-time vacation restrictions on Full-time. On the night before the May charter meeting, I received several messages from Operators who were opposed to that change. The next day I conducted an informal poll of Full-timers, and they voted 2 to 1 against eliminating prime time. I take my oath of obligation to the membership very seriously so I decided that the right thing to do was to segregate the prime-time motion at the Charter meeting. This would give the membership the chance to decide for itself whether or not to eliminate prime-time vacation periods.

The schedules for the May meeting cycle, which included this motion, were not posted at Central, Atlantic, Ryerson or East Base. As a result of this, although the motion to eliminate prime-time was published in the May Newsreview, many members were not informed of the proposed motion via the Union bulletin boards.

My segregation motion ultimately failed, so prime time is scheduled to be eliminated for 2012. I don't have a personal stake in this change, but as an Executive Board Officer, my obligation is to serve all of the

membership, including those who will be affected by this motion.

I am an advocate of transparency in our union, and in our members right to decide issues for themselves whenever possible. If the membership wants to eliminate prime time that's OK by me, and if they want to keep it, that's OK too, but the membership must be informed and allowed to weigh in on these decisions that affect their lives and working conditions!

*In Solidarity,
Executive Board Officer Andrew
Jeromsky*

A Word on Scheduling, continued

Some Good News

frustration for both our drivers and passengers.

Running 1 minute early to 5 minutes late is considered on time.

Metro's on-time performance is monitored according to this standard. So the audit recommendation that only 80% of all trips be on time is actually a recommendation that only 80% of all trips be no more than 5 minutes late!

By posting data online that records trips running up to 5 minutes late as 'on time', the public is deceived into believing that things 'aren't so bad.' It may make for a better report to the Council, but Operators end up getting chewed out by an angry ridership that has been told that 78% of the service is running on time. This misleading performance statement leads the public to believe that there must be something wrong with their current driver who is always running late! If trips that are currently running up to 5 minutes late were recorded on Metro's online performance website as actually running late, the public might demand improvement.

The public and the Council are also misled by schedules that seem to give our operators break-time on paper. The reality is that many drivers are running late all day long. You can help to get actual run-time information sent to the RTC and the County Council by filling out the driver survey/petitions I have posted on the employee bulletin boards.

If on-time performance doesn't improve, the last 25,000 hours of efficiency cuts might not be implemented. At some point, a decision will have to be made between efficiency and fixing the existing service. Scheduling may agree. "It's better to have a 40-minute trip with 9 minutes of layover that runs on time, than to have a 30-minute trip with 19 minutes of layover that's always 10 minutes behind schedule." It would be more honest to be sure, but we still need more break time.

The fundamental cause of our schedule problems is the lack of stable transit funding. Schedulers may want to add time to trips, but can't because of the costs. While some trips are always going to run late due to traffic, weather, construction, etc. it is the shortage of funding coupled with the audit recommendations that has resulted in such dangerous working conditions.

Safe coach operation requires an enormous amount of concentration. Schedules must have enough time between trips for us to recuperate mentally and physically so we can provide safe transit to our passengers. We must unite and stop cutting corners on health and safety. Support passage of the \$20 tab fee, support your fellow Operators, and make time for safety. If you (or your relief) are running late, remember that doing our job right puts (your) safety first.

NOTICE TO ALL READERS

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

SEND IN YOUR OPINIONS

Letters/contributions must include printed names, signatures, work ID numbers, addresses and phone numbers that can be verified during working hours. Letters that cannot be validated will not be published. All articles/letters are subject to editing and should be limited to 1000 words or less. Not all letters can be published due to space limitations. Cut off is the 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
News Review Editor
c/o ATU Local 587
2815 Second Avenue, Suite 230
Seattle, WA 98121

Joint Labor Management Scheduling Committee Report, continued

be on simply reducing operator break time, the actual focus has been a full scale change in how the schedules are written. For operators, this means several things:

1. Scheduled running time will typically be tighter at the beginning of the trip. The average operator will run about 2 minutes behind schedule through the first part of the trip. The goal is to eliminate any excess time early in the schedule so operators will not have to 'dog it' or drag their heels to avoid early operation.

2. Schedules will typically be looser at the end of the trip. Time

that was removed from the beginning of the trip will typically be restored in the last few timepoints. 3 out of 4 drivers should be able to operate the full trip on schedule from the first time point to the last timepoint on the schedule. Revised running times will, in some cases, increase when compared to current running times. This will better ensure that operators get their full scheduled layover as shown on the run card.

3. Scheduled layovers will be shorter, on average, though always in compliance with the labor contract.

To: All Members of Local 587
From: Recording Secretary Judy Young

Proposal To Change Bylaws Article III, Section 2; Article X, Section III; & Article XII, Section 1, 2, 19

Submitted by Paul Tefft

In accordance with Article XV, pertaining to bylaw proposals, the following bylaw proposals will be published in the *News Review*, and will be voted upon through the July cycle of Union meetings.

ARTICLE III OFFICERS

Section 2. Executive Board

(b) Employees in the Transit Operations Department shall consist of the following: Full-Time Transit Operator, Part-Time Transit Operator, ~~Waterfront Streetcar Conductor~~, the Operations Security Liaison, and Revenue Coordinator working for King County/Metro.

(g) Employees in the Special Classifications Department shall consist of all job classifications listed under ~~Customer Rider Information Specialists, Pass Sales Office Employees and Special Classifications (with the exception of the Operations Security Liaison), Customer Service Office Employees, and employees listed in Special Classifications with the exception of the Operations Security Liaison~~, in the current labor agreement with King County/Metro.

(i) If a vacancy occurs for any reason in any of the following elected positions: President/Business Representative, Vice President/Assistant Business Representative, 2nd Vice President/Assistant Business Representative-Maintenance, Financial Secretary/Treasurer or Recording Secretary, a special election will be held to fill the unexpired term. The special election will be held in compliance with Article XII of these Bylaws and Section 14 of the Constitution and General Laws of the Amalgamated Transit Union.

If a vacancy occurs within 18 months 90 days of the normal expiration of the term of office in the position of President/Business Representative, the Vice President/Assistant Business Representative shall preside and perform all duties pertaining to the office of the President until the regular general election is held.

If a vacancy occurs within 18 months 90 days of the normal expiration of the term of office in the position of Vice President/Assistant Business Representative, Financial Secretary/Treasurer or Recording Secretary, the Executive Board shall meet prior to the next regular union meeting and select a member of the Executive Board to fill the unexpired term. The appointment must be approved by a majority vote of the members in attendance at the next

regular meeting of the Local.

If a vacancy occurs within 18 months 90 days of the normal expiration of the term of office in the position of 2nd Vice President/Assistant Business Representative-Maintenance, the Executive Board shall meet prior to the next regular union meeting and select a member from the Vehicle Maintenance/Facilities Maintenance Executive Board Officers to fill the unexpired term. The appointment must be approved by a majority of the members in attendance at the next regular meeting of the Local.

ARTICLE X MEETINGS

Section 3.

The Wednesday Afternoon meeting shall be held on the Wednesday after the first Thursday of each month to convene at 3:30 p.m.

ARTICLE XII

GENERAL ELECTION - ELECTION OF OFFICERS

Section 1.

The election of officers for the Local shall be held in the month of June and three years thereafter on or before the 25th day of the month. The regular three-year election of officers for the Local shall be by the primary system. Nominations shall be held at the meetings of the Local in the month of March. The primary election shall be held on the third Tuesday in the month of April and the final election on the first Tuesday of the month in June. If a runoff is required, it shall be held on a weekday on or preceding the 25th of June.

Section 2.

The record dates of the primary and final elections shall be determined by the Election Committee, the first Tuesday in the month of March.

Section 19.

Special elections will be conducted pursuant to Article 3, Section 2(i) of these bylaws and Section 14 of the Constitution and General Laws. The resignation requirement "at or before the opening session of the monthly meeting", as defined in Section 14.10 of the Constitution and General Laws, shall mean the opening session of the Charter meeting. Nominations and special elections dates shall be determined by the Special Election Committee.

Vehicle Maintenance Leadership

By Dave Drew North Base Mechanic #46023

I'm concerned about two issues that play into one another. The first is about bringing back long overdue 4/10 shifts especially at our fine Component Supply Center. The second deals with disappointing VM management. We work for an agency that promotes and directly benefits from easing our county's ever worsening congestion woes. A few years back, after 13 very successful years of utilizing 4/10 shifts (for those workers at CSC who wanted them), we were aghast when they were taken away. Carpools, family schedules, and common sense work schedules to lighten the weight of the commute were scrapped. Management made many very lame excuses. Those of us working there knew the answer, incompetent management. Whereas 18 year old managers at McDonalds can manage complex work schedules, many of our VM chiefs could not. The person at CSC who has long been running the show, who lacks ANY ability to inspire, is unable to realize neither the "people factor" nor the "public-image factor" in making 4/10 shifts work. She has always complained that 4/10 shifts costs too much money. I strongly disagree. What is NEVER discussed is how ridiculous and costly it is to have an excess of EIGHT chiefs "working" in one building, at CSC.

Our new VM Manager Randy Winders recently inserted into his newsletter a paragraph about keeping complaints about management out of OUR union paper. He needs to be reminded that some very poor VM Managers are a large part of why we can't yet play nice. Don Macadam's light-shedding survey rating of VM Managers provided a rare glimpse into an often taboo subject. It SHOULD have been a wakeup call to the new kid in town, Randy. I really appreciate that he didn't jump into his new job and immediately start leading VM off a new version of the cliff. He appears to be a great listener. But he REALLY needs to get a clearer picture of those directly under him. I applaud him for his recent visit to the union hall. He informed us of his many ideas, patiently listened to many of us, and heard an earful of complaints about his underlings. Unfortunately he also took some disrespectful barbs from a few callous VM brothers that just happen to also be the ones that don't give him much bang for his buck on the floor.

I hope by now he understands that we have some incredibly top-notch managers that have gained our respect and that he also has inherited others that are downright dismal. Many are loathed either because of their arrogance, their lack of common sense, or because they sorely lack the qualifications to manage those working under them. We used to have real-meal-deal chiefs. Two examples of stellar VM chiefs from VM's past would be Larry Whitney and Ted Lange. They were true professionals in their fields who earned

an enormous amount of respect from those lucky enough to work with them. People came to them for advice because they were smart and competent. Also they treated those around them with a great deal of respect and kindness. They taught us as few of these present day "people managers only" have any capacity to. These stellar managers would never have bought into a time standards debate to deal with slackers on either 4/10 or 5/8 shifts. They knew how long jobs took and would document, correct, redirect, or eventually fire those badly underperforming. They would not "take away" 4/10 shifts because of some random abuses. They would simply deal with the problematic individuals. Why did we ever start promoting employees into management positions who desperately lacked knowledge of job skills AND lacked decent people skills? We somehow ended up with past upholsterers and equipment service workers managing mechanic shops that they know so little about. I'm amazed how little anything the county gets from most of these over one hundred thousand dollar a year babysitters. Don't you dare ask some of the chiefs any technical questions unless you enjoy the look of deer caught in the headlights. (Why is so much money wasted just to have someone spending most of their day signing AC slips, swapping e-mails, and soaking up the office air conditioning?) Promotions for too long have been handed down to people due more to kiss-up-ability than the technical knowledge and people skills necessary to effectively lead. It's easy to see why they get so little respect?

Unfortunately, with the often incestuous relationship VM chiefs have with their supervisors (AKA: lunch-buddies) there is no one to objectively critique and evaluate a chief's actions or inactions. When chiefs fail to show up (long known as the Mo-factor) why is it that just as much if not more work actually gets done? As well AC requests for important family matters are readily given the okay, without someone sitting in the chief throne trying to justify his or her obscene wages by hemming and hawing over a request. Most of the mechanics I know like to work hard and take pride in what they do. Our wonderful clerks and talented leads run our shops. Chiefs often have no clue as to how bad their fleet is really doing, as evidenced by the state of some of the coaches we get from other bases each shake-up. I agree with Randy that we can evolve VM into a more efficient and more enjoyable place to work. Just one DECENT VM chief per base would work wonderfully, could save the county millions of dollars, and our bases wouldn't miss a beat. It's time that management evaluates management. With all the attrition in the VM chief ranks in the coming months, what an advantageous time to think about "thinning the herd."

Busman's (or woman's) holiday

By Jennie Gil

Recently Beloved Spouse and I had the opportunity to take an epic journey. We chose a three country, multi-modal trek, meaning we criss-crossed the US, Eastern Canada and Central Mexico, traveling by planes, trains, automobiles, buses and our bicycles. In the course of our travels we experienced several public transit systems. What follows is an excerpt of our travelogue, about riding buses in Mexico City.

Mexico City, the largest city in the Americas and the third largest in the world, after Seoul and Tokyo, offers a variety of mass transit options: a subway system, light rail, a Bus Rapid Transit system, a system of electric trolleys, and an army of diesel buses that run all over the city. And that does not even begin to mention the gazillion taxis running throughout. We chose to ride the BRT to start with.

Mexico City's BRT is called the Metrobus. They are currently using a fleet of Volvo 60 foot articulated coaches, in fact these are the only artic in use in Mexico City. There are currently two lines, running the length of the city along the main north to south and east to west arterials. A third one is being put together at this time; according to the internet, by 2012 there will be five BRT lines in service.

It's a slick system. The bus we rode runs along the center lane of a major boulevard, against the boulevard divider, in its own dedicated lane separated from the rest of the lanes of travel by those miniature jersey barriers we typically use as parking place barriers.

The stations are built on the center divider as well, so the bus never changes lanes all the way across the city. Straight-line driving, no turns

involved, meaning no pocket or tail swing accidents.

Aside from traffic lights, the only stops are at each station. Just like Snohomish County BRT, station stops are automatic (no passenger chime!) and the stops are short. Jay timed one stop, it was less than 7 seconds. The doors operate on a timing cycle outside the driver's control that eliminates being blamed for door accidents. The driver hits the door button to open the door, then hits it again less than a breath later. An alarm sounds and a warning sign lights up announcing the doors are closing within 5 seconds. There is no waiting for the doors to be clear, and these guys didn't screw around. They pulled in, loaded whoever could get on in five to seven seconds, and got out. If you couldn't get on that bus, you wait for the next one, usually less than five minutes. Also eliminates waiting for runners.

As the bus travels in the center lane, loading occurs on the left side of the bus. Doors on the driver side was strange to see at first but has its advantages as the passengers never walk by you, they load behind you. The driver is separated from the people, but not locked away from them in a separate compartment like in light rail, there is a stanchion bar across the aisle that blocks people from going beyond the first row of seats.

The fare is paid at each station via a preloaded card, like our Orca cards. You can purchase or reload a card at each station. The card cost us 15 pesos (about \$1.25) which included the first ride. Any ride thereafter costs 5 pesos, less than 40 cents. Unlike our system there are absolutely NO CASH FARES. It's the card or nothing. The card activates



A standard BRT station. The machines to the right are where you insert money or credit cards to buy your transit card. You then tap your newly purchased card on the card reader, which resembles KCM's ORCA reader, and the turnstyle will let you through. And anyone who wants to jump the turnstyle? The guard with the machine gun standing behind my while I took the picture, who declined to be photographed, is deterrent against such action.

the turnstyle on the platform when it deducts your fare. If you don't have enough fare, the turnstyle does not turn, you do not access the platform, you do not ride the bus. And like many, many systems around the world, there are NO TRANSFERS.

There are guards at every station. No degenerate types loitering on the platform or on the buses. No smokers. No graffiti on the buses or the stations that we saw. We saw no garbage, nor did we experience commotion on the buses. People just ride the bus. Imagine that!

Another surprise, at least from a driver's perspective, is that the station is designed in such a manner that the driver cannot

make contact with any part of the station as he pulls in. The bus is guided to the proper position by the way the jersey barrier at the bottom of the platform juts out just enough to properly distance the tires from the platform, and the pillars and platform are set back at the correct distance to clear the mirrors, bumpers, and the side of the bus.

We saw no damage to the stations from bus mirrors or bumpers, and did not see any damage to the buses themselves. Makes our loading process in the tunnel look rather sad. Mind you, I am proud of where I work and the service KCM provides. But it is a little embarrassing that we can be thoroughly outdone by a developing nation.

One must never lose sight of certain cultural differences however. Jay and I have seen absolutely no women busdrivers. Although the BRT buses had wheelchair spaces, we never saw a wheelchair load. And the other buses do not have wheelchair lifts at all. There was no stop calling at all. No bike racks either, although some of you might find that to be a good thing.

Tomorrow I think we will brave the subway system. See if we can't get pickpocketed.

We did ride the subway and rail system. That story shall be saved for another time. And no, we did not get pickpocketed.



A bus pulling into a station. The doors visible on the right side of the bus are for emergency purposes only.

Vice President Sepolen's Report

By Rick Sepolen



Following a recent conversation with Atlantic Base Operator Linda Averill, I have asked her to submit an article that will appear in my column. Until next month
 — Vice President Rick Sepolen

“Save Our Schools” March puts a spotlight on nation’s troubled education system

Linda Averill, 8816, Atlantic Operator

Very few of us just go to work, punch the clock, and go home to do nothing until the next day. We lead busy lives outside Metro, including raising children. Resultingly, many of us care deeply about the quality of public education. And all of us should have at least some concern about the welfare of schools, as they are essential to shaping society.

Unfortunately, U.S public education is under serious attack. At the federal level, reform policies such as “No Child Left Behind” and “Race to the Top” are taking decisions about how to teach and what to teach away from those most affected: teachers, parents and students. Training for test scores, rather than teaching critical thinking skills, is what increasingly absorbs classroom

time. Public education is also being privatized. A recent op-ed in the *Seattle Times*, reported that more than 700 public k-12 schools around the country are now managed by *for-profit* companies.

Washington State is no exception to this trend. The Evergreen State ranks near bottom nationally in funding. And in the 2011 legislative session, led by Democrats, public

education suffered among the biggest cuts, even as politicians left most corporate tax breaks intact.

The result? Schools will be more crowded and universities and community colleges more prohibitively expensive for working class people. Also in the legislative session some Democrats led an attack on teachers’ seniority rights.

All this is similar to attacks on public transit: First there is a funding crisis (though money abounds for waterfront tunnels, 520 make-overs etc.); Bus driver schedules are crunched to save money; Frazzled Operators have more accidents, injuries, passenger complaints, etc. And who gets blamed? The lazy overpaid public bus driver! This setup-for-failure scenario is what public school teachers face across the U.S.

But teachers are not going quietly into the night. Nor is the community. In Madison, Wisconsin it was teachers on sickouts who inspired the mass protests and occupations at the state capitol in March. Now, in yet another example of fightback (among many such examples), a coalition of teachers, parents, academic activists, and others have launched the Save Our Schools (SOS) March and National Call to Action. The coalition hopes to bring tens of thousands of supporters to Washington D.C. for a march and rally on July 30, with strategy sessions and other actions held July 28–31.

“We stand united by one belief — it’s time for teachers and parents to organize and reclaim control of our schools,” reads the SOS statement.

This campaign just recently received support from the Seattle Education Association and the Washington Federation of State, County and Municipal Employees Local 304. Hopefully, our union will add its support too.

The SOS campaign is a hopeful development, especially following the Wisconsin protests and actions across the U.S., including here in Washington, in the first week of April.

Clearly, the privatizers, budget-cutters and unionbusters aren’t letting up. And neither can the labor movement. For more info on this campaign to defend public education go to saveourschoolsmarch.org — and keep an eye on July.



Take a Trip Back in Time!

2011 EXCURSION SCHEDULE
 For the twenty-seventh year the Metro Employees Historic Vehicle Association-MEHVA is sponsoring excursions and special trips using our fleet of historic trolley and motor buses.

All trips will depart from 2nd Ave. S. and S. Main St., across from the Seattle Fire Department Headquarters. Fares are \$5 for everyone, children 5 and under are free. ORCA, Metro transfers, tickets, or passes are not accepted. **Please, no food or beverages onboard the historic buses.**

MEHVA Hotline: (206) 684-1816

MEHVA is a volunteer group of present and retired King County Metro Transit employees, and others, who are dedicated to the preservation, restoration, and operation of historic transit vehicles, which have operated in the Seattle/King County area. MEHVA is a tax-exempt, non-profit corporation in the State of Washington.

Trackless Trolley Excursions
Sunday, June 12:
SEATTLE TROLLEY TOUR
 Enjoy an unhurried 4-hour tour of city’s unique trolley bus system. Our restored trackless trolley buses will take you from Seattle’s hectic downtown to several fine old neighborhoods throughout the city. Tour stops for photos and lunch. Trackless trolleys depart at 11 a.m.

Saturday, September 24:
NIGHT TROLLEY TOUR
 A 3-hour tour of Seattle’s distinctive and varied nightlife neighborhoods; Pioneer Square, Broadway, lower Queen Anne and the University District. Tour stops for photos and coffee. Trackless trolleys depart at 7 p.m.

Motor Bus Excursions
Sunday, July 24:
SNOHOMISH KLA HA YA TOUR
 A special 4-hour scenic trip to the historic town of Snohomish to celebrate Kla Ha Ya Days where you can visit the Rod, Custom & Classic Cars Show, have lunch at the Taste of Snohomish or browse the town’s many antique shops. Buses depart at 11 a.m.

Sunday, August 21:
SNOQUALMIE TOUR
 A leisurely 4-hour scenic trip to Snoqualmie to celebrate Railroad Days honoring the town’s railroading and logging origins where you can ride the train from the restored depot built in 1890, visit the scenic spectacular Snoqualmie Falls or have a picnic lunch. Buses depart at 11 a.m.

Sunday, October 16:
FALL FOLIAGE TOUR
 A scenic 4-hour trip through the Cascade foothills along the quiet back roads of east King County as the autumn leaves are turning color. Tour stops for photos and lunch. Buses depart at 11 a.m.

Saturday, December 10:
SANTA’S LIGHTS TOUR
 Santa Claus takes time out from his busy schedule at the North Pole for a 3-hour tour of Seattle’s best Christmas lights. Buses depart at 7 p.m.

MEHVA memberships are available to anyone interested in the continued preservation, restoration and operation of historic transit vehicles in the Seattle/King County area.

Metro Employees Historic Vehicle Association
 c/o King County Metro Transit
 201 S. Jackson St. Mail Stop CAB-TR-0350
 Seattle, WA 98104

www.mehva.org

Vice President MacAdam's Report

By Don MacAdam



Tyranny of thought

The letters to end the 4/10 & Bus Wrap M.O.A.s have been sent. Now we wait and see what happens. As I had warned you, there may be unforeseen consequences for the vote to terminate both M.O.A.s. I have learned that Metro and County officials are very upset at this point. Even the governor has been notified. I can deal with angry managers, but I do not know if I can stop the damage that may already have been done.

When all this paranoia began, those opposed to the M.O.A.s wanted a debate ...then proceeded to name calling...next...came angry, rude & threatening behavior towards other Union members. And in the end...they sought to silence anyone with an opposing opinion! Is this the kind of Union (solidarity) you want: a mob like irrational mentality with no regard for the facts or discussion? Not me!

Some members did take the time to read the M.O.A.s, but because of a few bad chiefs and Metro having a less than stellar reputation in maintenance they did not want to take the chance of having to defend themselves against unreasonable time standards. And that's really why the "Flush" clauses are in the M.O.A.s! If there had been no flush clauses these M.O.A.s would only now be vague memory from negotiations. Many of you were subjected to letters written by members who had never gone through negotiations before and have no idea how we negotiate a contract. A lot of wild accusations were also made. Others were bitter and angry over the election. It really seemed to me to be a bad joke when they signed the letters "in solidarity."

So, by the time this is printed we will already be in negotiations. I have already made plans for a mail-out ballot so that "only" V.M. will vote on our benefits. Your Union will negotiate the best we can and you will vote to accept or reject. You, the V.M. Employee, will decide what we should tell Metro on these two issues.

At the Wednesday Union meeting, leads showed up concerned about two pick positions that Metro decided not to fill. I was directed by our membership to cancel the pick, so I did. Also, some members complaining at being mentioned in my last article were there. I asked them, "aren't you proud of what you accomplished" (in getting the M.O.A.s cancelled)? No response was given. With so many V.M. people showing up, the president stated, "V.M. is running the Union!" Then the politics...Kinda like they say about watching sausage being made or a car accident...you don't want to watch...But you can't look away

either! Anyway, E.M. & S.M. and I provided the bulk of the entertainment. Hope they come back next month and that you can attend the Wednesday, 3:30 PM Maintenance Meeting. Come early for a good seat! We will have a signup sheet for the fights after the meeting.

Can I be sued doing my job? Or what's my liability? If, in the course of doing your job, you should damage someone or their property, Metro is liable for any damage you do.

But...if you should, for example, be operating the tow truck and volunteer to stop and help someone without Metro's permission, Metro will not be liable, you will! If a

police officer should stop you and direct you to help someone or push their car with the Wrecker and you damage it, you better have the policeman's name and badge number or you may be liable. So, if you are unsure as what you are supposed to do, call the coordinator for permission or clarification.

The New Metro Tow Policy # 37 has been negotiated...It has clarified two Mechanics on the wrecker and also the towing of N.R.V. vehicles during and after normal business hours. And I do not want to hear of any leads calling a non 587 tow truck to tow a coach or N.R.V. vehicle.

What's Going On?

As of this date we have 15 active grievances. J. Dean is going to arbitration Aug.1... one termination last month. Lots of investigations going on at Metro so please do not think you are "Bullet Proof". Please follow all policies and procedures and stop doing Metro "favors" as this would be a bad time to lose your job! Keep in mind that we have been fortunate so far, but layoffs and major changes are coming in our future due to diminished funds.

Deceased: Ron Gibson from Facilities & Doug King, Retired Mechanic.

23rd ANNUAL KING COUNTY EMPLOYEES CAR SHOW at the 35th METROADEO



Saturday June 18, 2011
Metro Transit Safety and Training Center
11911 East Marginal Way South

Registration 9 AM – 10 AM
Car Show 10 AM – 1 PM
Awards ceremony – 1:30 PM

All King County Employees, their families and friends are invited to show off their antique, classic or special interest cars, trucks, motorcycles or any other vehicle at the 23rd Annual King County Employees Car Show. Great prizes and giveaways! Registration is free!

For more information visit www.mehva.org, e-mail us at info@mehva.org or call the MEHVA hotline 684-1816.

Sponsored by the Metro Employees Historic Vehicle Association - MEHVA

The Financial Secretary's Report

By Paul Neil



Our Office Remodel

The remodel of the Union office (paid for by our landlord) is moving right along. The remodel consists of 2 major projects:

We are adding an additional office so that the Vice Presidents will each have their own office. We have

been very fortunate that this term the 2 VP's elected by the membership have worked well together. The VP's meet with members concerning grievances and privacy is needed.

The front reception area will be secured with a glass barrier between

guests and the receptionist as well as a secured door to the rest of the office. This was the most pressing project as far as I am concerned. As many of you are aware a couple of years ago there was a very credible death threat against an officer by a former member who had over 50 guns and 1000's of rounds of ammunition. We have also had visi-

tors just wandering about the office unescorted. The increased security will be a comfort to the Union's 4 staff members as well as the officers.

The remodel should be complete by mid June with fresh paint and a new carpet. Please stop by to see us!

Below is the report I read at the May cycle of meeting.

President's Report continued

increase in discipline and that Metro not implement the changes until bargaining is complete. Bargaining is in process.

In response to schedule efficiency cuts and the corresponding dramatic increase in accident rate, our Public Relations Committee launched several efforts. **The first step** was a pocket-sized card asking our members and customers to contact their elected King County Council members asking them to intervene by putting a stop to the cuts in recovery time. The cards were distributed to Union members to be handed out to our customers. Union activists joined in that effort by distributing fliers of their own making to the public at tunnel entrances and park and ride lots. **The second step** was an effort coordinated by our Public Relations Committee to have our members testify of schedule difficulties at King County Council meetings and anywhere one of our council members was speaking. These efforts appear to have had some affect but certainly did not meet our expectations. **The third step** will require your participation.

The Public Relations Committee and our new Scheduling Committee (comprised of King County Metro Transit Operator Executive Board Officers and our Minority Affairs Officer) have put together two documents which were distributed at our last King County Metro Transit Operator picks. The documents ask you to follow all operating rules

to the letter, following distance, spacing speeding etc. Use the restroom when necessary and take your breaks.

I want to emphasize that this action is not a **work slowdown**. If your run has adequate running time then by all means, **operate your run on schedule**. If your run does not have adequate running time, **run late**. Please do not be angry with an operator you relieve who is running late. Do not hold for connecting coaches unless required by policy to do so. Follow all rules. Read the postings handed out at pick and on the Union's bulletin board. Read *The Book* and follow all rules to the letter.

I also want to emphasize this is not a work action in the sense of doing something temporarily to achieve a particular goal. This is a permanent change in Union policy.

So what are the risks? Will a member be assaulted by an angry passenger or will we lose public support for transit? Certainly a possibility and one we have seriously considered. Please remember, our customers are just that, our customers. We are the ones who serve them, not management. Let us demand schedule improvements while continuing to treat our customers with courtesy and respect.

In the coming months expect to see more efforts from your Public Relations Committee and Scheduling Committee asking you to follow all rules to the letter.

In solidarity,
Paul J. Bachtel

May 2011 Membership Meeting Report

(as reported at the April cycle of membership meetings)

In the month of April 2011, we reported 8 new members to the ATU International. 1 is employed at Clallam Transit, 2 are at First Transit, 1 at Jefferson Transit and 4 at KC Metro. This brings our total active membership to 4142. This is a decrease of 25 members compared this time last year when we had 4167 active members

Bills:

This April was a 2 paycheck month while last April was a 3 paycheck month so most financial figures are lower when comparing year to year.

All financial figures are subject to the review of the Executive Board. In April total income was \$243,969.64 which is a decrease of \$100,500.45 or 29.2% compared to last April.

Per Capita payments totaled \$57,106.10 for the month which is an increase of \$2,339.30 or 4.3% over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$181,248.28 which is a decrease of \$40,401.93 or 18.2% over the previous April. This amounts to a surplus of \$5,615.26 for the month compared to a surplus of \$68,053.08 for April 2010.

My activities for the month:

On May 12th, I chaired the Clallam Transit LRC.

We have obtained the proper permits and starting Monday May 2, the remodel of the Union office began. All this week the contractor has been very busy tearing things out and framing walls. All day today a concrete nail gun was going off as they anchored the framing to the floor. Construction should take about 3 weeks.

The ATU International has announced that effective July 1; the per capita for the international will increase \$0.20 per member per month. This will cost the local slightly more than \$800.00 per month.

The ATU International has also increased the international minimum dues by \$1.00 per month to 48.90. This means that the monthly dues paid by members employed in paratransit dues will increase to that amount.

The LM2 is now filed and is available online. If anyone wants a copy I will send one to you.

WORK SITE VISITS

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

June 10th Friday	Bellevue Operations Bellevue Vehicle Maintenance	4:00 am – 6:30 am 6:30 am – 7:00 am
June 17th Friday	East Operations East Vehicle Maintenance	4:00 am – 6:30 am 6:30 am – 7:00 am
June 23rd Thursday	North Facilities	5:30 am – 6:15 am

WORK SITE VISITS

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

June 13 Monday	Atlantic/Central Base Operations Atlantic/Central Base VM	2:00pm-4:30pm 4:30pm-6:00pm
June 15 Wednesday	South Lake Union Streetcar	11:00am-1:00pm 6:30am-7:30am
June 16 Wednesday	SPT	5:00am-6:30am 6:00am-8:00am

The Recording Secretary's Report

By Judy Young



Tidbits

From the Desk of the Recording Secretary

I am so grateful to our membership for having the faith to entrust me with the office of Recording Secretary. With the assistance of North Base Operator Extraordinaire Jennie Gil, this office is functioning as it should.

In the process of all the chaos, I have received the contract edits for proofing. Once that is complete, the proofs are sent to King County to confirm that both ATU and King County have the agreed upon negotiated documents. I will then start

requesting bids from several printers. My hope is that we will have contracts available by mid-summer.

In the current agreement, Article 15; Section 15; paragraphs F & G state: "An FTO who has been unable to work for 30 days or more must be medically released for full duty effective the first day of the shakeup to be on the pick schedule. Such Operator will not be allowed to pick an assignment except by mutual agreement between the PARTIES. An FTO who returns to duty without a picked assignment will

A letter was sent on April 15th to Full-Time Transit Operators unable to work 30 days or more, informing them that they must provide medical documentation releasing them to full duty in order to pick this shakeup.

Congestion Reduction Charge/ ESSB 5457

Submitted by Sara Franklin, COPE Chair

On Monday, May 16th Governor Gregoire signed ESSB 5457 (Congestion Reduction Fee) into law. The imposition of this \$20 fee which will be assessed to certain vehicles and expires after two years will allow King County/Metro Transit to maintain the current level of service. We have already witnessed and experienced cuts in service over the last year and the negative impact it has had not only on drivers, but on our riders as well.

Please take a moment to contact King County Council members urging them to vote YES on the "Congestion Reduction Fee"

The list of council members can be found at: www.kingcounty.gov/council

be placed on an assignment mutually agreeable to the PARTIES."

A letter was sent on April 15th to Full-Time Transit Operators unable to work 30 days or more, informing them that they must provide medical documentation releasing them to full duty in order to pick this shakeup.

If a medical provider issues a full release by June 11th (first day of the shake-up) then that Operator will be allowed to pick as usual. However, if the Operator does not get a full release by June 11th, the Operator will not be allowed to pick. The Operator's name, badge, ID, seniority date, pick date all remain on the Seniority Pick, but listed as a No Pick.

Operators who receive a full medical release after their pick

time will be allowed to pick out of seniority order from the remaining work once the Chief has notified the pick room.

Operators who receive a full medical release after pick is done will be placed on an assignment mutually agreeable to Metro and the Union and as close as possible to their seniority. This means an extra board position with RDO's similar to what they could have picked. This provision does not apply to Part-Time Operators.

Again, I will strive to do my best for you, the membership. Also, thank you to my Union sisters and brothers that have invited me to befriend them on Face book. I have not had the time to start or maintain my profile.

COPE

Submitted by the COPE Committee

The goal of ATU 587 COPE Committee is to keep all our members informed and engaged with your elected officials who sponsor and support good legislation for working men and women in transit.

Please visit the COPE web page regularly at www.atu587.com for events, announcements and legislative updates.

COPE

Recommendations for Primary Election Year 2011

- Aaron Reardon — Snohomish County Executive
- Larry Phillips — King County Position 6
- Pam Linder — Mayor Tukwila
- Lloyd Hara — King County Assessor
- Tom Rasmussen — Seattle City Council
- Tim Burgess — Seattle City Council
- Jean Godden — Seattle City Council
- Bruce Harrell — Seattle City Council
- Sally Clark — Seattle City Council
- Gael Tarleton — Port of Seattle Commissioner

Retirees' Corner

The View from the Buses

By Bob Morgan, Retired First-Line Supervisor

This month I thought it time for a little humor from the past.

Back in around 1986, Dan Sheppard was working a block that included the eastside D-Car. Dan, along with a few other District Supervisors, was always willing to go the extra effort to try to clear mechanical problems with the fleet. Though it helped with the overall schedule, it was met with some resentment from the various shops. Nothing major mind you, just sometimes you as the supervisor could fix the issue without involving the shop and as a result keep schedule delays to a minimum. Well some of the mechanics at East Base back then thought they would add a little fuel to the fire, so to speak. One weekend it seems the van assigned to Dan was in the East Shop for some sort of service. Well the mechanics on duty that Sunday decided to have a little fun. What they did caused a virtual firestorm within a couple of departments at Metro. What THEY did was to load various pieces of equipment into the supervisors van, you know like a huge tool locker, a welding set, and other various items from the shop all crammed into the van. Then they took pictures of their efforts and then sent those pictures around to some of the managers in various departments.

Monday morning, Dan gets a radio call from Rodney B. Ray, the Supervisor for the District supervisors. He asked Dan what in the world HE was doing? Dan looked at Rod and said, "What are you talking about?" This R.B.R. said and showed Dan the pic's of his van all crammed with the mechanical items. Dan of course laughed at the pictures, which in turn upset R.B.R. Though it was never confirmed WHO did it, some of us had strong feelings of who the persons were... and point well taken. The coordinators made an effort to involve the shop in more mechanical issues, and the D-Car supervisors made a point of making sure they didn't overstep their job too. Oh, if you are wondering how far the pictures made it in the agency, all the way to the Director, Ron Tober, and when he saw the pictures he laughed also.

Starting in the summer of 1994, after 14 years of seniority as a 1st Line Supervisor, I decided to pick the AM window/planner shift at South Base. Anybody who knows me knows I like to have

fun on the job as much as possible. Two things I remember about that shift are Bill Linkem and also what to do when manpower was short.

First Bill Linkem. I had known Bill for many years, he was an intermittent Supervisor briefly in 1979-80, but I knew him more as a driver to driver. Well, when I got to South we of course reestablished our relationship as friends. He was driving 150/3 then and was one of my first sign-ins during the week. Every morning I would hear "Hi honey, I'm home" as Bill walked into the base to sign-in. After a couple of operator shake-ups had passed Bill and I enjoyed messing with the new people in the bull pen area. Usually around the first couple of days of a new shake-up and with all the new people in the window area, you know trying get to the base early just in case, Bill would walk up to the window and say "I've got a problem with my eyes", I would grab the call sheet and start an entry and without looking up would ask Bill what the problem was. He would respond "I just can't see being here" and of course, I as the window man, was writing this down on the call sheet. I then told him to go home and call if the "problem" persisted and I would have to put him "on the list." Then you would hear the new people in the bullpen say "did you see that, that operator said he couldn't see being here and the window guy sent him home!" If anyone had been able to read my entry they would have seen that I just excused him. Another thing with Bill and some other operators, they would sometimes forget to sign-in. I would call the coordinator and have him notify the operators. But instead of writing them up I would have the coordinator say to them "tomorrow just leave your checkbook as Bob is getting real good at forging your signature." Unfortunately Bill passed away around 2000 doing what he loved, golfing. I still think of him often.

Now for manpower issues; on more than one occasion at South Base I would run into manpower issues. Not being able to fill work is not a good feeling and when I started as a Supervisor this was a major concern of all in management. I remember being in the control center and one of our chiefs would come in every morning during the week and after saying good morning the next words from his mouth were "any cancellations

today?" If the answer was yes, then which base? The info went up the ladder so to speak and the base in question had to state why to the director. Somehow that changed over the years but it still bothered me to no end.

Well to combat those bad feelings within myself I decided to have a little fun with it. I got Pat Carnahan to make some request forms that stated you could get the day off if you were dead. I left some next to a sign I had erected by the window and had the message on it "Don't even think about asking for the day off unless you are dead." So here comes Bill Kimball, he sees the sign and fills out the phony request form. I had found an old stamp in the planner's drawer in the back room and with the red ink pad stamped a big REFUSED on the form. Bill Kimball just laughed, signed in and left for his run. Funny thing was the chiefs who saw the sign and the request forms thought it was funny, but not the Base Supervisor though!

I finally got to see old friend and former boss in the Control Center, A.D. Clark, at the north end retirees' lunch on May 10th. As some of you know A.D. had two pretty significant illnesses. One a bad knee which he had replaced twice and a liver which had to be replaced. Unfortunately the only way to get a new liver was to have his left leg amputated above the knee. He looked great, discounting everything he had to endure.

also heard that Bob Roos has some issues with one of his knees and maybe receiving a replacement also. Bob for many years ran the East Base AM window prior to Merlin Smith. Bob then went to the District Cars and was sent to transport an ill passenger of a coach on the east side. Well the customer had tuberculosis and infected Bob to the point he got a disability retirement, after much time in and out of medical facilities.

As I write this the Dan Sheppards and others are heading north from the desert southwest. I'll see Dan in early June as he will be parking the motor home at the Puyallup Elk's for a couple of weeks.

Also, after the 4th of July, will be joining Roger Cady for a salmon trip off the N.W. coast of Vancouver Island and also former equipment service worker at North Base Cliff Williams. This is a continuation of a fishing trip started by T.K. Peterson back in the mid 80s at Sekiu. Then in the early 90s, they moved the get together to Johnson Strait in B.C. then to the current location at Critter Cove, Looking forward to the trip. John Nordin will also be there, he is the son of deceased 1st line supervisor E.N. Nordin, who passed away in 1999 while preparing to come to work on Portable 11 (1st/2nd Aves).

Okay, the time is fast approaching for the retirees' BBQ at lower Woodland Park, Shelter #6 next to the lawn bowling area, just off Aurora Av N. The date is Thursday June 23rd @ 11:00 AM (show up earlier and you can help set-up). If you care, bring along a picnic dish to share. Oh, Mattie Robinson, you bring the Sweet Potato Pie!!! Best stuff you ever had for sure!

First Saturday of the month at Barlee's east of Aurora on N 205th @ 8:00 AM. Third Saturday of the month at the Burien Elk's 1st Av S/S 140th across from JFK High School @ 8:30 AM. Those are the breakfasts. Lunch varies between Barlee's and Billy Baroos in the Foster Golf Course Club House. June's meeting will be at Tukwila at Billy Barroos.

Can't think of anything else...
See you soon, from the Buses.

Bob Morgan
morganbobsue@comcast.net

Annual ATU Local 587 Retirees' Barbeque

Lower Woodland Park
1000 North 50th, Seattle

Thursday, June 23, 2011 @ 11 A.M.

