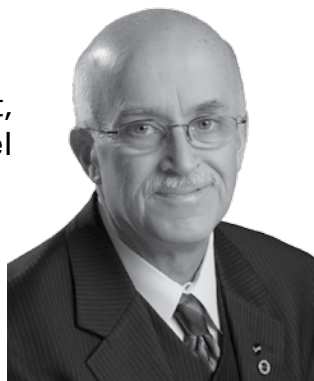


The President's Report

by President,
Paul J. Bachtel



Sole Bargaining Agent

I recently returned from sick leave/vacation to find 486 e-mails in my inbox. Many of the e-mails reflected two heated debates: one regarding the disposition of a proposal to create a new KCM Transit Operator classification; and the other, two Memorandums of Agreement (MOA's) reached as part of our recent King County/Metro contract settlement. Members were not only debating the relative merits of the issues at hand, but also why their Union was bargaining with management on issues deemed not favorable to the interests of the membership.

Each of our five labor agreements contains language in which the employer recognizes the Union as the sole bargaining agent. Along with this recognition comes an obligation on both the Union and management's part to not only meet but also seriously consider mandatory subjects of bargaining. It also means both parties have a good business practice obligation to seriously consider non-

mandatory subjects of bargaining brought forth by the either party.

Most proposals to change contract language or recognized past practice come from management, and are intended to improve efficiency and lower operating cost. The Union responds by meeting with management to hear and seriously consider said proposal(s). The Union may counter management's proposal with a proposal of its own. The Union also may respond by simply answering "No".

Bargaining doesn't mean change is imminent. It simply means both the Union and management are meeting the obligation to discuss issues of importance to the other party.

Such was the case with the recent proposal to create a new Transit Operator classification. After two meetings, Metro proposed an MOA for a summer trial and the MOA was brought before the Executive Board. The Executive Board voted "No". This doesn't mean the proposal is dead. Management may very well bring this issue back to the bargaining table. Given that our history of bargaining myriad proposals on this issue goes

continued on page 11



MAY LABOR HISTORY CALENDAR

Page 3

BE SAFE AND SANE:
FROM THE SCHEDULING COMMITTEE

Page 4

APRIL DAYS OF ACTION: LABOR SENDS
A POWERFUL MESSAGE TO OLYMPIA

Page 5

CLUW PUGET SOUND CHAPTER
FIRST ANNUAL AWARDS BANQUET

Page 5

LETTERS TO THE EDITOR

Page 6

INTRODUCING YOUR BBC

Page 7

BASE CHIEFS = THE NEW REDUNDANT

Page 11

THE VIEW FROM THE BUSES

Page 12

UNIONISM 102

Page 12



ADDRESS SERVICE REQUESTED

AMALGAMATED • TRANSIT • UNION

2815 2nd Avenue, Suite 230
Seattle, WA 98121

NON PROFIT
U.S. POSTAGE
PAID
SEATTLE WA
PERMIT NO 1471

The Month at a Glance

Executive Board Report

April 26, 2011

The following officers were present: The following officers were present: Paul Bachtel, Rick Sepolen, 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, Bob Eash. Ninus Hopkins was on vacation, Dee Wakenight was out ill. Eric Butler and Dan Thorne were absent.

The following business was conducted:

Motion by Michael Moore to send, in addition to the President, up to five members to the Northwest Conference of the Amalgamated Transit Union, scheduled to be held in Minneapolis, Minnesota, June 8 through 12th, 2011, paying travel, lodging, registration and per diem; and to sponsor one meal at a cost not to exceed fifteen hundred dollars (\$1500.00).

Motion by Ray Campbell to establish 2012 Prime-time Vacation

Periods for Transit Operators to be set for period 15.

Motion by Bob Eash to help send Lloyd Eisenman to the American Transportation Association Rodeo in Memphis, Tennessee, from May 19, 2011 to May 25, 2011, paying a total of \$2,235.00 for travel, registration, hotel, and not paying per diem.

Motion by Bob Eash to help send Darrell Findley to the National Community Transportation Rodeo in Indianapolis, Indiana, from June 3, 2011 to June 6, 2011, paying a total of \$1789.50 for travel, registration, hotel, and not paying per diem.

Motion by Linda Anderson to donate \$200.00 to Seattle Coalition for a Healthy Workforce.

Motion by Ray Mason to contribute \$250.00 to the May First March and Rally.

Motion by Paul Neil to increase the Assault Award up to \$5,000.00 for the apprehension and conviction of assaults on members of ATU Local 587.

Business of the Membership

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

Motion that Amalgamated Transit Union, Local 587, its Officers and agents are directed to immediately notify King County that ATU is exercising its options to terminate the Memoranda of Agreement (MOA) and to actually terminate the MOA dealing with bus wraps and 4-10s.

Motion that at their meeting of 4/26/11 the Executive Board discuss and debate the merits of increasing the award this local pays out for assistance in the apprehension and conviction of assaults on its members, from \$1000 up to \$5000 and bring forth a motion as such for membership approval to the May cycle of meetings.

Motion that all resolutions and letters brought forward by the membership shall without debate be submitted to the Executive Board for

comment and published in the *News Review* the following month. All such letters and resolutions shall be in the form of a pdf or type-written. Resolutions or letters may not be altered by the Executive Board. After review by the Executive Board and publication in the *News Review*, the resolution or letter will be brought to the membership for discussion and put to a simple majority vote.

Brother Ray Beltran's request for arbitration was approved by the membership.

The following members were April pot draw winners: Lisa Nault at the Charter meeting, Geanna Dumonceaux at the Morning meeting, Darrell Finley at the JTA meeting, Gregg Running at the Afternoon meeting. CTS pot draw winner was Barbara Dixon. The CTS rolling pot draw did not occur as the pot lost its way to the meeting. Next month's rolling pot will be \$50.00.

Membership Meetings:

Tentative Agenda

CHARTER MEETING
Thursday, May 5, 2011
8:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

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

WEDNESDAY MEETING
Wednesday, May 11, 2011
3:30 p.m.
The Labor Temple, Hall #6
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, May 9, 2011
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

CLALLAM TRANSIT
Tuesday, May 10, 2011
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

Among Topics to be Discussed:
Grievance and Arbitration Update

Unfinished Business: None

In Loving Memory...

*When I pass, speak freely of my shortcomings and my flaws.
Learn from them, for I'll have no ego to injure.*

— Aaron Macgruder

John Ogdon, retired KCM Transit Operator, passed away March 10, 2010. Local 587 just recently received news of Brother Ogdon's passing. John joined Local 587 in March of 1996 as a Part-time Transit Operator, going Full-time in May of 1998. He retired in February of 2006, out of South Base. He was 70 at the time of his passing.

Marlowe Guenther, retired KCM Transit Operator, passed away March 28, 2011. Brother Guenther joined Local 587 in June of 1974 as a Full-time Transit Operator. He retired in 1990 and returned as a Part-time Transit Operator, leaving busdriving behind for good in September of 1993. He was 88 at the time of his passing.

Kuldeep Mahil, KCM Transit Operator, passed away January of 2011 after a valiant battle with cancer. Sister Mahil joined Local 587 in July of 2009 as a Part-time Transit Operator. She was last out of East Base, and leaves children and friends who will dearly miss her. She was 49 at the time of her passing.

Ronald Gibson, Utility Laborer, passed away April 15, 2011, after a sudden illness. Brother Gibson joined Local 587 February 17, 2004. He was an active Facilities Maintenance member working at North Facilities as a Shelter Cleaner at the time of his passing. He was 55 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

Published monthly in Seattle.

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

2815 Second Avenue, Suite 230
Seattle, Washington 98121
Telephone: 206-448-8588.

Affiliations: Washington State Labor Council, King County Labor Council, Northwest Joint Conference Board, ATU Legislative Council, Olympic Labor Council.

OFFICERS OF THE AMALGAMATED TRANSIT UNION, LOCAL 587:

PAUL J. BACHTEL Pres/Business Agent
email – president.bachtel@atu587.com
J. RICK SEPOLEN 1st Vice President/Assistant Business Agent / email – vpjrcksepolen@atu587.com
DON MacADAM 2nd Vice President/ Assistant Business Agent, Maintenance
email – vpdonmacadam@atu587.com
PAUL B. NEIL Financial Secretary
email – pneilfinsec@atu587.com
JUDY YOUNG Recording Secretary
Editor 587 News Review
email – jyoungrecsec@atu587.com

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

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

May 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

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

1 May 1941 — Almanac Singers entertain a rally of 20,000 striking transit workers in Madison Square Garden, where they introduced the song "Talking Union" and participated in a dramatic sketch with the young actress Carol Channing.

1 May 2011 — 1PM Sunday. May Day March and Rally from St Mary's Church (611 20th Av S) to Memorial Stadium/Seattle Center. "We Stand with Washington, Arizona & Wisconsin Workers—**We Are the Same People!**"

4 May 1886— Chicago anarchists held a peaceful meeting in Haymarket Square to demand an end to police violence against workers. As the rally broke up, police attacked the stragglers. In the ensuing me-

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

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

8 May 1788 — James Stanfield publishes his poem "The Guinea

Voyage" describing and deploring the trans-Atlantic slave trade.

9 May 1892 — 45 miners die in a Roslyn, WA, coal mine. By 1905 they had organized and a union notice was posted at the mine head promising a penalty to those who worked more than an 8 hour shift.

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

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

12-14 May, 2011 — "Race, Radicalism and Repression on the Pacific Coast and Beyond" UW Seattle. Keynote speech (free, Kane Hall rm 210), "Standing at the Crossroads: Why Race, Radicalism, and Repression on the Pacific Coast and Beyond Matter Now" by George Lipsitz at 7PM on 5/12 in Kane Hall should be dynamite. Full schedule at <http://www.washington.edu/uwired/outreach/cspn/Website/Events/RRR/Program-DRAFT.pdf>

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

15 May 1919 — Canada: 30,000 workers from both private and public employers struck for collective bargaining rights, better wages and the improvement of often dreadful working conditions in Winnipeg's General Strike. The strikers returned to work under intense pressure from the government on June 25.

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

1934 — US: Minneapolis Teamsters strike for recognition.

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

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

18 May 1952 — US/Canada: Paul Robeson, in dramatic defiance of government's ban on his leaving US soil, standing on a flatbed truck parked one foot inside the US border at the Peace Arch, in Blaine, Washington, spoke and sang to a crowd of 40,000 Canadians and Americans gathered on both sides of the border. Robeson had honorary membership in many unions. He raised funds for unions, helped organize and walked picket lines.

18 May 2002 — US/Canada: ATU 587 joined hundreds of labor activists reenacting the Paul Robeson concert at Blaine, with actor Danny Glover portraying Robeson.

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

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

23 May 1910 — Shirt Waist and Laundry Workers Union No. 154 in Everett walk off the job. Laundry owners hope to break the strike by using scab labor but are halted in their efforts when laundry drivers, not in negotiation, support the strike. Laundresses are prepared for a long strike, but a settlement is made in only six days. Terms of the settlement included a 10% increase over the previous scale to all inside workers and every striker was promised that he or she would be re-instated in their old position. The increase was agreed to for a two-year period.

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

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

29 May 1982 — Waterfront Streetcar enters service

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

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:** Grieved failure of Paratransit Services to provide contractually agreed upon benefits. Schedule pending.
- 4. Ray Beltran:** Grieved forced upgrade. Arbitration approved at the April cycle of membership meetings. Schedule pending.

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

BE SAFE AND SANE: A Report from the Labor-Management Scheduling Committee

By Linda Anderson, Executive Board

Metro has exceeded its goal of less recovery time per in-service hours. The target was to bring recovery time down to 25% of in-service hours. We are now below 25%.

So the cuts to the recovery time will stop, right? Not necessarily! The County has another, more drastic goal—finding 125,000 hours of “scheduling efficiencies,” also known to all of us as cuts to recovery time. That goal has not quite been reached.

If it doesn't seem fair to Operators and passengers that recovery time should continue to be cut even after the target recovery-to-in-service-ratio has been surpassed, well, of course it isn't! It's an attempt to stretch Metro's dollar's so they can avoid service cuts. As General Manager Kevin Desmond explained at a March Union meeting, Metro started out with a projected shortfall of 600,000 annual service hours looming on the horizon. First they cut 75,000 hours of service. Then we at ATU 587 saved them 200,000 hours with the contract we agreed to.

Next on the list of savings is 125,000 hours of “scheduling efficiencies”. So far, they have “found” (squeezed out of the schedules) 100,000 hours. The plan is to con-

tinue “finding” more “scheduling efficiencies” again in the fall for the other 25,000 hours.

But there's a fly in the ointment. On-time performance was down last fall. It fell below the minimum target level of 80%. This spring, on-time performance is improving again, almost back up to 80%. If the on time performance continues to improve, it will be “onward ho” with the schedule “efficiencies”. But what if on time performance gets worse?

The County instigated cuts to recovery time based on the 2009 Transit Audit. The Audit said Metro should shift its focus away from excellent service and working conditions toward cost savings. But now, the County is also responding to the findings of last year's Transit Task Force. The Task Force suggested the County should shift its focus back more to quality of service--which means that on-time performance matters!

But on-time performance has become a moving target, because the schedules are being set based on how fast we drive. The faster we drive, the tighter the schedule becomes. The schedules are reset through a process of “cycle time analysis”. The first step in this is to measure how fast we are driving now, using AVL data. Then, the

first part of each trip is tightened up, to make sure we are running two minutes late in the beginning of the trip.

Of course, to most drivers, this makes no sense, because the later you are, the later you get. The idea for making us two minute late is to eliminate any speck of time wasted by dogging it at the beginning of the trip. (Gee, that was when I was able to notice the birds and flowers, and actually like my job). Then the schedules are readjusted to add more time in at the other end (after everyone's missed their connections). But ultimately the new schedules are set to make sure that only 75% of trips arrive at the end of the line on time. In other words, they want to make sure we are late a quarter of the time.

Unfortunately this sets up a vicious circle. Drivers try to stay on time by driving faster, because, duh, they want time at the end of the line to use a bathroom or stand up for a minute to avoid sciatica. But then the AVL data records those faster drive times and that becomes the new, faster standard. If we speed up to try to keep up with bad schedules, we will only set the faster pace as a “new normal” and the schedules will tighten even more. If over 75% of the drivers are meeting the faster

schedules, then it's time to take out two more minutes! Round and round and faster we go, where we stop...is up to us.

Accidents are up. I know I have had some scary near misses lately because I got into that “pedal to the metal” mentality. I also got cranky about every little delay by cars on the road, pedestrians, and last minute passengers. I was getting off work frustrated and impatient and I was sick of people. I realized I was heading for a preventable accident. I decided to truly put the schedule last and drive in the safe and sane manner in which I had been driving for the past 29 years before all this schedule madness started. It's working—I'm a much better driver and I even like people again.

It is our job to drive safely and sanely. To say “It's Metro's fault, I was just trying to keep up with their schedules” will not cut it in an accident re-read. It's better to see on-time performance fall than to have accidents going up the way they are. The bottom line is that we are the only ones who can prevent accidents. It's up to us to drive safely to protect the public, our driving records and our jobs. If we don't look out for the safety of others and ourselves, no matter what the schedule, no one else will.

We move King County Safely: Safety, Service, Schedule

By Lisa Nault, Executive Board Officer

Has everyone seen the Safety bulletin statistics? Accidents are up! Duh! We all knew this was coming.

Service, who has time for that? Schedule, who makes up this _ _ _ ?

#1 - Safety. Drive Safely, every block, every trip, every day. Easier said than done! The more “efficient” we drive, the more efficiencies Metro will impose on us.

#2 - Service. We serve the public. Easier said than done! Be courteous, OK, just don't be rude. Make an effort/more effort, help our customers with information, connections ... whenever reasonable.

#3 - Schedule. Metro writes the schedule knowing we will be down two minutes at our first time point and that the trip will be “on time” by

the terminal. You operate the coach, don't let the schedule drive you.

Back to #1, driving safely, every block, every trip, every day. Each and everyone has to be safe for ourselves, our families and the public. Work with our co-workers cooperatively and safely.

Metro has the 3 S's. We have something else. *Character, Intelligence, Skill.*

Local 587 has been in existence for 99 years! We stand together with over 190,000 [ATU members] across the United States and Canada. Make wise choices, employ good skills. Our intelligence and character will carry us through these hard times. Work today for a better future.

*In Solidarity
Lisa Nault
Executive Board Officer*

KEEP YOUR ADDRESS CURRENT!

(A request from our Local 8 Union office staff)

Throughout the year Local 587 mails letters to our membership. The most recent mailing contained the King County Metro contract survey. With each mailing sent, the union receives a small percentage of letters returned due to improper address.

Local 587 maintains a database that in part includes the names and addresses of our King County Metro members. The King County Metro section of the database is updated monthly from data provided by King County Metro.

If you are a King County Metro employee and your name and address is not current with King County Metro, you may not receive union mailings. Please keep your name and address current with King County Metro.

April Days of Action: Labor sends a powerful message to Olympia. Let's keep up the heat!

By Linda Averill, Atlantic Base

The April Days of Action, organized by labor and community groups, was an inspiring show of mass opposition to Governor Gregoire, the State Legislature, and their plans to make ordinary people pay for Wall Street's greed.

The week of protests (held April 2-8) sent a clear message: the state's role is to help people survive, not boost profits. Popular chants at the various rallies were "make the banks pay", and "close tax loopholes," and "this is what democracy looks like."

The spirit of these rallies was also far more militant than a year ago, when the theme was the more polite and general call for "revenue now." This time, the temper of the crowd was to make the banks and profitable corporations pony up.

Our own local made a good showing throughout the week, with members heading to the Canadian border on April 2, for an international solidarity event.

On Monday, April 4, several ATU members participated in a commemoration on the anniversary of the death of Dr. Martin Luther King Jr., held in Seattle at the park named after him. President Paul Bachtel spoke, along with several other union and community leaders.

The event was part of a national day of action called by the AFL-CIO to honor King, who was assassinated in Memphis Tennessee in 1968 while helping Black sanitation workers organize a union against the odds.

On Wednesday, April 6, community groups took the lead in Olympia, demanding the legislature tax those with money, rather than cut education and services. Thursday was a real highlight as home healthcare workers and others in SEIU (Service Employees International Union), walked off jobs to protest at the state capitol against cuts to healthcare funding and the safety net.

On Friday, the Washington State Labor Council held its mass rally, and several dozen ATU members participated.

One of the concrete results of all these protests was a bill, introduced April 11, that would close tax loopholes for some banks and out-of-state shoppers – HB2078. As the News Review goes to press, this bill still has a chance of passing by April 24, when the legislative session is scheduled to end. Take note.

Yet soon after protesters headed home, Democrats also began unveiling various bills to gut education funds, attack ferry workers, slash

aid to the poor, and more.

This doesn't mean our efforts were wasted. It does mean that organized labor must raise the volume of opposition, encourage it to spread, and let politicians know that labor and community are watching! Their actions should be recorded, and they should be held accountable.

A few pieces of legislation are especially noteworthy. ESSB 5742 & SHB 1516 are Wisconsin-style bills that jeopardize the union rights of 1,600 ferry workers. Pushed by Democratic Senator Mary Margaret Haugen, the bills attack collective bargaining rights and scapegoat public workers for chronic underfunding of the ferries. The Inland Boatmen's Union is calling for support to stop this attack.

Also, already mentioned is HB2078. The revenue would help fund kindergarten through 3rd grade education.

At the same time, it is not too soon for unions to start thinking beyond the 2011 budget as this fight will undoubtedly continue next year. One idea to seriously consider is for labor to put forth its own candidates, ideally by forming a labor party. Without an alternative party, workers and poor people will remain vulnerable to the two political par-

ties, which both seem determined to slash the safety net and education rather than close tax loopholes or really tax profitable companies such as Boeing and Microsoft.

Many legislators use the excuse that Tim Eyman's anti-tax initiative ties their hands from coming up with better sources of revenue. Yet notice these same politicians have no problem breaking labor contracts, or ignoring initiatives that mandate smaller classrooms and raises for teachers.

One immediate way to hold politicians accountable would be for unions to withhold COPE money to all legislators who don't vote NO on Gov. Gregoire's all-cuts budget. This would show that labor means business, and the money could be put to use building up funds to help more members attend mass rallies in the future, or organizing the unorganized, or putting initiatives on the ballot to strengthen labor laws or run labor candidates – or all of the above.

Now is the time for our union to be thinking about how we will step up the heat for the next budget go-round, whether at the state or county level.

**Coalition Of Labor Union Women
Puget Sound Chapter
Presents Its**

FIRST ANNUAL AWARDS BANQUET

With Special Recognition of Irene Hull

Saturday, May 14, 2011

**IAM Machinists District Lodge 751
9125 15th Place South
Seattle**

**Reception at 6:00 p.m.
Dinner at 7:00 p.m.**

**Individual tickets \$50 pp,
\$25 for low income/senior**

\$500 for a table of ten

CLUW will be celebrating the life, legacy and dedication of one of its founding members. Irene Hull passed away on March 20, 2011. Right up to her last days Irene fought the good fight and worked tirelessly organizing for union women and men all over the world.

For more information contact Jacquie Jones-Walsh at 206-772-2079, or email Pugetsoundcluw@yahoo.com

We Are Not Alone in this Fight — BRING IT ON!

By Verita Alexander

Saturday, April 2nd, 2011, kicked off Rallies for the Labor Movement week. Dedicated members of Local 587 arose early to meet at North Base and drive to Blaine, WA, for the rally at Peace Arch Park, located at the Canadian/American Border. The sun shone down on the more than 1,000 laborers who were in attendance.

On Monday, April 4th, hundreds gathered in the cold and rain at Martin Luther King Park in Seattle to commemorate the late Dr. King's assassination as well as the many stands he took with the labor community. Appropriately so, we stand with our brothers and sisters in Wisconsin saying, "An injury to one is an injury to all."

The week wrapped up on Friday, April 8th, yet another day filled with sunshine and solidarity. It was nice to see familiar faces in a sea of over 10,000 people. Some I remembered from the rally in Blaine, or at Martin Luther King Park. There were Longshoremen, Fireman, Teachers, Electrical Workers, and too many more to name. They came geared up, not only representing their Unions, but for their families and for the

laborers that came before them.

Laborers from Canada, Eastern Washington, the Olympic Peninsula, and Idaho stood for hours wearing matching shirts, holding banners, picket signs, and noise makers. We raised our voices booing the rich fat cats and cheering for fighting back. Speakers from Washington as well as Wisconsin told stories of contractual concessions and their employers and lawmakers wanting more from the middle class. Toward the end of the day we took the rally inside the capital walls, screaming and singing "Which side are you on?!", "We are one!", and "This is our house!", all of us pushing for the corrupt politicians to be held accountable, and for our government stop bending over for the corporations. We will make them realize that without us, the middle class, they will fall.

Thank you to the PR and COPE Committees for all of your hard work. Also, a big thank you to all who attended in person and in spirit!

In Solidarity,
Verita Alexander
Atlantic Base Operator
PR Committee Member

Letters to the Editor...

Censorship

At the last Executive Board Meeting one of the Operator Representatives had their News Review article removed as the result of a vote by the Executive Board. Call it what you will, this is censorship! That the article had misstatements was not relevant, the main reason for the removal was that the article was, in the opinion of some, "inflammatory".

I have read the articles in the *News Review* for over two decades and have seen many articles that contained misstatements, inaccurate information, and/or were, in my opinion, just wrong-headed and inflammatory. The fact that I thought that the articles lacked the correct facts and/or were wrong-headed and inflammatory is not a good basis for removal of any article from the only member-wide forum for communicating with the members that is available. If we remove articles we do not agree with, how can we know the truth?

The most disgusting part of this vote was that some of the same people voting for censorship were the same individuals that are the worst about having their facts right and written inflammatory articles in the past!

SHAME ON ALL OF YOU THAT VOTED TO CENSOR ANYONE!!!

*Clinton DeVoss
Vehicle Maintenance
Representative*

Break time in other classifications

I can't help but ask myself if "County employees" in other areas actually get break time during their shifts?

Folks like the County Council Members and their staff? Employees

at Customer Service? Court Employees, folks like that.

It just seems strange to me that when it comes to those who drive the bus that the rule that Government employees are exempt from the law that gives breaks during shifts is actually put into play.

Short Recovery Time and Their Side Effects

It seems to me that in addition to the ongoing effort to recover "recovery" time that someone might want to mention the "side effects" of no or very short recovery times.

In my case, I don't have time; in most cases, to walk off the negative effects on my legs that driving causes. The result is more money and time spent at the Doctors and more prescriptions, which also increases the cost of my health care both for myself and the County. I would bet I'm not the only one.

Short Recovery Times and the Increase in Accidents

Recently the "Outhouse Journal" pointed out the fact that the number of accidents has increased, [while the decrease in] recovery time seem to be close to the same. Are the two related? My guess is yes!

Richard Marchu

Vehicle Maintenance

Just a short note:

I went to the afternoon union meeting on 4/13/11 to hear what Vehicle Maintenance [Manager] Randy Winders had to say. It was a good turnout, best I've seen yet, but it wasn't to gather information on what is coming down the pike. I was embarrassed by the team. This man is not Boon. He was there for what seemed to me was two hours, and although he took a lot of jabs and

body shots, he seemed willing to work with us. But it was back to the same us against him, some against Don, and us against the drivers.

I used to buy into some of this rhetoric "redo Rick" before we had a V.P. of our own. Now it's just "redo Rick." So you voted against the MOA's. It's too bad that no one cares, or thinks that someone else will carry the union load for them. Not saying that I do, but I went to find out what was going on from Randy and walked away dumbfounded by what had just happened. It's a wonder that no one attends the union meetings. So, I am nothing

special, but I have worked in a lot of shops before Metro and now that we have our own V.P., I was surprised by all of the "us against them" mentality. Now it seems like it is a war against the V.P.

I, myself, would like to see if you have a problem with Don, talk with Don, and work it out. Or are you just trying to make him look bad? I feel that all of the "he said, she said" does nothing but divide us. Or is that the intent with all of the hand outs? This is just my thought.

*Just Al
#47389, CSC*

UW ORCA COMING

According to the UW Daily, the UW ORCA changeover will be occurring in May after a year long delay in program implementation. Health Sciences students will be able to pick up their cards starting May 23rd, with distribution to the rest of the UW population on the 25th and throughout the summer. The changeover is expected to take a little time, and no transition is ever without glitches. The new card will make the Transit Operator's job a little easier as we will no longer have to squint in the dark to attempt to identify either the color of the U-Pass sticker or the year, which seems to be conveniently rubbed off from time to time. The current U-Pass will eventually be phased out, although over how long a time has yet to be announced. Watch your base bulletins for more information.



MOVING???

*You have ten days to notify
Washington State
Department of Licensing
of change of address.
It's recommended you maintain
a copy of such notification.*

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

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

Introducing your BBC

The Joint Labor Management Insurance Committee (JLMIC) is negotiating a new health plan with King County that goes into effect in 2013. On behalf of King County ATU Local 587 members, President Bachtel has appointed a Benefits Bargaining Committee (BBC) to research health insurance options, including looking outside the existing plans offered by King County.

The members of the Benefits Bargaining Committee include Don Mac Adam, 2nd Vice President (Chair), Judy Young, Recording Secretary, Ron Anderson, Barbara Pastores, and Paul Tefft. Ron Anderson is a First Line Supervisor, currently working a float shift in Service Quality. Ron started at Metro in 1997 and has served as Shop Steward, Chief Shop Steward (as a Transit Operator) and on the Minority Affairs Committee. Barbara Pastores is a Part-time Transit Operator at Ryerson Base. Barbara first began working at Metro in 1981 and has served as a Shop Steward. Paul Tefft is a full-time Transit Operator at Atlantic Base on the Night Extra Board. Paul started at Metro in 2006 and has served as a Shop Steward and on the Election Committee.

The goal of the Benefits Bargaining Committee is to research the question "What is the best health-care plan for our members?" As part of this process we would like know what is most important to you and your family when it comes to your health insurance benefits. What is your experience, both positive and negative, with our existing plans? What would you like to see changed? We have a brief survey and encourage you to fill it out and send it to the ATU 587 office. An online survey is also available at the atu587.com website. If you have any questions, please feel free to contact the Benefits Bargaining Committee at bbcmtc@atu587.com

Please fill out the survey and return it to the ATU 587 office • or you can take the survey online at atu587.com

Health Benefits Survey

Please return to ATU Local 587 by May 15, 2011

1) What is most important to you in a health plan?

2) Do you have any concerns with our current health plan?

3) What would you like to see changed?

4) Can you tell us something about yourself?

Job Classification: _____

Work Site Location: _____

(please circle) Full or Part-Time or Retired Male or Female

Age: <25 25-29 30-34 35-39 40-44 45-49 50-54 55-59 60-64 65-69 70-74 75>

Plan: King Care (Aetna) or Group Health or Other employer group plan (non-King County)
 or Individual insurance plan or No insurance

Why did you choose this plan?

Spouse/Domestic Partner covered? Yes / No Dependent Children covered? Yes / No

5) Do you participate in the "Healthy Incentives" program? (please circle) Yes / No

If yes, what status did you achieve in 2010 (last year)?

You: _____ Your Spouse/Domestic Partner: _____

Comments about the "Healthy Incentives" program:

6) Would you like to share any other comments or suggestions?

We appreciate your taking the time to complete this survey. All responses are confidential and anonymous. Please **DO NOT** write your name on survey form! An online version of the survey is available at the atu587.com website. Questions? Please feel free to email bbcmtc@atu587.com

Vice President Sepolen's Report

By Rick Sepolen



The Annual International Legislative Conference

Imagine my excitement when I received an invitation to attend a conference on the International Union's dime. Figured I'd get to see and catch up with union friends from around the country. Take in the sights of Washington DC. Of course, I will have to spend a few hours on the first day so that they know I'm there, but then...I'm outta of there.

The Annual International Legislative Conference would normally consist of: Day one — registration, conference attendees listen to a brief welcome by the IU president, speeches by four or five politicians telling union members how great it is to be union; Day two - an update on the legislative agenda and speeches by one or two more politicians; and

so it would go, with the final day spent traipsing around Capitol Hill visiting members of the Washington State Congressional delegation, or, more likely, their staffers.

Not this time. I went to a conference and a conference broke out. We arrived to have our room keys and conference materials handed to us. Total registration time took five minutes only because I had to stop and talk to everybody. I should have known something was up.

Day one led off with a welcome from International President Larry Hanley, who informed us that things at this conference would be different. (Yawn...Come on, I've got get to the Smithsonian!) This was followed by a dynamic political speaker who made suggestions on

how unions and the riding public should be more collaborative in their efforts given that our shared goals are the same: Better Service.

The President and his staffers gave presentations about the status of several national pieces of legislation. President Hanley then asked us to violate the one cardinal rule of this conference: cancel our appointments with our representatives.

He discussed taking our message back home to our members, neighbors and riders. As usual we were asked to watch the progress of national transit and transportation legislation. But instead of talking to a congressional staff member here in DC, he instructed us to raise our issue at our local town hall gatherings attended by those same Repre-

sentatives and Senators. This way our message is not only presented to an elected representative, but also to those in attendance, to whom this message truly matters. We are now addressing not just one or two people, but an audience, some of whom will talk to others. And who knows what will happen then.

I brought these ideas back to 587's COPE Committee. They plan to use them when speaking to our state legislators and the members of our Congressional delegation.

While my Smithsonian tour was not to be, I did attend a conference that was a conference that mattered, walking away with ideas that just might make a difference.

What next? Sliced bread?

The Beatings Shall Continue until Morale Improves...

By Executive Board Officer Dee Wakenight

Recently there was a meeting; Metro Management and Transit Operator Reps. on the executive board of Local 587, subject:

Page 1 – Scheduling Efficiencies (Local 587, transit operators, I shall translate the Jargon) L-587 Executive Board Focus on Operator Impacts

Power point slides were printed out for the information that was shared. (My opinions, ideas, thoughts appear in Parenthesis)

Page 2 – From the 2009 Performance Audit...

“Scheduling service for a transit system involves striking a balance among three elements: excellent service to customers, the lowest possible operating cost, and providing satisfactory operator working conditions. In many cases, Transit's service choices have put more emphasis on frequent, timely service to transit customers and favorable working conditions for operators.”

(Metro speak for SAVE MONEY on the backs of workers, plenty more where they came from.)

From the 2009 performance Audit...

Page 3 is a table comparing Transit Agencies “Recovery to service Ratio.” We, King County Metro Transit, are compared to: Phoenix, (not as hilly or many bridges) Denver, (see above comment) Portland, (service area and workforce MUCH smaller) San Jose, (do you know the way to.... Oops I digress) San Diego, (check hills, bridges) Santa Monica, (Surprise, WE have the highest %) “Ratio of Recovery Hours to Service Hours”.

(English: we got breaks not only for recovery but even for sanity, time for potty, food, decompress the stress, and the ability to start the next trip on time.)

Page 4 is a graph Of Layover Time History 1991-2009 showing the % of trips, solid line representing 20 minutes or more of layover, dotted line 9 minutes or less of layover time, each year is listed.

(Graph showing almost 30% of trips with 20 mins, or more layover in 1991 to over 50% in 2009, {Why is this difficult to believe, perhaps it's just me} second line of graph showing about 28% of trips with 9 mins or less in 1991 to 10% in 2009.)

Page 5 shows the Average Minutes of Layover Per Trip, 1991-2009. (Another chart, yipeeeee)(This chart shows the difference between scheduled and actual, this line is also rising to almost 20 mins.)

Page 6: How do you update schedules?

Advanced Tools in HASTUS MinBus Module CrewOpt module ATP module: Run Time Analysis (Module= buy this add on software module from us, {HASTUS} to “save money” we share the savings with you, old saying, you gotta spend money to make money.)

Scheduler training on industry “best practices” for scheduling layover (Best practice= Get more, cost less. Give employees a number so you know what part on the bus to replace.)

Cycle Time Analysis (When the bus is having a lay over it is not moving, bet you can send it to a place as one route and leave as another route, this is more efficient. Everyone else is doing this YOU gotta keep up with everyone else...)

Page 7 – How will Metro achieve balance in implementing scheduling

efficiencies?

Incremental change over several years

Evaluation of changes along the way

Check-in with operators and customers

Scheduling Committee with L-587

(If this is incremental thank goodness we didn't see fast, sudden, quick or SURPRISE! Evaluation? As there were no riots perhaps there was an evaluation. Did anyone check with you??? Certainly no one checked with me...It was necessary to wait to barf)

Page 8 – Cycle time Analysis/ ATP Routes (list of bases and routes that need overhaul, Spring 2011 Atlantic Routes 2 & 13 Central 71, 72, 73 and 74, revised for spring 2011 East/Bellevue 245(200) Ryerson 24, 30, 60, 131, 132, 134, South, {evidently they did it all last year } North 31, 41, 65, 66, 67, 68 English= routes so broken it is necessary to add running time so they are less late)

Page 9 – 2010-2011 Budget Plan and Targets

(Spring 2010 target 25,000 actual

continued on page 9

Vice President MacAdam's Report

By Don MacAdam



Motion to Terminate the Two M.O.A.s

We should give credit where credit is due. It was a quick and tough fight with the spoils going to the victors!!! Those who showed up at the union meeting voted on whether or not the two M.O.A.s should be cancelled or flushed! There are approximately 450 people in Maintenance that had no say about the vote on these M.O.A.s and the motion passed by five votes. So hats off to Mike Whitehead, Clint DeVoss and the maker of the motion, Jeff Stambaugh!!! I am bound to forget some of the others responsible for this V.M. victory, some current V.M. Board officers, along with Pat Murray leading the charge with others at E.M. Please be sure to thank them when you see them!!

As per the motion, I have notified Metro of our intent to cancel both of the M.O.A.s and revert to original 2010 contract language. I must point out that the motion was not a legal motion as we are required by contract to negotiate first and not TERMINATE! As this is a first time for us to use the "Flush Clause", our legal department is being consulted.

I had hoped that this matter of cancellation would have been decided only by V.M. since we were the only ones affected. But, since it was brought up at the membership meetings, the matter was decided and made in a way that any Union member could vote, even if they did not work at Metro!

Even though I thought I had done my part to educate the membership in these matters, turns out few understood or even read the M.O.A.s. I have made mention several times that they are all on the Union web site and had mentioned them in detail in my December 2010 news article. It was unfortunate that I missed the V.M. meeting of the year. But I was in the Emergency Room with my wife and I could not leave her alone. Unfortunately I was not there to respond to the "Lies! Damn lies !! and Statistics" (Mark Twain)! Additionally I also heard about the rude behavior from some Union members toward the V.M. Manager which was uncalled for and an embarrassment to the Union.

Metro had agreed to allow a few 4/10 spots to start with to see if they are viable in Maintenance. Metro's original complaint was that 4/10's cost too much \$\$. I argued a shorter work week and one less commute for those that want it would increase production, cut down on sick leave use, and produce a better work force. The time averaging was proposed to see if I was correct. In exchange, we promised to help Metro save \$ on the purchase of parts. You should

know, however, that before the contract went into effect, I had notified Metro that if they purchased outside parts like "radiators" without Union approval I would cancel the 4/10 M.O.A.

Bus wrap M.O.A.

This is what the M.O.A. says we get, and these things go away if the M.O.A.s are cancelled.

Boot allowance \$250. With total taxes of 33%= \$166. With a \$200 voucher if your boots wear out within a year.

So that's \$166.per year times 3 yrs. = \$499.00 net cash add the \$200 voucher times 3 yrs. = \$600.00= \$1,099.

TIPS III Overtime - As no one had ever written down the way Clerks overtime is assigned and after several grievances, Clerks were added to the Dispatcher O.T. section of the contract, in Art. 17.8.I

Annual Sick Leave Certification- This was hotly contested last contract and not won. It was achieved this Contract. It is a once a year form that is signed like in Operations stating that you know what justifies proper sick leave use.

4. SECTION 13 - TRAINING A.

When possible, training will be scheduled to minimally impact swing and graveyard Employees. Efforts will be made to conduct training on all shifts. If training is off the Employee's normally picked shift, flexible schedules will be allowed by mutual agreement of the Employee and his/her immediate supervisor.

B. If the training session is cancelled, the Employee will be allowed to return to his/her base to complete his/her shift or request paid time off for the remainder of the day.

C. If a training that is not during the Employee's normally picked shift is cancelled, the Employee shall not suffer loss of pay.

5. Our paint shop has the right to install advertising if they choose. Negotiations were halted when Metro was notified of the cancellation.

I would like to make you aware of certain things. Unlike others, I am held to a higher standard in regards to the information that leaves your Union office. If it is not true, the other Full time officers will correct me. There have been unfounded allegations of ignorance by the current Board officers about the M.O.A.s under discussion. This is not correct. The M.O.A.s were discussed before they were signed and at the contract

board meeting and the union membership contract meetings in detail. The Contract approval by the Board was unanimous! Only one Board Officer expressed concern and that was that "it was unfair to take advantage of Metro" with the boot allowance. I do not work in secret and I have learned that I cannot control how other people act. So as of now, the V.M. Executive Board is largely dysfunctional and may be operating as a political wing of the E.M. group. Any other discussion of the specifics should take place at our Union meetings.

Other news

The O.B.S. Project (On Board Systems): a M.O.A. was signed after

being presented to the Executive Board for review. It has the support of the majority after I was able to attain changes and a "Flush" Clause.

Implementation of Electromechanic Training Program M.O.A. in Rail: signed after being presented to the Executive Board for review.

All M.O.A's are on the Union website.

As always, feel free to call about any question or discomfoting rumors you may hear. The next election is a year and a half away.

*Thank you,
Don Mac Adam V.P.2
- Maintenance*

Morale, continued

hours saving 27,273
Summer 2010 target 15,000 actual hours saving 16,446
Fall 2010 target 35,000 actual hours saving 37,025
Spring 2011 target 20,000 actual hours saving 22,412, only about 22,000 hours to go to reach the overall goal, yippee.)

Page 10 - Scheduling Efficiency & performance Metrics
This grid is 12 x 7 Headings include:

Measure / Goal / Fall 2009/ Spring 2010 /
Summer 2010 / Fall 2010 / Spring 2010

Side of grid categories include:
Recovery to in service ratio / **w/o trolley system / Platform to in service ratio / deadhead miles per revenue mile / Layover Lengths / Pay to platform ratio / On time performance / Trips leaving terminal late / Average Scheduled layover / Average ACTUAL layover / inadequate layovers / complaints for late operation

(Most of these are self explanatory. Rather scary that we have met most of the goals, but wait there is more, ACCIDENTS are up!!! Way up, this is concerning, it costs money to fix these busses, and settle the claims. Perhaps being stressed out, having no breaks, feeling like you were beat with a stick is not actually the most efficient method of operation. Hmmmmm, what to do, hmmmmm, the computer programs idea is to add running time; the schedules are written so the first time point is reached 2 minutes late, it is NOT supposed to be a challenge to "keep the schedule, as long as we are able to "keep the schedule" we shall loose layover time.)

Page 11 - Bus On-Time Performance, Weekday

(There seems to be a dip on this chart, hmmm, shall we use the carrot or the stick??? On time performance is exactly that, if we were to follow the rules set by Metro for safe operation we would never run on time. How many of us even remember the rules we were taught? When we operate on time it is a win for the "chart makers")

Page 12 - Accidents per Million Miles

Preventable Accidents Per Million Miles (Boy howdy this would be a cardiologists nightmare, all over and rising, what ever shall we do?? Lets cut more from the bleeding bones, yeah that sounds good.)
(See comments page 10)

Page 13 - New Investments in Reliability Coming?

Routes 7, 8, 16, 49, 60, 120, 164, 168, 224, 251, and 358 targeted for new investment.

New Strategic Plan moving towards prioritizing the quality of existing service first. Focus on passenger crowding and on time performance: lateness.

So ends the "powerpoint" section of our presentation. My opinion of this information is that as long as we are able to maintain the schedules as written we shall continue to be beaten half to death with them. Why not try something we were all taught when we hired in? Wait until fully stopped to open the door, wait for everyone to be seated before moving the coach, actually take the time to go potty, eat, de-stress, take the time to look at least twice all ways before moving the coach? Option #2? The beatings shall continue until morale improves. You choose.

The Financial Secretary's Report

By Paul Neil



Standing Shoulder to Shoulder

On Friday, April 8th, a bus load of your ATU Brothers and Sisters went to Olympia to join with thousands of Union members from across the state to protest anti-Union legislation in Olympia, as well as nationwide. According to David Groves of the Washington State Labor Council,

legislation attacking workers on the State ferry system has been introduced that:

Eliminates the Marine Employees Commission, which resolves disputes between ferry management and workers (like the Public Employee Relations Commission). The MEC was created in the early 1980s

in exchange for ferry workers giving up their right to strike. Its elimination would break that promise and commitment with ferry workers;

Takes away the right to collective bargaining and union representation from the captains, chiefs and some others;

Limits the working conditions and issues that are subject to collective bargaining; and

Restricts apprenticeships within the ferry system by significantly increasing the bid limit thresholds to which apprenticeship standards apply from \$2 million to \$5 million.

This bill, SB 5742, was introduced

by Senate Transportation Chair Mary Margaret Haugen (D-Camano Is.). If the anti-Union forces can eviscerate the ferry workers' Union rights, we in public transit could very well be next.

The fact that a bill stripping anyone of their collective bargaining rights was introduced by a leader of the Democrats demonstrates just how weak the Union position is currently in Olympia. That weakness is why I decided to join our group going to Olympia to protest. We must continue to demonstrate our strength and resolve to prevent these attacks from being successful.

WORK SITE VISITS

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

May 13	North Base Operations	5:00am-6:30am
Friday	North Base VM	6:30am-7:30am
May 18	South Base Operations	5:00am-6:30am
Wednesday	South Base VM & CSC	6:30am-7:30am

April 2011 Membership Meeting Report

(as reported at the March cycle of membership meetings)

In the month of March, 2011, we reported three new members to the ATU International. One is employed at King County Metro and two at First Transit. This brings our total active membership to 4,158, reflecting an increase of 84 members over this time last year, when we had 4,074 active members

Bills:

Please note: this March was a three-paycheck month, while last March was a two-paycheck month, so most financial figures will be higher when doing the comparison from this year to last year. All financial figures are subject to the review of the Executive Board.

In March total income was \$369,886.40, an increase of \$131,997.07 or 55.5% compared to last March.

Per Capita payments totaled \$57,944.30 for the month, an increase of \$2,947.00 or 5.4% over the same period last year.

Other bills for payroll, rent, legal, etc totaled \$192,801.31, an increase of \$23,859.55 or 14.1% over the previous March. This amounts to a surplus of \$119,140.79 for the month compared to a surplus of \$13,950.27 for March 2010. The reason for the increase in the surplus is King County collected dues on three paychecks instead of two.

My activities for the month:

- Clallam Paratransit is now in-house! On March 27, I attended

their new employee orientation in Port Angeles. All of the members seemed happy and excited.

- On March 6 I attended the Clallam Transit Employee of the Year banquet. The winner this year was Sonya McKibbon, a member at Clallam Transit working as a Clerk Information Operator.

- On March 23rd, I attended the Turner Award ceremony where KCM Operator Cherise Millhouse was presented with her award.

- On April 1, I presented former Vehicle Maintenance Executive Board Officer Mike Whitehead a plaque thanking him for his many years of service to the members of Local 587.

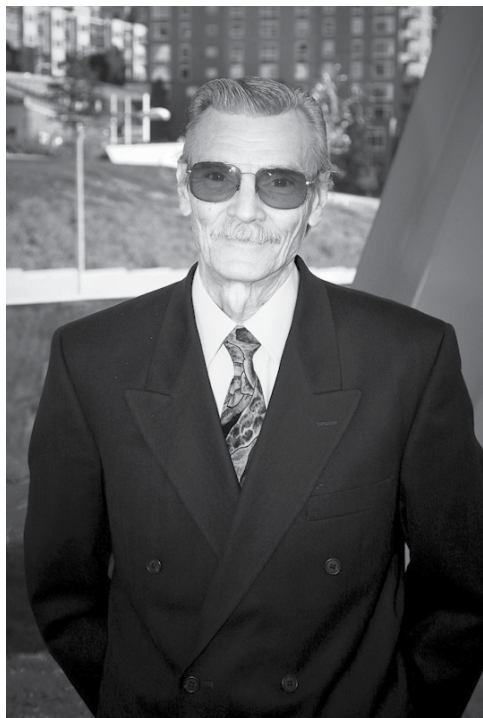
- On April 2, in the company of Executive Board Officers Lisa Nault, Neal Safrin and Dee Wakenight, and members Verita Alexander, Craig Anderson, Karen Frank, Daryl Strandlien and Dave Wick, I attended the labor rally in Blaine at the Peace Arch to protest the war on workers.

- On April 4, along with the other officers, I attended the CWA/MLKLC rally at Martin Luther King Park to fight the war on Unions. President Bachtel spoke very well and loudly.

- I was able to make three work site visits. Thank you to those members who took the time to stop and chat.

- Attended the ceremony presenting 2 time National Rodeo champ Don Brady with his 40 year safe driving award. Don is a true professional and it is an honor to call him my Union Brother.

Leaving a Legacy



In November of last year Local 587 lost a dedicated Executive Board Officer, Randy Stevenson, to cancer. This office recently received correspondence from Brother Stevenson's executor, with a check for \$2922.00 made out to COPE. It was Brother Stevenson's last contribution towards something he deeply believed in, that being the fight for organized labor and the collective bargaining rights of his fellow coworkers. Randy will be deeply missed but his dedication lives on.

Base Chiefs = the New Redundant

By Jennie Gil, North Base Operator Extraordinaire

Shortly after the April *News Review* in which President Bachtel had the audacity to refer to Transit HR Personnel as "miserable scoundrels", the office was flooded with phone calls from members who had received letters of warning regarding their inability to work regularly.

This particular topic has been bandied about in Union/management discussions for years. Management changes the terminology every so often, but the basic concept remains. They are unhappy with people who do not come to work. On the whole this is not an unreasonable request, they employ us to show up for a job, and their expectation that we actually do so is a fair one.

BUT...

Where the discussion between the Union and management breaks down when it comes to "inability to work regularly" is in determining what absences are fair to count. By law, FMLA and KCFML time off is protected leave and cannot be counted. Can Vacation Leave and AC be counted? During one discussion I sat in on while I was Recording Secretary, it was generally agreed upon that as long as the employee had accruals to cover that time, it would not be counted.

Metro further contended that if the employee did not have accruals, then an absence taken without pay would be counted. But what about those days when the window has too many people, and is asking for people to take the day off? You take them up on the offer to accommodate not only your desire for free time but also Metro's necessity to balance the work. And while you had no AC to cover the absence, you didn't care because you could afford to lose the day's pay, and, hey, they offered. Metro's response was

that if the employee did not have accruals, they should not be taking the time off. And that it was up to the employee to track their accrual time. As you all can imagine, here is where talks broke down.

So You Say You Care About Me?

If you look around the bulletins, the King County *In Transit* newsletter, and other written words produced by management, they will profess to care about you. Your health, your safety, your work. You are a valued employee. They say so in writing.

What they have also said in writing over the last couple of weeks is that while they may care about you, they also want you to come to work, **and they don't care why you haven't been.** Nowhere does this doublespeak come screaming forth than in the following case in point:

Joe Schmoe (name changed to protect our member) is a Full-Time Transit Operator at King County Metro. He is 62 years old. In April of 2010 he suffered a serious assault. He had worked enough in the previous year to qualify for his FMLA and KCFML entitlements. He was on L&I from April immediately following the assault until September 8, 2010, when he had recovered enough from broken bones in his neck, spine compressions and various soft tissue tears, to be assigned light duty. He was sent to work at the County's HazMat department, which he did happily despite the inconvenience of the commute. On October 5, 2010, he began his gradual return to work, on a standard 2, 4, 6 and 8 hour schedule. He has been back to work, released to full duty, since December 18, 2010. He is now left with a 70% tear in his shoulder. Although surgery is recommended, he is not willing to do so at this time. But he is back to work, full duty.

Welcome back

Having gone through all this pain and suffering due to a serious assault **while on duty**, imagine his surprise when he showed up to work one day in April and received the now infamous "inability to work regularly" letter, telling him, in part, *"Your absences appear to be, in large part, medical leaves that are not protected by either FMLA or KCFML. This record does not constitute regular and reliable attendance."* You think?

To add insult to injury, the initial letter he got stated he had worked 90 days out of the 41 he was scheduled to work. When he questioned his chief about how this was possible (without some time/space continuum manipulation, I'm sure), his chief noted the error, took the letter back, corrected the numbers and reissued the letter.

But trust me, they care about you.

HR seems to be putting these letters out wholesale, and directing chiefs to issue them to employees who meet the criteria. It does not appear that anyone is looking at the individual attendance records to determine WHY the employee has been absent over this period of time. I am not saying there is no problem with people's attendance. I've worked report, I know who the repeat no-shows are, at least at my

base. But form letters with little or no investigation? And letters written with errors or reflecting shoddy investigation at that! Why?

I am appalled at this show of caring for me as an employee. So please, HR management, forgive me if I stand firmly behind my President when he calls you miserable scoundrels. It makes me wonder if our Union Sister who was brutally assaulted last January will also get such a letter. Or will she be spared since her assault was big news, but Joe Schmoe's went unreported by the media?

I would propose a budget saving measure to King County. In a time when management is cutting service hours, which impact schedules and the riding experience of our public, and chiefs have been stripped of their discretionary decision-making by HR, thereby rendering them redundant, why not save on their salaries, demote them back to their bargaining unit positions and let HR management generate and distribute form letters to their hearts content.

And if this isn't a strong enough argument for the newly redundant status of base chiefs, next month we can talk about the Disciplinary Review Group.

President's Report continued

back at least 15 years, I suspect bargaining will continue. Will we reach a point where our membership will accept a major change to our method of doing business? Anybody's guess, but we obviously haven't reached that point yet.

Then there are the two controversial MOA's reached as part of our recent King County Metro contract settlement. Our members in King County Metro Vehicle Maintenance will hash those issues out in coming months, hopefully to a workable solution. It's my hope that whatever the outcome, the result is based on the best interests of the membership and not internal political considerations.

When I was elected as your president, I promised you that I would not sign MOA's that change contract language, or past practice, without

first bringing the MOA before the Executive Board, and I can assure you, I will continue to keep that promise. In addition, I will not agree to a major change in a method of doing business, such as creating a new Transit Operator classification, without a vote of the membership.

Bargaining doesn't mean change is imminent. It simply means both the Union and management are meeting the obligation to discuss issues of importance to the other party. A proposal may, or may not, be forthcoming. If you have a question regarding a particular bargaining issue or rumor please don't hesitate to call a Full-Time or Executive Board Officer for clarification. We are here for you.

*In solidarity,
Paul J. Bachtel*

Upcoming at Local 587

- May 5th . . . Latino Caucus Chapter meeting, 7:45 p.m., immediately prior to Charter membership meeting.
- May 5th . . . Charter Meeting
- May 6th . . . Morning Meeting
- May 9th . . . Jefferson County Meeting
- May 10th . . . Clallam County Meeting
- May 11th . . . Afternoon Meeting
- May 7, 8, 14 and 15 . . . KCM Part-time Operator pick, Central/Atlantic Base. Please see the pick list at your base for your pick time. NOTE: Sunday, May 8 is a Mariner afternoon Home game, first pitch is at 1:10 p.m. Allow sufficient travel time!!!!
- May 9 - 13 & May 16 - 19 . . . KCM Full-time Operator pick, Central/Atlantic Base. Please see the pick list at your base for your pick time.

WORK SITE VISITS

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

May 12th	Central / Atlantic Operations	4:00 am - 6:30 am
Thursday	Central/Atlantic Vehicle Maint.	6:30 am - 7:00 am
May 20th	Ryerson Operations	4:00 am - 6:30 am
Friday	Ryerson Vehicle Maintenance	6:30 am - 7:00 am
May 27th	North Operations	4:00 am - 6:30 am
Friday	North Vehicle Maintenance	6:30 am - 7:00 am

Retirees' Corner

The View from the Buses

By Bob Morgan, Retired First-Line Supervisor

First of all a Happy Spring to all...sorry, not trying to be funny, but was a little weird to have snow falling at my place in the Sumner Valley on April 7!

Recently returned from a wonderful trip to the California Central Coast and Arizona. On the way stopped in Depoe Bay, Oregon, to see Pete and Anne Cameron for a nice, but all too short of a visit. Was good seeing them both in such good health since Pete was recovering from hip surgery just a month before I arrived. I had planned to see Johnny and Dorothy Wade in Stockton, California, but the weather was horrendous when I got to the central part of the state. Winds in the 50's, and with two dogs and a 5th wheel to tow I just went as fast as I could and headed south via San Jose to Pismo Beach. My apologies to them

for not making it. Had also planned to see Harold Mann in Monterey, but he was tied up with the AT&T Golf Tournament, so that stop fell through as well. Did get to see Dan Sheppard and wife Jennie in Yuma though, and Ken Haven and Carol

Neff in Buckeye, Arizona. Did more golfing this year even with the short travel schedule, even my wife and I got in 3 rounds together... and yes, she whupped me!

Was sorry to hear of the passing of Tom (TJ) Jackson. We knew each other since he hired on and he was in our wedding party in 1982. Tom and his wife Karen played a lot of Saturday night card games with my wife and I at their place in North

Thanks to Jennie Gil for a thoughtful article in the April Newsletter on Tom. What she said was the facts...

Bend in the early 80's. I still remember Tom stopping by our old place near GRCC in Auburn, around 1986 or so, with a copy of the proposed contract from Metro. We went over it over a few beers and I made some suggestions even though I was a 1st Line [Supervisor] at the time. Many years later when I was working O/T at East Base, he mentioned that some of my suggestions became contract language.

Thanks to Jennie Gil for a thoughtful article in the April Newsletter on Tom. What she said was the facts, Tom and T.J. Robertson did much to help the part timers get to use their seniority at pick time. My wife



John Love, Sr.

and I will miss him, and if Karen is reading this, our thoughts and prayers to you and the kids.

Also recently heard of the failing health of one of my former chief's John Love, Sr. John has been battling Alzheimer's for over 3 years, and at the Christmas Retiree's dinner he had a wonderful day. His memory was sharp and it was good to see him. (Editor's Note: John Sr. originally started



Gary Pilcher

this "View of the Buses" column years ago, reporting in on the doings of our Retirees. We are pleased Bob has chosen to take it on so as not to lose touch.)

Saw Gary Pilcher at the last North-end breakfast and he mentioned he was going to the Vegas area to possibly buy a place to live.

Dick Amos had someone try to rearrange the front end on his truck a few months back and the end result is Dick had to replace the truck. Dick is still his sweet old self however!

Last I want to say a big congrat's to Judy Young and Hal Poor. Hal and I worked together starting back when I had the AM window and planning shifts at South Base in the 90's. Got to know Hal and his lovely wife Christine over the years and have got together along with others from South Base socially a few times. It is long overdue that he is on the Board.

Please note, the Retiree's BBQ will be held on Thursday, June 23rd, at Shelter #6, Lower Woodland Park. Be there around 11:00 AM, or earlier if you care to help set-up. This is the same place as in the past.

See you soon...from the Buses. Bob

Unionism 102

By Executive Board Officer Kermit Gipson

Brothers and Sisters, let's have a quick class on how we can better help you. Or rather how you can 'Help us, Help you.' (You saw the movie).

We'll start with knowing your rights. The first, and to me the most crucial right you have, happens to be one a number of our members often neglect, and that is your Weingarten Rights. Your Weingarten Rights state that **any** meeting that you are asked to step into, that you **believe** may lead to disciplinary action, you have the hard-fought-for right to **not** enter into, until you have a union representative to go in with you. (Did you get what I just said? No? Go back and read it again.) [Editor's note: Vice President Sepolen adds that if a bona fide shop steward is not available, we have a long standing practice of using another member to witness the meeting for you, but strongly advises following up with the Union office immediately afterward.]

Know your rights. Read them. Read them again. They are **YOUR** Weingarten Rights. This one, particular, singular right was won not only in a court of law, but in **THE**

Supreme Court of the United States. It stems from an employee who was taken advantage of by their employer. She just happened to disclose some information about a procedure that was conducted daily by everyone, that was completely unrelated to the issue she was called in to talk about. And don't let the name fool you. 'Weingarten' is not the name of the employee; it's the name of the employer who took advantage of a dedicated employee. (A lil' history fact thrown in)

This right also applies to investigatory meetings. These meetings are intended to elicit, find, and get information. If the investigation is not about you, then it'll be about a coworker. It'll be about an incident that you may or may not have witnessed. Do you know what you can say and what you don't have to say? METRO Transit is not a court of law. The same rules don't necessarily apply. But you say the wrong thing and it'll be you that's suddenly being investigated! (Go back and read that last paragraph again.) You have to watch what you reveal. Can you spell union representative?

And another thing, if you find yourself in a meeting with management and they slide a piece of paper over for you to sign that has 'Waiver of Union Representative' at the top... Run! This single piece of paper will hurt or hinder you, or someone else. This is ammunition...and not your ammunition! Whether you see it or not, that waiver (of your Rights) is ammo that management uses against you simply by taking advantage of your (ok, yeah, I'm gonna say it...) **ignorance**. Your ignorance of the contract. Your ignorance of the Law. Your ignorance of your rights that have been hard-fought-for. You belong to a Union. Unionism simply means that we are strong when we stand together. When you sign that waiver, you make us weaker. When you let management take advantage of you, you make us weaker. When you do someone else's work, (cross-classification - my maintenance folk know what I mean) you make us weaker. Even when you give in, (just because you don't want to cause any trouble) you make us weaker.

Brothers and Sisters, do you think that the situation that you

currently find yourself in will result with management treating you any differently than the last member, the same management currently trying to administer some form of discipline to you? Do you think you have a better relationship with your employer than the last person that got their walking papers? Don't you chance it.

Your union may not be able keep management from issuing discipline to you. But the least 'we' can do is to make sure that your employer does their due diligence in conducting a fair and proper investigation that weighs all of the facts (not just the ones they want to use) before they establish a course of action against you. You will never know what 'little' detail (course, there is no such thing as 'a little detail') or technicality will mitigate any proposed discipline or overturn a wrongful termination.

Don't take the chance on standing alone; take the chance on your union standing with you.