

The President's Report

by President,
Paul J. Bachtel



Hypocrisy Reins Supreme

Through the November cycle of Union meetings, members in attendance voted on two separate and distinct motions, both seeking to have an Executive Board Officer punished for alleged inappropriate behavior. The first charge alleged use of an offensive word and the second a seemingly minor offense of campaigning within 50 feet of a polling area. Both motions failed to receive the 75% "YES" vote required to proceed to trial as outlined in Section 22 of the ATU International Constitution and General Laws. Thus, both motions failed and the issues are dismissed. In my humble opinion, using Section 22 to punish an Executive Board Officer for using an offensive word or campaigning within 50 feet of a polling area was a gross overreaction. A scathing *News Review* article would have been a more appropriate response.

The ATU International Constitution and General Laws require those making such a charge to sign their names to the charge and appear at one of meetings within the meeting

cycle where the charges are being considered. Therefore, as the motions to proceed to trial were read into the record, I verified those signing the charges were present. As I read the list, I was shocked to see the names of two of the accusers. Both have a history of similar or far worse conduct.

The first is a former 587 Vice President who received a letter of reprimand from King County for calling a member a "Tramp" and challenging a fellow First-Line Supervisor to a fist fight. This former 587 vice President now has no problem attacking another Union Officer for alleged similar conduct.

The second is a former Chief Shop Steward who turned in another member to management for possessing a toy bow and arrow in the workplace. Metro reacted by terminating this member. We recently won in arbitration gaining reinstatement, full back pay, and Metro being ordered to pay the neutral arbitrator's fee. Local 587 is still out the fees for our attorney and detail time for members testifying.

This former Chief Shop Steward now has no problem attacking an Executive Board Officer for alleged inappropriate conduct.

Metro has now reacted to the aforementioned alleged use of an offensive word by disciplining the Executive Board Officer. Except in extreme instances, Union Officers are not subordinate when performing their Union duties and cannot be disciplined for what would normally be just cause for discipline of a rank and file member. Thus, the Union will be obligated to defend this Executive Board Officer. We'll use either the grievance process or filing of an Unfair Labor Practice complaint, wasting even more of your hard earned dollars.

When you cross paths with the afore mentioned former 587 Vice President or former Chief Shop Steward be sure to thank them for wasting your time and money.

*In solidarity,
Paul J. Bachtel
President Business/Representative*



2015 ATU LOCAL 587 OFFICER
ELECTION DATES

Page 3

ARBITRATION UPDATE

Page 3

THE IMMIGRANT SECTOR AT METRO:
PRESENT BUT INVISIBLE

Page 4

COPE LOBBY DAY

Page 4

PUBLIC PICKET - KC EXECUTIVE:
UNFAIR TO LABOR

Page 5

LETTERS TO THE EDITOR

Page 6

IDEAS ON HOW TO GET A THIRD
CONTRACT OFFER

Page 7

BYLAW PROPOSALS

Page 7

VM UPDATE

Page 9



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2815 2nd Avenue, Suite 230
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The Month at a Glance

Business of the Membership

At the December cycle of membership meetings the following business was addressed:

Motion: By Vern Cavin "We as Shop Stewards and potential Shop Stewards wish to move the following motion: Staring this month of December 2014, every third Monday of the month, from 11am to 1pm , at Atlantic/Central Base Operations Lunchroom, a Shop Steward monthly education and strategy discussion shall be conducted. The time and place to be adjusted as the majority participating shall determine. At least one of the two ATU587 Vice Presidents shall be in attendance to share knowledge of issues concerning members and help strategize on actions. All Shop Stewards and potential Shop Stewards are encouraged to attend. ATU 587 President is requested to provide to those requesting details of Shop Stewards and courtesy details to potential Shop Stewards."
Motion failed.

Motion: By Gregory McNair the necessity for reinstating Facilities Grave Yard Lead position in the tunnel. We request the union to pursue a grievance, in a timely fashion, grieving the contract viola-

tion of section 18.6.F.3., requiring a lead position. 18.6.F.3 "When more than 3 employees in the same transit custodian classification work together as a crew, a regular Lead will be assigned to the shift at such worksite or complex."
Motion passed.

Motion: By Harold Batson to deny current office staff a \$250.00 bonus.
Motion denied.

Motion: By Hal Poor to merge ATU Local 1384 with 587, after Financial Secretary reviews and referendum vote from members of Local 587. Local 1384 with no voting rights until 1 August 2015 with effective date 1 July 2015.
Motion passed.

Motion: By Harold Batson move to Election Committee when designing balloting materials consider using a neon green envelope for mailing out ballots with the following on outside of envelope in the largest font available, "ATU 587 Ballot Enclosed".
Motion passed.

Motion: By Andrew Price to allow members' access to lawyers

continued on page 3

Executive Board Report

December 30, 2014

All Officers were present with the exception of Clint DeVoss and Lud Becker who were on vacation, Judy Young who is out on leave, Michael Moore and Kevin Banks.

Motion: By Paul Neil to set the monthly dues according to the bylaws.

Motion: By Lisa Nault to recommend that the membership approves the bylaw proposal as submitted by Andrew Price to change Article X, Section 1-11.

Motion: By Lisa Nault to recommend that the membership approves the bylaw proposal as submitted by Tzur Wilfand to change Article X, Section 11.

Motion: By Paul Neil to authorize spending up to \$2500.00 for the 2015 Lobby Day.

Motion: By Paul Neil to set the Grievance Arbitration Assessment at \$61.38 per member to be collected in 2015 for 2014 expenses.

Motion: By Lisa Nault to recommend that the membership pursue Andrew Price's grievance to arbitration.

Motion: By Kermit Gipson to recommend that the membership pursue Dan Kenny's grievance to arbitration.

Motion: By Verita Alexander to continue the current formula for officers' salaries.

Motion: By Linda Anderson to add an additional Executive Board meeting for January 26, 2015.

Motion: By Cory Rigtrup to recommend that the membership pursue Michael Maw's grievance to arbitration.

Motion: By Chuck Miller to recommend that the membership pursue Elaine Monzon's grievance to arbitration.

Motion: By Andrew Jeromsky that Local 587 shall form a committee that will plan, organize, and orchestrate member actions to elicit an acceptable third contract offer and that the committee will consist of Eric Butler, Verita Alexander, Kermit Gipson, Nate Chappelle and Andrew Jeromsky as chair.

Membership Meetings: Tentative Agenda

CHARTER MEETING
Thursday, January 8, 2015
8:00 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, January 9, 2015
10:30 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

SATURDAY MEETING
Saturday, January 10, 2015
11:00 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, January 12, 2015
7:00 p.m.
Port Townsend Community Center, 620 Tyler Street, Port Townsend, WA

CLALLAM TRANSIT
Tuesday, January 13, 2015
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

WEDNESDAY MEETING
Wednesday, January 14, 2015
3:30 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

Among Topics to be Discussed: Grievance and Arbitration Update
Unfinished Business: Motion by Linda Anderson to approve the budget as amended. Tabled until the January 2015 Executive Board Meeting.

In Loving Memory...

That we once enjoyed and deeply loved we can never lose, for all that we love deeply becomes part of us.

~ Helen Keller

George Anderson, a Local 587 member since October 1991, passed away November 18, 2014. He was 57 years old.

Richard Ries, a Local 587 member since April 1973, passed away December 2, 2014. He was 66 years old.

Michael Rossner, a Local 587 member since December 1971, passed away December 11, 2014. He was 71 years old.

Beverly E. Elder, widow of Brother Hugh B. Elder, sister of Brother William B. Clark and daughter-in-law of Brother Jesse L. Elder (both deceased), passed away on November 27, 2014. She was a life-long member of the Ladies' Auxiliary Local 587, having joined in 1940. She was 92 years old.

Merlin Smith, a former Local 587 member, passed away in August of 2014. He joined the union in September of 1976. He was 71 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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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

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LUDWIG BECKER
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.

Articles/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 5:00 p.m. on the 15th of each month, if the 15th falls on the weekend/holiday, cut off is close of business on the following business day. 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 and articles as original Word documents to Judy Young at: jyoungrecsec@atu587.com

BULLETIN

To: All ATU Local 587 Members

From: Bruce Tiebout,
2015 Election Committee Chair

Subject: 2015 ATU Local 587 Officer Elections

**The 2015 ATU Local 587
Officer Election dates
are as follows:**

Primary – April 21, 2015

Final – June 2, 2015

opeiu8aficio

Arbitration Update

1. **Max Givenchy:** Grieved termination for alleged violation of the workplace violence policy. Arbitrator ruled in Union's favor awarding full back pay, removal of record of discipline, and ordering Metro to pay the neutral arbitrators fee. The Union is still out its own attorneys fees as result of this wrongful termination. Welcome back Brother Givenchy.
2. **Deanna Levengood:** Grieved termination for alleged theft of Metro funds. Arbitrator ruled in Metro's favor sustaining her termination. Best wishes to Sister Levengood in her future endeavors.
3. **Tim Little:** Grieved termination for alleged violation of attendance probation. Arbitrator ruled in Metro's favor sustaining his termination. Best wishes to Brother Little in his future endeavors.
4. **Dennis Echols:** Grieved termination for alleged gross misconduct; scheduled January 27 & 28, 2015.
5. **Goitom Tekle:** Grieved suspension for alleged serious misconduct; scheduled February 24, 2015.
6. **Patricia Westover:** Grieved Local 587 work being performed by a Local 17 employee; scheduled April 28, 2014.
7. **Symantha Cola:** Grieved improper vacations pick procedures; schedule pending.
8. **Jerrod McKenna:** Grieved numerous contract violations in the subcontracting of work historically and traditionally preformed by King County Metro Vehicle Maintenance Mechanics; schedule pending.
9. **Gary Archer:** Grieved improper assignment of overtime; schedule pending.
10. **Andrew Galbraith:** Grieved work being performed out of classification; schedule pending.
11. **Steven Trott:** Grieved improper assignment of overtime; schedule pending.
12. **Randy Richards:** Grieved skimming of Local 587 work and failure to upgrade a Local 587 member; schedule pending.
13. **Sina Siliga:** Grieved termination for alleged gross misconduct; scheduled February 18 & 19, 2015.
14. **Kelly Venable:** Grieved termination for alleged violation of attendance probation; schedule pending.
15. **Carol Leak:** Grieved termination for alleged violation of attendance probation; schedule pending.
16. **Tim Brickell:** Grieved vacation pick conducted in violation of contract language; schedule pending.
17. **Mark Kelly:** Grieved union worked being performed by a subcontractor (bus wraps); schedule pending.
18. **Ricco Tong:** Grieved improper assignment of overtime; schedule pending.
19. **John Marx:** Grieved creation of swing shifts for millwrights; schedule pending.
20. **John Pinasco:** Grieved discipline for allegedly using profane language in the workplace; schedule pending.

Meetings with a vision towards the future

Submitted by Andy Price, 20048

At the January, 2015 Union Meeting, you will have the opportunity to vote Yes on your right to vote on Bylaw amendments by Email.

When ATU first started in 1892 it would not have been uncommon for our members to travel by horseback, and it was less than 20 years earlier when Alexander Graham Bell, first discovered the telephone.

More than 120 years later, our Union meetings, which are based upon a parliamentary system known as "Roberts Rules of Order," which is a system of parliamentary law that was first published in 1876, by General Henry M. Robert, are still run by the same basic system of parliamentary law.

These Rules of Order have been revised several times since it was first published, as we are now in the 11th edition of this publication.

This month at the January cycle of meetings members will have the opportunity to bring our Union into the 21st Century.

According to Roberts Rules, "A VOTE BY E-MAIL":

"A vote by mail, when authorized in the bylaws, is generally reserved for important issues, such as an amendment to the bylaws or an election of officers - on which a full vote of the membership is desirable even though only a small fraction of the members normally attend meetings. Situations of this kind frequently occur in scientific societies or in alumni associations whose members may be in many countries..." It further states on P.P. 424, that e-mail and other means of electronic communication can be tailored to comply with these requirements. And again Roberts Rules of order states that e-mail and other means of electronic communications may be tailored to comply with the above

requirements for secret mail balloting. p.p. 425.

Another reason for coming to the January meeting is to vote on another Bylaw Proposal to change the schedule of the Charter meetings from the first Thursday night after the first of each month, to the first Saturday morning after the 1st of the month. I believe that this would be very beneficial, to the membership as a whole, having a weekend morning meeting once a month, when more of our members are actually off work. This should encourage more members to attend the meeting. It will be especially beneficial to newer employees in encouraging them to come to a meeting as they may feel safer coming to a meeting in the day time. The other thing that this amendment to our Bylaws would do is eliminate the language in place which sets a time and date for all of the other meetings, in our Bylaws. It would replace that language with a simple requirement for a motion to take place. So it in fact does not eliminate the other meetings. It just eliminates the requirement that any of the other meetings be changed through the Bylaws. This will allow the members to more easily change the meetings schedule to suit the changing needs of the members.

Last and perhaps least? Recent changes that have taken place in our Bylaws will be bringing a substantial increase to King County members monthly dues. This dues increase is subject to the approval of the membership at the January meetings. I for one intend to be voting against this large increase in our monthly dues!

On that note, I wish you all a happy and prosperous New Year, with a good contract that includes COLA and a healthy pay raise!

Business, continued from p. 2

when faced with discipline due to CAO issues. By means of financial assistance or access to our union lawyers.

Motion failed.

Motion: By Harold Batson to add the language "cut off is 5:00pm on the 15th of each month, if the 15th falls on the weekend/holiday cut off is close of business on the following business day."

Motion passed.

Motion: By Dillard Craven that ATU send representatives to Viola to speak with employees about joining the Union.

Motion passed.

Motion: By Gregory McNair to recommend that Vice President

Clint DeVoss move forward two grievances to 2nd step.

Motion passed.

Motion: By Latonya Plummer to send chief shop stewards, shop stewards, and/or Executive Board officers to training outside of ATU; spending up to \$20,000.

Motion passed.

The membership approved the arbitration request of John Pinasco.

The following members were December pot draw winners: Corliss Barnes, charter meeting, Chuck Lare, morning meeting, Kenneth Newton, Saturday meeting, Randy Richards, afternoon meeting, Alice Lane, JTA meeting and Nancy Mariscal at the CTS meeting.

The Immigrant Sector at Metro: Present but Invisible

By Gil Anselmo

Diversity in any Metro workplace is apparent, recognized and celebrated. It is not unusual to see names in the roster with spellings that we are not familiar with, nor hear conversations that sound so foreign to us. Diversity in Metro is not only about different races, color of skin or sexual orientation; it is also a lot about different cultures and perspectives.

In the midst of this diversity is a community. Though apparent and recognized, it is not at all celebrated. They are our fellow employees from immigrant backgrounds. To celebrate one's existence is to acknowledge their contribution and to promote their status as a capable group not only as rank and file workers but, most importantly, as capable leaders.

A good indicator of how well our immigrant workers have performed manifested itself by achieving the title of "Operator of the Year" three times in ten years (2000-2010). There are also a significant number of those who have become "Operators of the Month" in various bases every year. And yet, all this achievement is viewed from the lens that they are Metro employees and nothing else.

The pride and honor of working for Metro as an immigrant is immense.

Having landed a job with livable wages and a welcoming atmosphere is considered by an immigrant a success in itself. It is the ultimate goal of most people who came to this country to make life better than what it was.

The composition of our workplace in the rank and file mirrors the makeup of our community which is a good indicator of how well we have reached out to them. But it seems to have stopped at this level. Our immigrant workers, as a general rule, are stuck in the rank and file level with some making it to the next level (First Line Supervisor/Lead). The glass ceiling after this seems to have thickened and in the last few years, didn't seem to crack.

A few of the biggest obstacles to promotion is how Metro views the candidates based on their achievements, which more often than not, is work done in this country. It takes a longer course for an immigrant to adapt to the working conditions of a new country. There is the language and cultural barriers to break. It is also hard to reconcile differing perspectives while maintaining one's own identity. These struggles by no means show that they do not possess leadership qualities, rather overcoming the hardship of adapting is a positive

quality unto itself.

Another of those obstacles is the interview process. The timed interviews are tilted towards those who speak English as the primary language. A question with ten minutes to answer may take twenty minutes for an immigrant to complete. With processes like this, it is no wonder why in the middle of a very diverse workforce with a sizeable immigrant sector, there is not a single immigrant in the management level of Base Operations. There is neither a single chief nor Superintendent that can and will fully understand the perspectives and positions of their subordinate immigrant workers.

As we move into the future, the face of King County and Metro will become more diversified with people of immigrant background comprising a big segment. Now is the time to fully include the immigrant sector on the issue of comprehensive equity. The long lasting commitment of Metro and Local 587 thru the PACE program is a great vehicle to make this a reality. But we just can't wait for this to just happen. We need to drive this issue forward and become an integral part of the movement to achieve a comprehensive equity. Currently, an informal committee

is organizing to address the following goals:

1. To convene a committee or a program specifically geared towards employees of immigrant background. This program or committee will:
 - A. Serve as the sounding board of immigrant issues confronting both Metro and Local 587.
 - B. Facilitate onboarding/mentoring program among and between employees of immigrant background.
 - C. Provide presentation on immigrant issues to future and current employees and to other audiences that have interest in immigrant issues.
 - D. Be a critical link and liaison between King County Metro and the local communities.
2. That Metro designate a day in recognition of immigrant workers and their contribution to the organization and the community.

This is the time to act and have your voices heard. Help us move this forward. If you would like to volunteer for the success of this work, please send us an email at inpatmetro@gmail.com.



Let's Talk Transit

You are invited to join your Union Brothers and Sisters for ATU COPE Lobby Day January 28, 2015

The 2015 Legislative Session will begin on January 12th. Please join us on **January 28th** as we travel to Olympia to learn how our state government works and meet with elected representatives to discuss transportation funding. Local 587 members continue to play an important role advocating and lobbying on behalf of transit-related/union issues.

LUNCH WILL BE PROVIDED
We will depart from Central Base at 8:00am, 1500 Sixth Ave S Bldg 2A bus yard. Transportation will be provided to Olympia to meet with our Washington State Legislators, and will return to the base at approximately 4:30pm.

Complete and mail the form below no later than January 16, 2015 to ATU COPE Lobby Day, 2815 Second

Ave, Suite 230, Seattle, WA 98121 or via County Mail.

If you need to take time off to attend, put your name in the **Lay Off Book** at your work site. Unpaid courtesy detail may be arranged for a limited number of participants. *****The union office DOES NOT guarantee you will be granted the day off, so please confirm your request with your work site.**

Any questions please contact the COPE Committee at 206-448-8588 or email at cope@atu587.com.

See you on Lobby Day!

Please fill out completely—we need your home address and contact information!!

NAME _____

E-MAIL _____

HOME ADDRESS (WHERE YOU'RE REGISTERED TO VOTE--NO P.O. BOXES)

STREET _____

CITY _____ ZIP _____ LEG. DIST. (if you know it) _____

ID# _____ WORKSITE _____

HOME PHONE _____ CELL PHONE _____

Fix the Hazards

By Atlantic Base Shop Steward Chuck Lare

An operator once told me, "... this job is an accident waiting to happen." As operators of heavy equipment in all different conditions, we must advocate for fixing the hazards and not blaming the operator.

The cross-craft solidarity group Railroad Workers United (RWU) will co-sponsor a Pacific Northwest conference. Tentatively entitled "*The Future of Railroads: Safety, Workers, Community and Environment*," RWU is partnering with the Backbone Campaign and other citizens and environmental groups to organize an innovative and cutting edge conference.

ATU 587 transit workers are not only responsible for operating and maintaining traditional buses but also those operating known as fixed guideway which includes: Electric Trolley Buses, Streetcar and Light

rail. Many of our issues overlap with railroad workers whether it be safety hazards or building alliances with the public to protect our livelihoods. The more we work together with cross-craft solidarity the greater our protection.

In recent months, public attention has focused on the railroad and transit in a way that it has not been for decades. In the wake of Lac Megantic runaway train derailment, coal trains and the "death or serious physical harm" from lack of access to bathroom's citing of King County Metro by Washington State's Labor and Industries (LNI), the public is alarmed about the movement of trains and transit through their communities. Operators are fighting for public safety, and humane working conditions.

Non-operators in attendance at the conference will come away with

a deeper understanding of the workplace and a greater appreciation of the issues. ATU 587 members have the opportunity to forge alliances with environmentalists, railroad workers and the public for a fair contract, fixing hazards and humane working conditions.

Tentative workshops and discussion topics at the conference include but are not limited to:

- Single employee train crews and the safety hazards they pose for workers, communities and the environment.
- Operator fatigue and the need for adequate time off, and all the rest to ensure well-rested, alert and safe operations.
- Building worker-to-worker alliances along the supply chain of all transport workers.
- Environmental Politics for

operators.

- Ensuring safe infrastructure.
- Building solidarity down the supply chain; fighting for operator and community safety;
- A history of blue-green alliances and how to build greater alliances.

The conference is planned for February 22 at the Seattle Labor Temple 2800 – 1st Ave. For more information, check the RWU website <http://railroadworkersunited.org/> or Like them on Facebook. To get involved in organizing either conference and to attend, contact Gifford Hartman at 415-410-9299 or giffordhartman@gmail.com.

Let's support this effort through an ATU 587 Motion:

"ATU587 to endorse the Railroad Workers United (RWU) NW Conference."

Public Picket – KC Executive: Unfair to Labor

By Atlantic Base Shop Steward Chuck Lare

ATU 587 members picketed December 8th, the Martin Luther King County Executive's office and City Hall raising public awareness on ATU 587 calling out the Executive as unfair to labor and why. The executive allows for an egregious work environment as cited by LNI, "death or serious physical harm could result". And the executive continues to fail to bargain a fair contract that would among other issues provide adequate break time to have access to the bathroom and allow employee wages to keep up with inflation through a Cost Of Living Adjustment (COLA). This all constitutes the executive being unfair to labor in the eyes of the workforce and the public.

The public picket was a call to:

Improve bathroom access for bus drivers and fix the schedules. Labor and industries cited Metro because "operators have been disciplined for running late due to time spent using a bathroom or searching for an available public bathroom. An intolerable situation has been made worse by budget cutters who eliminate rest breaks to create "efficiencies".

No fare hikes and fund bus service first. Officials plan to hike fares in 2015, yet pour millions of dollars into pricey street car systems. Street cars are more expensive than buses, and provide virtually no added mobility. Keep transit affordable to all.

Restore and expand service. The county has no plan to restore all the hours/routes cut in September 2014. Also in February, Metro is eliminating phone rider information (including trip planning) on weekends. This means no phone service throughout the Puget Sound when special events are common.

Stop the labor concessions—restore the annual cost of living adjustments (COLA). KC Metro transit workers gave up \$60 million in their 2010-13 contract. Now Metro is demanding more. The Executive wants \$15B for Sound Transit light rail, and County officials keep "finding" money, yet plead poverty to riders and transit

workers. Inflation is rising, yet ATU 587 members haven't had a COLA since Nov. 2012. This equals a pay cut.

Stop picking the pockets of the working class. Proposition 1, the tax/fee measure passed in September, is regressive and stop-gap; it hits poor people the hardest and gives millionaires a free ride on the bus infrastructure that delivers thousands of workers everyday—and billions of dollars in commerce. King County needs progressive, stable funding and a public transit system affordable to all.

Fund public transit by taxing King County's wealth. Instead of goug-

ing working class tax payers and handing Boeing \$8.7 B in tax breaks, elected officials need to fix the state's tax structure – the most regressive in the nation! Promoting \$15B for Sound Transit, while refusing to tax wealthy corporations such as Amazon, is unacceptable. So is pouring hundreds of millions of dollars in street car systems that enhance the property values of Paul Allen and other real estate moguls.

The Executive, unfair to labor, is confirmed by the Labor and Industries citing Metro for serious violation, "serious violation shall be deemed to exist in a workplace

if there is a substantial probability that death or serious physical harm could result from a condition which exists". And LNI goes on to say, "In this case think kidney stones, urinary tract infections etc."

The public turned out to participate with ATU 587 members in the picket and was well covered by the media TV channels 4, 5, 13 and radio stations KBCS and NPRs KPLU, listen at: <http://kplu.org/post/metro-drivers-picket-outside-king-co-execs-office-over-lack-bathroom-breaks>

KIRO7TV: <http://www.kiro7.com/news/news/metro-workers-picket-outside-king-county-executive/hjNdQ/>



Amalgamated Transit Union Local 1384

1014 Bay Street, Suite 1, Port Orchard, WA 98366
Cell Phone (360) 516-8441 ~ E-Mail: Treasureratu1384@gmail.com

Office of the Financial Secretary Treasurer

December 9, 2014

Amalgamated Transit Union, Local 587
2815 Second Avenue, Suite 230
Seattle, Washington 98121

Dear Brothers and Sisters of ATU Local 587,

ATU Local 1384 extends an open invitation for all members of ATU Local 587 to attend any of our General Meetings, held the second Sunday of each month at The American Legion, Post 149, 4922 Kitsap Way, Bremerton, WA. A potluck begins at 1:30 p.m., with the meeting starting promptly at 2:00 p.m. until 4:00 p.m.

The upcoming 2015 General Meeting Dates are: January 11th, February 8th, March 8th, April 12th, *May 17th, June 14th, July 12th, August 9th, September 13th, October 11th, November 8th, and December 13th.

In solidarity,

Teri L. Chaussee
Financial Secretary-Treasurer

Letters to the Editor...

Credit for Seattle's Prop. 1?

Back in March, I volunteered to help the Save Transit Committee to support the King County Proposition 1. During this time, several officers openly complained that just a small percentage of members and officers had been willing to participate - they were having trouble mobilizing the membership.

I remember reading in the June issue of the *News Review*, regarding the failure of King County's Prop. 1, that Mr. Bachtel wrote, "We now have an experienced mobilization committee prepared to take on the next challenge in our continuing fight for stable funding for transit." In addition, considering the significant investment made by the International and the Local to send several ATU 587 members to Chicago for a training session and conference, I expected an increase in organized outreach led by our Union and the Save Transit Committee for Seattle's Prop. 1.

After reading "The President Report" in the December *News Review* called, "Success at Last", I became curious about how the Union engaged in supporting Seattle's transit initiative. Prior to the November election, I never saw anything about a rally or picket led by the Union or by the Save Transit Committee to support Seattle's Proposition 1. I would have been happy to volunteer and support Seattle's Prop. 1, just as I did for King County's Prop. 1, and for the several recent Union endorsed pickets.

In December, I e-mailed Mr. Bachtel and requested that he clarify what it was that he did personally and what the Save Transit Committee did to support Seattle's Prop. 1. Mr. Bachtel refused to answer my questions but instead responded with a hostile attack on my character. I believe Mr. Bachtel was unprofessional and that his behavior was unbecoming of a Union President. Unfortunately, it seems that this kind of victimization of members is standard practice among some of the Union Officers.

13.14 of the ATU's "Constitution and General Laws" states that, "It shall be the duty of the executive board to supervise and direct the management of the LU." Please join me in encouraging the Union Officers to focus on their duty to honor

the membership's right to honest and fair representation and to put a stop to the abusive and bad faith conduct exhibited by some of your constituency.

*In solidarity,
Katherine Cartwright
Ryerson Base Operator
and Shop Steward*

Merging

I support the inclusion of ATU Local 1384 (Kitsap Transit) into our local. I use Kitsap Transit every day on the way to work at Metro. The Local 1384 members I have spoken to say a large majority of their members have voted in favor of merging with Local 587.

Local 587 has a long tradition of supporting worker's rights. These union brothers and sisters have requested our support. I believe that merging Local 1384 into our local will make us stronger.

I ask for your support in bringing these brothers and sisters into our local as soon as possible.

*Fraternally,
Jim Hermanson*

Lessons learned from the December 2014 training

Thank You to the membership of Local 587 and King County Metro for the opportunity to attend the training program sponsored by the Whatcom County refinery group.

One of the intervention concepts that I learned was that a calm reassuring approach is an antidote for anxiety. Structure is an antidote for chaos. Thinking is an antidote for dysfunctional emotions. Catharsis is an antidote for psychological tension and frustration. Information is an antidote for loss of control. Acceptance and social support are antidotes for alienation. Action is an antidote for helplessness.

Concepts that I can not only apply to workplace issues, but also extending out to family and friends.

Taken from our workbook, "Assisting Individuals in Crisis", writ-

ten by George S. Everly, Jr., Ph.D., F.A.P.M. (January 2006)

Submitted by Dan Uhler

Unruly Behavior

Dear Editor:

A little over three years ago I stopped going to union meetings. Attending the November meeting, I remembered why.

Hypocritical charges brought against a member to retaliate for personal issues or perceived insults; lack of order, catcalls, shouting and other unruly behavior seemed to be not only tolerated, but the norm. Many of the members that I was standing near (outside the hall because this kind of Jerry Springer nonsense unfortunately tends to be a big draw) shook their heads in disbelief and disgust at both the behavior observed, and the time wasted.

I want to make something very clear: I support this union because it has supported me when it really counted. Vice President Neil Safrin in particular helped me through more than one tough period when personal issues affected my work performance. Thanks to the support of my union, not only am I still here, but I am a lot stronger as both a union member and as an Operator. The pay isn't shabby either.

The type of back-biting, the use of the newsletter to engage in sniping (sometimes in response to a letter appearing in the same newsletter) keeps people at a distance. The behavior I observed at the union meeting - including that of some E-board members - just plain drives people away. None of this unprofessional behavior engenders confidence of the union as an organization by the membership at large.

As many pointed out in the November meeting, we are a union divided. However I don't think that we are divided primarily due to contract negotiation issues, differences in ideologies or disagreements between classifications.

We are a union divided because some people have forgotten how to act like grownups.

*Jeff Welch
Atlantic Base #21312*

Thank You

A Sincere "Thank You" to All My Union Brother and Sisters!

The November Thursday night meeting was a packed house, my guess was one third of the attendees had to stand in the hall, and in hindsight maybe someone should have reserved the bigger hall. Internal charges raised at a current e-board officer were what I thought brought in the large numbers, but soon my thoughts changed. I guess about a third of the members attending this meeting were from VM, an excellent sight. I counted at least two

from every base and upward of a dozen from others. I then realized there was a mutual concern of the Bylaw change that was before the membership this night. It became clearly apparent there was a strong show of support from the operators towards the VM members. Arriving early, I and other VM members were approached from numerous operators both inside the hall and out on the street, expressing their support in voting down the Bylaw submitted by Brother Andy Price. What started as a night of frustration turned in to a night of true solidarity, so thank you Andy Price for kindling this new found mutual admiration!

With that said I have now read your, Andy Price's, article in the December *News Review* "Democracy Denied" and really wonder what is going on in your head? "Idiocracy Denied" I feel would be more appropriate a title. While I still do respect your opinion, you need to get your facts straight. Roberts Rules of Order are just that, rules of order, your statement of inappropriate is your opinion, the rules are the rules and they are there to be followed. If you would have showed up on time you could have been involved in the process, but you were late, and therefore lost you chance to involve yourself. I am also sorry that when brother Stambaugh approached you that evening with the hope of some dialog, between yourself, Brother Stambaugh and I, you refused. And just so you know when the vote was called for, to strike your bylaw, a vote that needed two thirds majority to pass. When the chair called for "all in favor" it was a unanimous YES from all in attendance, when asked by the chair, for all those opposed, there was NOT a voice. So thanks Andy Price on behalf of myself and all the VM members who were in attendance, in taking us to a higher level of solidarity, and ownership in this Local...

In closing I wish to apologize to Brother Andrew Jeromsky with regards to these ongoing articles or maybe more apropos "kicking a dead horse". Brother Jeromsky has inadvertently been kicked a few times, and as a result, he has had to clarify which Andy (*he is the good Andy in my opinion*). Andy, while I have not met you, I respect you and your continued support you give to maintenance with regard to keeping the VP 2 VM position, and really, really hope this is the last of this issue.

By the time this letter is printed it should be the start of a new year and with it hopes for a better labor year. I do not want to spend my next Christmas again singing, "We wish we had a contract... We wish we had a contract... We wish we had a contract... and a COLA this year" or "I'm Dreaming of a comfort station... with every bus stop that I pass" and that VM classic, "Chaining buses... Chaining buses... it's snow schedule in the city, chingaling, hear them ring, hope there's some hot chili at the base".

*In Solidarity,
Mike Whitehead, VM
TPS, Currently AB
Past 4 Terms 587 VM Board Officer*

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 5:00 p.m. on the 15th of each month, if the 15th falls on the weekend/holiday, cut off is close of business on the following business day. 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 and articles as original Word documents to Judy Young at jyoungrecsec@atu587.com

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

Ideas On How To Get A Third Contract Offer

By Executive Board Officer Andrew Jeromsky

Union attorney Cliff Freed was at the November E-Board meeting for some Q&A. This is what we learned.

Q: Are we still going to arbitration?

Yes. Although King County Metro is not as anxious to go to arbitration as it was prior to the passage of Proposition 1, arbitration is still slated to begin on March 17, 2015.

Q: What can members do to improve the potential outcomes in arbitration?

Members who would be willing to testify before the arbitrator might improve any final arbitration decisions. Examples of testimony needed: How full utilization of part-timers would harm the working conditions of both classifications. How the loss of supplemental L&I pay could cause major financial stress for an injured member. How removal of cross-classification restrictions in VM (17.10 G) would impact long term working conditions and safety, as well as salaries.

If you are willing to testify please contact a union representative. I can be reached at jeromskytu587@gmail.com. I would also be happy to provide any interested member with arguments that could be used to support the examples listed above.

So What Can We Do To Get A Third (And Better) Contract Offer?

In arbitration, we risk potential full utilization of PT, loss of restrictions to cross-classification work in VM, loss of our COLA, and the complete loss of L&I supplemental payments. Unfortunately we cannot legally strike to try and force a better contract offer. That is an illegal work-action under the rules of bind-

ing arbitration. It could also backfire if too few members participated. However, there are other options available to the membership that could put pressure on Metro to make a third offer, especially given recent developments. Those options include outreach to the public through leafletting and informational picketing, and lobbying the King County Council by speaking out at hearings and emailing and calling council members.

Finding Common Ground On Core Issues

While I may not agree with some of their positions, the Shop floor caucus members deserve credit for their efforts. They have demonstrated their willingness to stand up and fight for what they believe. It does not further our union's objectives to single them out, nor any group or individual for ridicule or censorship because of differences over philosophies or opinions. We can always find someone to disagree with within our ranks. **What is incumbent upon all of the membership, especially now, is determining what core issues we all share and can agree to work on together.** If we, the membership, find and unify around our common core issues, and take action, standing united like a union should, we would have a chance to force a third (and improved) contract offer some examples of CORE ISSUES might be: Decent Schedules, Break Times, Working Conditions, RESPECT, Promotional Opportunities, Fair Treatment, and Fair Wages and Health/Medical issues.

The Time Is Now!

King County Metro currently has

egg on its face over its recent L&I decision loss, as well as credibility issues, rightly or wrongly with the public over service cuts and the budget. Add to this the fact that Metro's GM was on talk radio stating that "a really long trip might be" 45 minutes, with a 16 minute break, "on average," after every trip! I made a brief search on our website and the very first run card I found was Central Base's (005/01) which had 71, 85, and 88-minute straight through runs. The public doesn't know our real working situation. Now they're being misled by a radio show. Listen to the broadcast yourself at: <http://kiroradio.com/listen/9980134#>.

Putting out this kind of disinformation harms our membership, but it does present us with increased opportunity to make and take our case to the public for a third offer. *Metro owes its employees and the public better than this.*

If the majority of the membership can organize around our common core issues then ATU Local 587 and its members can and should be planning and organizing informational pickets, leafletting the public, and testifying before, e-mailing and calling county officials. **No one can do this alone.** The membership will need to come out in mass support of this, and it needs to get started now! The Local, in accordance with will of the majority of its members, can then begin planning and organizing these actions, and we can all fight for a proper contract offer.

Possible Questions And Comments For Public Consumption

Why did it take a state agency

report to finally fix attention on the schedules and working conditions that are ruining our health? Medical conditions like colitis, renal failure etc, can be caused/exacerbated by lack of adequate rest stations.

Why should the ridership have to put up with bad schedules?

Why did the General manager recently put out false/misleading information on the air regarding trip and break time?

Did Metro bargain in good faith, or did it play up a bad economy?


Seattle residents have acted in good faith passing Prop 1. Let's get the contract settled so we can focus on improving service.

Last Word

I was told that Metro can make a third contract offer right up until the time that the arbitrator decides to issue their arbitration final decision (possibly sometime in late May.) If that were to happen, any pending arbitration decision (prior to its issue) could be suspended, and the membership given time to examine and vote on any third contract offer.

If you are inclined to fight for or support getting a third offer, contact a union representative, including myself, go to the meetings, or go to one of the many Facebook sites currently run by 587 members and speak out in support of the union taking action to get a third offer. Be prepared to volunteer some time. If we set aside our differences and focus on our core issues we can get anything done.

*In Solidarity,
Andy 206-295-3561*



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KING COUNTY
COALITION OF UNIONS

PLEASE POST

November 21, 2014

PLEASE POST

To: All Members of Local 587

From: Recording Secretary Judy Young

Bylaw Proposal
Article X, Section 1 - 11
Submitted by Andrew Price

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

Current Language.

Article 10

Section 1. Time of Charter Meeting
The regular charter meeting of the Local shall be held on the first Thursday of each month to convene at 8:00 p.m.

Section 2. Time of Morning Meeting
The morning meeting shall be held on the Friday after the first Thursday of each month to convene at 10:30 a.m.

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

Section 4. Non-Metro Meeting Times
Each organized unit outside the King County/Metro bargaining unit shall set a time and place for its regular Union meeting, provided that it is held after the regular charter meeting of the Local. All bargaining units within King County shall meet at the regular Local 587 Bylaws
Revised September 15, 2014
17
charter meeting as described in Article X, Section 1 and/or morning meeting as


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PLEASE POST

November 24, 2014

PLEASE POST

To: All Members of Local 587

From: Recording Secretary Judy Young

Bylaw Proposal
Article X, Section 11
Submitted by Tzur Wilfand

In accordance with the Article XV, pertaining to bylaw proposals, the following proposal will be published in the December *News Review*, read into the records at the Executive Board Meeting and subsequent cycle of membership meetings and will be voted upon through the January cycle of Union meetings.

Current language:

ARTICLE X

Section 11: Secret Ballots, Voice Vote and Show of Hands

Voting on bylaw proposals and arbitration requests shall be by secret ballot. All other questions will be decided by voice or show of hands unless otherwise directed by a majority of those present.

New language:

ARTICLE X

Section 11: Secret Ballots, Voice Vote and Show of Hands

Voting on bylaw proposals and arbitration requests shall be by secret ballot. Electronic Mail. Arbitration requests shall be by secret ballot. All other questions will be decided by voice or show of hands unless otherwise directed by a majority of those present.

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Mr. Desmond's Interview on the Dori Monson Show

Submitted by Tzur Wilfand #20149

This is the Email I sent King County Executive:

Dear King County Executive Dow Constantine,

On Tuesday afternoon November, 25 2014 Kevin Desmond was interviewed by Dori Monson on his radio show. The focus of the discussion was Mr. Monson's allegation that the bus drivers of King County Metro were faking a problem with restroom access due to inadequate recovery times and lack of restroom facilities. Kevin Desmond gives the appearance that he was in agreement with Mr. Monson's position over this matter.

Please listen to this program (found in my link) and you will see that Metro General Manager Kevin Desmond said nothing on behalf of the drivers who are being attacked and humiliated by Mr. Monson with allegations which included a statement that we the drivers are deliberately soiling the seats to get more money for our Union!

If Mr. Desmond had talked to Mr. Stebbins, the L&I Compliance Supervisor, he would have known, should have known that a lot of the drivers that soil the driver's seat have medical conditions that don't permit them to go hours on end without a break to use the toilet! Conditions like diabetes, and IBD disease, prostrate issues, to name a few. The L&I investigation also found that for the last five years Metro didn't comply with American Disability Act (By ignoring disabled drivers needs).

Mr. Desmond keeps saying that Metro didn't have the money to fix these problems, but at the same time he is planning to pay \$1.3 million on "over the top" pay! Over the top pay is a euphemism for bonuses paid to many top and middle level management King County Employees. With \$1.3 million you could go a long way toward solving the bathroom saga, including the construction of additional toilet facilities.

Mr. Desmond stated that Metro needs \$12 millions to solve the schedule problem? I suggest that you take a look at the amount of money that was overpaid to the King County I.T. department by King County Metro. See my spreadsheet which shows that Metro appears to have paid the I.T. department \$14.7 million per year for a variety of services and equipment that on the open market should have cost, would have cost about \$4 million! Please ask King County I.T. department to refund the \$25 million that Metro over paid them in the last three years? (See metro payable account).
The Transit Operators of King County deserve an apology from our G.M.

Kevin Desmond for the way he handled this interview and for what he appears to accuse them of in this interview with Dori Monson, a known Anti Transit Hack...

Sincerely,
Tzur Wilfand, Bus operator

Link to Dori Monson radio show: <http://mynorthwest.com/76/2653466/Dori-Monson-Are-Metro-drivers-peeing-in-seats-a-real-problem-or-fabrication-by-union#>

KCIT charges to Metro Transit as included below:

Account	Account Description	Fund	Fund Description	2012 Actual	2013 Actual	YTD Sept 2014
55212	SERVICES COMMUNICATIONS TELECOM	000004641	PUBLIC TRANSPORTATION OP	866,854	945,760	749,827
55021	ITS EXISTING PROGRAMS	000004641	PUBLIC TRANSPORTATION OP	508,480		
55023	ITS NEW DEVELOPMENT	000004641	PUBLIC TRANSPORTATION OP	23,164	130,796	115,817
55025	ITS INFRASTRUCTURE EXPEND	000004641	PUBLIC TRANSPORTATION OP	4,233,372		
55026	GIS OPERATIONS	000004641	PUBLIC TRANSPORTATION OP	223,074	235,348	176,493
55027	TECH SERVICE REBATE	000004641	PUBLIC TRANSPORTATION OP	(83,320)	(202,663)	
55028	INFORMATION RESOURCE MGMT	000004641	PUBLIC TRANSPORTATION OP	1,116,792		
55032	TELECOM OVERHEAD	000004641	PUBLIC TRANSPORTATION OP	250,064	246,567	192,322
55051	GIS CLIENT SERVICES	000004641	PUBLIC TRANSPORTATION OP	103,701	70,808	32,618
55247	KCIT SERVICES	000004641	PUBLIC TRANSPORTATION OP	7,203,067		
55253	SYSTEMS SERVICES SVC	000004641	PUBLIC TRANSPORTATION OP	13,931		
55264	KCIT APPLICATION SERVICES	000004641	PUBLIC TRANSPORTATION OP		6,470,722	5,226,530
55265	KCIT WORKSTATION SERVICES	000004641	PUBLIC TRANSPORTATION OP		4,519,518	3,522,748
55269	KCIT BUSINESS ANALYSIS	000004641	PUBLIC TRANSPORTATION OP		254,376	198,413
55270	KCIT COUNTYWIDE SERVICES	000004641	PUBLIC TRANSPORTATION OP		1,039,236	810,604
55350	RADIO ACCESS	000004641	PUBLIC TRANSPORTATION OP	250,604	267,966	38,871
55351	RADIO MAINT PROGRAM	000004641	PUBLIC TRANSPORTATION OP	19,013	19,979	14,269
55352	RADIO SERVICES GENERAL	000004641	PUBLIC TRANSPORTATION OP	14,565	22,550	19,827
55353	RADIO EQUIP	000004641	PUBLIC TRANSPORTATION OP	25,606	25,517	19,279
Grand Total				14,768,967	14,046,481	11,117,618

According to the expert I talked to, some of these charges are four times the private sector prices (Workstation services \$4.5 million in 2013 and around \$4.6 million in 2014. Or the KCIT services \$7.2 million in 2012; KCIT application services \$6.4 million in 2013 and around \$6.9 million in 2014).

This is Metro GM Kevin Desmond's Response:

Dear Mr. Wilfand: Thank you for your email about the on-going issues many Metro Transit operators have with adequate breaks. You touch on many issues in your email.

First, I would ask that you listen again to the interview with Dori Monson. I made it clear that our transit operators have a very tough job and that there is an issue with some operators on some trips being able to take their full scheduled lay-over, often making it more difficult to go the restroom. I further pointed out that some of this problem stems from the actions Metro was directed to take by the County Council following a 2009 County Performance Audit that saved about \$12.5 million. Since that time, working in conjunction with the ATU 587 via a scheduling committee, we have been able to reinvest about \$4 million in scheduling improvements. And, with the voter approval of the City of Seattle's Prop 1 earlier this month, we expect to make over \$3 million in improvements to routes that are over-crowded and chronically unreliable, thus improving the likelihood that operators on these routes will have their proper scheduled lay-over.

I should also note that we achieved an important Tentative Agreement in the pending labor contract with 587 that, when the contract is finally settled, will further clarify operators' lay-over guarantee.

I want to state clearly that I do not agree with Dori Monson's statements after he played the tape of my interview (my interview was pre-recorded and he continued to discuss the issue for several minutes after he played the tape of the interview). Mr. Monson often expresses his contempt for our hard-working transit operators. I could not disagree with him more.

Second, we will be moving aggressively and in coordination with ATU 587 to address the findings of the L&I review of the operator comfort station program. I will have more on that likely later this week.

As for your other suggestions about where to save money, I want to point out that over the past six years we have taken steps to fill over \$600 million of our revenue loss while maintaining the vast majority of the transit system. Much of this has come from cost-cutting and other savings. These actions, while difficult, saved jobs and preserved Metro Transit service. Your suggestion that the county IT department over-charges Metro for technical services is not accurate.

Mr. Wilfand, I appreciate the challenges you and your fellow transit operators have day in and day out in the seat of a bus. We have very fine people driving our buses, and they serve the people of King County very well.

Sincerely,
Kevin Desmond

Kevin Desmond
General Manager, King County Metro Transit

Did Mr. Desmond answer your questions and concerns?
Send me your own response: zwmetro@aol.com

In Solidarity,
Tzur Wilfand #20149

In Memory of Mark McLaughlin Bench Dedication, November 28, 2014



The Price of Efficiency

Submitted by VM Board Officer Cory Rigtrup

If you compare the state of condition Metro was in half a decade ago with today, it's difficult to believe we were heading in the right direction.

In 2009 Metro was rocked by a King County audit that recommended some new efficiencies. While some of these were needed, others have proven to be mistakes. There is no better example than the reduction of recover time for Operators. Time has proven this efficiency illegal. (Thanks L&I).

Last week all your Vehicle Maintenance (VM) Officers were invited by our VM Manager to attend an APTA interview, and their findings meeting. I want to start by saying thank you to him for letting me participate.

Metro asked APTA to come and investigate VM practices. To identify areas we're doing things well, and areas we need improvement. In the end, provide VM with recommendations for us to become more efficient.

Unlike the auditor's recommendations 5 years ago, APTAs come from people who work in the public transit sector. They were clear on VMs current ability to provide sufficient and reliable fleets for operation. APTA said VM struggles to meet

their needs and have fallen below the industry standards, and needs to come back up.

That is exactly the opposite of what King County Auditor recommended. The auditor said VM is too good and needs to drop down a few notches. (Yep, same people who thought Operators don't need recover time).

Here's the simple truth. Metro operates large, diverse and technically advanced fleets. As such it takes a large, diverse, and technical workforce to maintain these fleets. No matter how you shake it, that cost money.

With this much money at stake, there will always be some new efficiency for us to try. When the price to save a buck exceeds our purpose, we need to be brave enough to point that out. As stewards of the taxpayer's money, we have a fiduciary duty on how it's spent. That means questioning efficiencies that don't make sense, like all of those who did the first week of December.

I commend all of you on your bravery and dedication to the public, by stepping up and pointing out what is wrong with this agency. VM has seen its share of changes in the last few years. While many of the

changes have been for the better, some have not. I thank you.

Years ago, King County chose to be an industry leader by procuring the most advanced technologies public transportation could offer. They chose this challenging road we've been heading down. Maintaining these types of fleets comes at a cost, and APTA hit the nail on the head with what they found.

While I haven't seen the written report, I was fortunate to participate at their presentation. Here are just a few recommendations that I recall:

1. Need more Lead Mechanics at big bases to raise quality.
2. Need to develop a comprehensive training program, increase the number of trainers and train employees.
3. Seems to be an excess number of Management in VM.

Yes, APTA echoes the same complaints I've been hearing from a number of you the past few years. No you weren't crazy!

Don't get yourselves too worked up! These are only recommendations after all. To be fair, APTA also had recommendations that many of us won't be fond of. An example is our current 3 picks a year. This frequent movement of employees

is expensive and difficult for bases to keep up on staffing and training needs. As much as I enjoy this perk, I have to ask myself how badly do we need 3 picks a year?

FYI, this was a failed subject at the last bargaining session. Maybe the Union wanted too much, or Metro wasn't willing to give enough. Either way it takes two to tango!

Recommendations like these that are valuable to us, but maybe not essential; we need to sort out our priorities. At future bargaining sessions we must pick our battles of what we can trade and what we must fight for. (Food for thought).

That said, today we're getting jacked around on our wages! Wages are what feed my family, and I don't like anyone messing around with my family. It's time we bloodied our knuckles!

As far as APTA's recommendations go, today I'm not in the giving mood cause my kids are hungry. However, I bet we'd all be more inclined to talk about ways of making these work, once Metro makes atonement with our labor dispute.

Redemption has a price!

Are We Building or Tearing Down Bridges?

Dan Kenny, VM Board Officer ATU 587

I have seen and been a part of some examples of management and labor working together to make a better work place, and I would like to see it happen more often. But we still have a long road ahead of us.

There was an open letter a while back that was published. Metro was quick to act and come together with the union to identify and start working on addressing the issues that came to light. This is still ongoing but we are all moving in the right direction. This is a positive example of working together.

In the past 2 years as your VM board officer I have seen a rather large increase in grievances filed and taken to arbitration in VM. One might ask why so many?

There still seems to be this idea that one side needs to beat the other on these issues rather than looking at them as bringing a concern to light and working together to come to a responsible conclusion. I personally know of a grievance that was brought forth that Metro was buying outside rebuilt Bendix BA-921 air compressors for the cat C-9 engine. This is a violation of the 17/10 G agreement. The first 2 step responses stated that parts were not available.

With the help of some of my union brothers we found a source of the

parts and presented this to Metro. Their response was because ATU 587 had never rebuilt these compressors the work didn't belong to us and that the price to rebuild alone would be more than the price we purchase the rebuilt compressors for.

I question whether there was a full investigation into the required parts that were needed to perform the rebuilds vs all of the parts that make up these compressors from the info that was provided was performed.

Then there was a recent arbitration decision that went the union's way on a grievance over assigned overtime. The county spent thousands of dollars on resources to fight arbitration over 3 questioned days of overtime. This is a failure to work together.

There was a day recently when a large number of VM personnel were sick on the same day. The response from management was to send a letter to the union advising that it should sanction any officers that may have organized any work actions. And there was going to be an investigation into people who participated for any falsification. Any future occurrences may result in discipline. I would like to think that Metro would want to ask the question of why did this happen. And what can we do to work together

to keep this from happening again.

Instead they have come out with the usual hammer down with threats of discipline to resolve the issue. Don't you get that this is the type of thinking that created these types of issues to begin with!

These are just a few examples

of many as to the wrong direction labor and management seems to be going. In some cases your actions are speaking much louder than your words. If you truly do want a happy work force your VM officers stand ready to have that conversation.

Happy Holidays

VM Update

By Dan Kenny, VM Board Officer

Hope you all are having a great holiday season.

In the past few months there have been some changes that have come to the VM side. First we all should have or will soon be getting tool checks. This was a positive gesture from management and is a step in the right direction. There were a few people who worked hard to make this happen and I would like to say thank you. In the end this was a decision that only the King County Council could make. On a good note during questioning by the council it came out just how much most of us spend on tools (and the number was rather large). It is a shame that

the E-Board officer who championed this cause was not around to see the results of his work.

Next are cold weather operations or snow schedule. Over the last year or so there has been some questioning over what to provide for VM individuals having to work during snow operations.

That has since been settled and hot chili is back on the menu, I would like to thank those who understood our plight and fought to get us some basic nutrition when we need to work in the cold wet snow to try and keep as much service as possible running. Thank You.

The Financial Secretary's Report

By Paul Neil



Annual Dues Adjustment

At the October cycle of membership meetings the membership voted by a greater than 75% margin to revise the dues structure of our local. There were 3 major changes to dues:

1. Using the same formula that we have been using for decades where the monthly dues are the total of the top step of the

highest and lowest paid classification was change from using classifications from the entire local to using classifications by bargaining unit. This means each bargaining unit will have its own dues rate based upon the ability of the local to bargain wages at each bargaining unit.

2. All increases in the ATU International Per Capita tax since

June 30, 2014 will be passed on directly to the membership. Currently this totals \$1.60 per member per month.

3. Members hired on a part time basis received a significant reduction in dues during their first year.

These changes made significant progress toward a fairer and more

just dues structure in my opinion. Generally speaking those who are making less are seeing a dues reduction and those who are getting a dues increase are seeing a modest increase in their dues.

Below is my report from the December cycle of membership meetings.

Financial Secretary's December 2014 Membership Meeting Report

New Member Applications submitted to the

ATU International in November:

In the month of November 2014, we reported 1 new member to the ATU International; he is employed at King County. This brings our total active membership to 3881. This is a decrease of 226 members compared to this time last year when we had 4107 active members.

Bills:

All financial figures are subject to the review of the Executive Board.

Income:

In November total income was \$240,383.47.

Expenses:

Per Capita payments totaled \$64,947.90 other bills for payroll, rent, legal, etc totaled \$174,845.50. This amounts to a surplus of \$590.07 for the month.

Year to date compared to last year:

Total income is up \$2,536.42 or 0.1%, Per Capita payments are up \$15,065.37 or 2.2% and all other expenses are down \$133,598.61 or -5.4%. For the year we have a surplus of \$18,629.10 compared to a deficit of \$102,440.56 last year at this time.

Budget

Income is \$30,730.51 or 1.1% below budget projections. Per Capita payments are \$40,563.77

or 5.6% below projection and all other expenses are \$12,836.48 or 0.6% below projections. Overall are net income is \$14,896.41 above budget.

Please note that the budget includes all expenses and income except those related to assessable items due to their high variability.

My activities for the month:

- Working with the Budget Committee and the other officers on the 2015 budget.
- On Sunday November 23 spent all day in Port Angeles to conduct contract votes on the two contracts with Clallam Transit.
- Served today at the ATU Local 587 Retirees Christmas party.

Annual Grievance Arbitration Assessment

January 1, 2015

Each grievance that the Union pursues to arbitration (the last step of the appeal process) must be approved by the membership at our monthly union meetings. The membership also pays the costs of those approved arbitrations annually, on a per capita basis, as required by Section 21.15 of the International Constitution and General Laws. In addition, Workers Compensation attorney fees are included as provided for in our Bylaws, Article VIII, Section 5.

During 2014 Local 587 paid a total of **\$169,549.19** for the 21 grievance that the membership voted to take to arbitration and **\$68,666.96** in workers compensation attorneys' fees for a total assessment expense of **\$238,216.15** to be collected in 2015.

To determine how much each member will be assessed, the total assessable cost of **\$238,216.15** is divided by the total active membership and is then rounded to an even number.

Total assessable costs: **\$238,216.15**
 Total active members: 3881
 Cost per member: **\$61.38**

The arbitration assessment this year is **\$61.38**. A notice will be sent to the members at each property informing them of when the Grievance Arbitration Assessment will be deducted. Attached is a list detailing the expenses of each Grievance Arbitration and Workers Compensation case.

Please note that one of the guiding principles of Local 587 is that an injury to one is an injury to all regardless of job classification or work location. A demonstration of this principle can be found on the list of arbitrations. Of the three most costly arbitrations in 2014 the most costly is for a Transit Operator at Metro/King County, the second highest is for a Customer Information Specialist at Metro/King County and the third highest for a VM TIPs Specialist at Metro/King County.

2014 Grievance Arbitration and Workers Compensation Expenses

WORKERS COMP.

Barquet, Ricky.....	\$ 1,151.55
Calloway, Joe.....	\$ 402.50
Carter, Annette.....	\$ 980.48
Cataline, John.....	\$ 109.88
Culcleasure, Shelton.....	\$ 56.57
Eagleson, Diane.....	\$ 4,426.13
Edwards, Tommy.....	\$ 1,450.74
Estes, Darryl.....	\$ 175.00
Fountain, Gregory.....	\$ 3,698.48
Giles, Tom.....	\$ 1,750.00
Griffin, Ron.....	\$ 1,688.27
Haffner, James.....	\$ 54.46
Harmon, Michael.....	\$ 648.00
Heath, Debra.....	\$ 848.98
Henry, Ken.....	\$ 1,915.73
House-Moxley, Renee.....	\$ 245.00
Kauffman, Daniel.....	\$ 630.48
Kloby, William.....	\$ 4,420.50
Mangan, Janice.....	\$ 54.00
Mason, Ray.....	\$ 280.00
Mathis, Porter.....	\$ 60.00
McClure, Chris.....	\$ 2,091.90
McElwaney, Ronnie.....	\$ 14,173.24
Moble, Paul.....	\$ 36.00
Murphy, Brian.....	\$ 270.00
Murphy, John.....	\$ 70.00
Noble, Phyllis.....	\$ 792.21
Olson, Kenny.....	\$ 3,969.42
Raleigh, Heather.....	\$ 144.00
Reese, James.....	\$ 3,046.99
Reyes, Jocelyn.....	\$ 726.18
Robino, Jevon.....	\$ 1,649.98
Rogala, Roxanne.....	\$ 490.00
Russell, Ron.....	\$ 1,954.52
Semaan, Walid.....	\$ 385.00
Snider, Deborah.....	\$ 4,090.47
Strozier, Shannon.....	\$ 1,509.08
Travis, Glen.....	\$ 72.00
Wakenight, Dee.....	\$ 1,382.39

WORKERS COMP., continued

Washington, Paulette.....	\$ 1,503.04
Wells, Linda.....	\$ 981.48
Whitehurst, Robert.....	\$ 4,282.31
Total Workers Comp.....	\$ 68,666.96

GRIEVANCE ARBITRATIONS

Bouie, John.....	\$ 143.50
Cola, Symantha.....	\$ 2,283.58
Echols, Dennis.....	\$ 3,587.50
Gillespie, Montee.....	\$ 3,483.66
Givenchy, Max.....	\$ 19,580.32
Hargrave, Cameron.....	\$ 11,188.38
Hinds, Dexter.....	\$ 41,907.64
Kelly, Mark.....	\$ 61.50
Levengood, Deanna.....	\$ 22,943.02
Little, Tim.....	\$ 18,159.89
Marx, John.....	\$ 20.50
McKenna, Jerrod.....	\$ 1,414.50
McShane, Lisa.....	\$ 2,567.00
Richards, Randy.....	\$ 717.50
Rispoli, Karen.....	\$ 246.00
Rivers, Donovan.....	\$ 3,829.22
Siliga, Sina.....	\$ 123.00
Tekle, Goitom.....	\$ 2,501.00
Trott, Steven.....	\$ 1,353.00
Venable, Kelly.....	\$ 164.00
Williams, George.....	\$ 33,274.48
Total Arbitrations.....	\$ 169,549.19

Total Arbitrations.....	\$ 169,549.19
Total Workers Comp.....	\$ 68,666.96
Total Assessable.....	\$ 238,216.15
/ Active members.....	3881
Cost per member.....	\$ 61.38

Dues Adjustment for 2015

Paul B. Neil, Financial Secretary/Treasurer

The bylaws of ATU Local 587 provide in Article VIII "Dues and Assessments":

Section 1. Dues, Computation and Deduction

"The dues for each member of the Local shall be based upon two times the average hourly wage for represented employees in effect on January 1 of each year at each bargaining unit. (The average hourly wage shall be computed by adding the top hourly wage of the lowest and highest represented job classifications at each bargaining unit and then dividing this figure by two.) Any increase in the dues based on this average hourly wage will be subject to the approval of the membership at the regular January Union meetings."

(a) The monthly dues shall not include any special assessments as outlined in Section 2.

(b) The first 50% of the monthly

dues shall be taken out of the first paycheck of the month. The remaining 50% of the monthly dues shall be taken out of the second paycheck of the month.

After the first year of implementation, no increase in union dues shall be considered for any bargaining unit where the average hourly wage increased by less than 1% in the previous calendar year.

Members hired for a part time position shall only pay the ATU International per capita tax plus the initiation fee until the initiation fee is fully paid. After the initiation fee is paid, these members shall pay the ATU International minimum dues or the dues for their bargaining unit whichever is lower during their first year of membership.

All increases in the ATU Inter-

national per capita taxes after June 30, 2014 will be passed on directly to members.

Below is a chart showing by bargaining unit the highest and lowest paid classification, the ATU International Per Capita increases since June 30, 2014 and the total dues each member will pay at each bargaining unit. These dues rate will become effective in January 2015.

Bargaining Unit	Highest paid	Top Step	Lowest paid	Top Step	ATU International Per Capita	Monthly Dues
CTS	Lead Mechanic	\$ 29.15	Custodian	\$ 17.79	\$ 1.60	\$ 48.54
JTA	Dispatcher	\$ 25.88	Maintenance Cleaner	\$ 15.55	\$ 1.60	\$ 43.03
KC METRO	OSS/Senior Schedulers	\$ 48.68	Asst. USW	\$ 18.11	\$ 1.60	\$ 68.39
CTS Para	Lead Dispatcher	\$ 20.42	CSR	\$ 15.18	\$ 1.60	\$ 37.20
SPT	Operator	\$ 19.99	Operator	\$ 19.99	\$ 1.60	\$ 41.58

Rick Sepolen Memorial Toys for Tots Campaign

Chuck Miller, Executive Board Officer, Rail & Streetcar COPE Committee

The 2014 Toys for Tots Campaign at Metro, conducted in memory of VP Rick Sepolen, collected 703 toys from 29 worksites. The toys were collected December 11th and delivered to the US Marines December 12th. Paul Neil, Financial Secretary, and Jeff Garland, First Line Supervisor currently acting Chief at South Base,

coordinated the campaign. Michael Moore and Chuck Miller distributed the collection boxes on November 21st, while Cory Rigtrup and Chuck Miller picked up the toys on December 11th. Linda Anderson brought more toys to Central Service Quality on Friday, December 12th, which are not included in the 703 total. Thank you Linda!

Paul, Jeff, Michael, Cory, and I send out a great big thank you to all who donated toys. Please remember to support the campaign next year. The Marines do a great thing for kids who would not otherwise have anything in their Christmas stockings, and I'm proud to help them in their efforts.



Total collections by worksite:

Atlantic Base Operations	2
Atlantic Base Vehicle Maintenance	5
Bellevue Base Operations	62
Bellevue Base Vehicle Maintenance	6
Central Base Facilities	0
Central Base Operations	22
Central Base Service Quality	7
Central Base Vehicle Maintenance	28
East Base Operations	16
East Base Vehicle Maintenance	30
King Street Center	118
Link Light Rail	36
Metro Transit Police	0
ATU 587 Office	6
North Base Operations	63
North Base Vehicle Maintenance	6
Power Distribution	47
Ryerson Base Operations	28
Ryerson Base Vehicle Maintenance	5
Solid Ground Transportation	24
South Base Operations	89
South Base Vehicle Maintenance	34
South CSC	28
South Facilities	10
South Lake Union Streetcar	11
South Training	2
Transit Control Center	5
Tunnel Facilities	13



The View from the Buses

Retirees' Corner

By Bob Morgan, Retired First-Line Supervisor

Happy Holidays to all...

Well another wonderful time was had by all at the Retiree's Holiday Dinner on Dec 4th. Kudos as usual to Dave Carter and Al Ramey for their efforts putting everything together. Sad though as Al's wife of 52 years, Ruth, was in the hospital and was getting out later that day. She had issues with her diabetes and as a result had other complications as well. Hope all is well with her. As usual it was great to see all in attendance but we noticed quite few who didn't make it this year and it gets one wondering if they are well. Frank Falsini was one of those who didn't make it as he was ill. Hope you're getting better Frank.

We lost a few retirees within the last year. One of them was Charles (C.P.) Larson. Sweet Pea as most of us called him was 86 at the time of his passing. CP was quite a character. He could tell a story and leave

you laughing to tears. He was also a good person who as a Supervisor on the downtown streets you knew whatever the call was you gave him it would be handled. Dave Lutttinen sent me a story on CP. He was working nights out of Jefferson. Somewhere he picked up an intoxicated male who then slumped down in the seat to the point that CP couldn't see him. Well he returned to the base with the passenger passed out and when the Equipment Service person took the coach through the wash rack the man woke up. CP never got in trouble for it either! Some said that CP was happy to write up any one running early. Well I'll tell you one thing for sure he wasn't selective on who he wrote up. He kept a notebook with copies of all infractions he wrote and there were 5-7 that he wrote on his SON, Craig! No he showed no favoritism he just did the job. I had previous plans for the day of his funeral so I didn't attend and felt bad about that.

I just read an article that was

printed in the Ocean Shores newspaper. It was about Loren Womack and his wife Judy, nice article. Loren and I worked together in '99 and 2000. He was the AM window person and I did the planning at South Base. About 7 months into our year together we were called into then chief Bruce Porad's office. He asked us how it was going and I said what are you inquiring about? He had just got off the phone with the powers to be in the Exchange Building and they were wondering why there had been no grievances filed due to our work. I just looked at Bruce and said it was simple, together we had over 44 years as Supervisors and knew what we were doing. Oh, we never did get any grievances filed against us either.

I heard from Roger Cady that he and Stephanie had gone to Costa Rica for over a week in December.

Also a birthday greeting to Dan Linville who celebrated his 65th in December. Jim and Karen Ekdahl,

Dick and Kathy Verzani, Ken Haven along with Carol Neff had a surprise party for him.

It was great to see Harold Mann at the December lunch in Tukwila. Harold has retired for the 2nd time from Pebble Beach C.C. where he was in charge of transportation for those high rollers who could afford to play there. He mentioned he was looking to relocate to either Arizona or Nevada but will continue to come north for golf dates and to see family in the area.

Saw Dean Barry at the November south end breakfast. He has moved back to the area from Arizona.

I also heard that Ross Karol is battling cancer and is holding his own.

Here is hoping the New Year is special to all of you...

Bob Morgan

Protecting Members' Livelihoods

Submitted by Atlantic Base Operator Phillip Blake and Shop Stewards: Vern Cavin - Bellevue Base, Katherine Cartwright - Ryerson Base, Doug Frechin - North Base, and Chuck Lare - Atlantic Base

Shop Stewards are frontline defenders of members' livelihoods. Management has various strategies to try to put stewards off, trip you up, or get around the contract. There is no one-size-fits-all strategy for dealing with difficult managers. But being prepared can help you feel more confident, be more effective, and avoid getting caught off guard.

Here are some suggestions:

First, when approached by a member seeking a shop steward: LISTEN-RECORD-DOCUMENT.

Before meeting with management determine: What is the problem? This may require a preliminary meeting with management where you listen ONLY, this is only a meeting of discovery - seeking only to discover what/how management thinks they know. You are NOT there to reply or argue your case. After this one-way communication - preliminary meeting with management, caucus with the member and determine what is the remedy you want and how best to achieve (get creative).

Don't let management blow you off. If management says they can't meet, set a specific time when they can. If management says it's out of their hands or they can't do anything, ask whose hands it's in, and take your issue to the next level.

If your manager is abusive, take notes and document the threats.

Keep your cool and stick to the issues. Use the power of collective bargaining NOT shouting matches. Stick to the facts; know your contract and present reasonable but firm solutions based on the contract.

Get creative. There is power in numbers—develop group grievances. "Pass over their heads"—file with the Equal Employment Opportunity Commission (EEOC) or Labor and Industries (LNI). This power in numbers was extremely effective from all those members coming forward to testify on the LNI bathroom investigation. This has resulted in Metro being cited for a serious violation "... death or serious physical harm".

Don't be fooled with sweet-talkers giving you vague promises with no actual change. Pin management down, get their supposed remedies in writing, don't give them forever to implement. Bring others into the grievance, taking your issue to a higher level. Stay focused, if you feel you are being thrown off-subject, don't hesitate to take a break and step outside for a caucus.

The last series of union meetings, ATU 587 members had a good discussion on how Shop Stewards could become more informed and therefore more effective in protecting members' livelihoods. What members heard was they don't want Shop Steward training to be about electioneering and want it to be safe

from management retaliation.

Addressing those concerns and more is the following motion:

Shop Steward monthly education and strategy discussions,

"We as Shop Stewards and potential Shop Stewards wish to move the following motion: starting with the February 2015 Saturday morning union meeting, before the union meeting, at 9 AM until 11 AM, each and every month going forward, at the Seattle Labor Temple. The monthly education and strategy discussion sanctioned by ATU 587 is suggested to be facilitated by one of the two ATU587 Vice Presidents and with members sharing knowledge of issues concerning members and help strategize on actions. All Shop Stewards and potential Shop Stewards

are encouraged to attend. ATU 587 President is requested to provide to those requesting and agreeing to not conduct electioneering - paid details of Shop Stewards and courtesy details to potential Shop Stewards. The cut-off time for requests for the details will be by noon of the Wednesday before the Saturday meeting."

Your attendance at the January series of union meetings would be appreciated—voting in favor of the motion. Get to know your rights, learn creative tactics—"a good defense is a good offense." Suggested reading: Bob Schwartz's book "The Legal Rights of Union Stewards", learn more at www.LaborNotes.org. Keep your health, keep your livelihood by becoming a better Shop Steward.

MERAA (Metro Employees Recreation Activities Association) is holding a general election for representatives to support their work sites at Central/Atlantic Base, in classroom 2A, on Tuesday, January 27, 2015 from 7:00pm - 8:00pm. If you are interested please plan to attend.

Thank you,
Ray Campbell, President
Mechelle Penny, Vice President