

AUGUST 2006

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ATU

LOCAL 587

News Review



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www.atu587.com

VOL. XXIX, NO. 8

The President's Report

Goofy Decisions

By Lance F. Norton

Seems every once in a while management comes up with a really goofy decision. Some months we see more than others. The following is a decision from Transit H.R. that I just had to bring before the membership to request the membership approval to proceed to arbitration.

The grievance at hand is regarding eight (8) hours of overtime. Our

grievant is a mechanic with over 20 years seniority. He works swing shift with Friday and Saturday off. He is number two in seniority at his V.M. base. On a Friday back in January his chief offered O.T. to any mechanic who wanted to come in on Saturday. All mechanics that were asked declined. The chief decided since no one accepted there wouldn't be any overtime for Saturday. Problem is our grievant; number two in Seniority and on his R.D.O. was never contacted. But as I said the chief failed to contact him. Had this been done our member certainly would have accepted.

A timely grievance was filed and among the contract violations cited by the union was Article 17, section 8; paragraph C & D, which reads as follows:

C. "Overtime assignments of more than 4 hours will be offered to employees within a base, shift, and job classification, by seniority to qualified Employees, **including Employees on their RDO.**"

The hole management is digging for itself gets deeper and deeper. All I can see now is the shovel coming up flinging dirt.

D. "An overtime assignment of 8 hours will first be offered to Employees within base, shift, and job classifications, by seniority to qualified Employees who are on their RDO before it is split and offered in smaller pieces."

The grievance was denied at first step with management relying on

paragraph 8E in Article 17, which states as follows:

E. "In all classifications should no Employee accept the overtime assignment, it may be assigned by inverse seniority. If the least senior Employee is not qualified or reasonably available, the overtime

continued on page 10



Lance F. Norton

AMALGAMATED • TRANSIT • UNION

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The Month at a Glance

Tentative Agenda

Membership Meetings:

CHARTER MEETING
Thursday, August 3, 2006
 8:00 p.m.
 The Labor Temple, Hall #8
 2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, August 7, 2006
 8:00 p.m.
 Port Townsend Rec Center
 Port Townsend, WA

MORNING MEETING
Friday, August 4, 2006, 2006
 10:30 a.m.
 The Labor Temple, Hall #6
 2800 1st Ave., Seattle, WA

CLALLAM TRANSIT
Tuesday, August 8, 2006
 7:00 p.m.
 Vern Burton Memorial Building
 Port Angeles, WA

Among topics to be discussed:

Grievance and arbitration update, Light Rail negotiations, PI article and Transit Now initiative

Unfinished business

- Bylaw proposal, Article 15

IN LOVING MEMORY...

Be open to your dreams, people. Embrace that distant shore. Because our mortal journey is over all too soon.

— David Assael

Paul Martin OSTRUM: 1954 – 2006 Transit Parts Specialist.

He was a skilled carpenter and auto mechanic. Loved hiking, biking (both pedal & motor) & boating - anything on wheels! Paul passed away peacefully after a long struggle with MS.



career as a Part-time Transit Operator in February 2002. He was promoted to full-time April 2005. He was a humble, kind man who fought a courageous battle against cancer.

William Jacobson: 50 year member passed 06/21/2006. No further information available.

Janet Brown: retired member who worked in Metro payroll 1975-2002, Sister Brown passed March 12, 2006 after a battle with cancer.

Proceso Germino "Junior": 1962 – 2006 Junior began his

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

Business of the Membership

At the July 2006 cycle of membership meetings the following business was addressed:

- The membership voted to forward the grievance of Earl Mangold to arbitration.
- The membership voted to forward the grievance of Regan Askew to arbitration.
- Bylaw proposal for Article

15 resubmitted for your consideration.

The following members were June pot draw winners: Neal Safrin at the Charter meeting, Chuck Lare at the Morning meeting, Pam Thompson at the JTA meeting, Ken Milliser at the CTS meeting. Rolling pot draw of \$100.00 was won by Linda Stern. Next month's rolling pot will be \$25.00.

Executive Board Report

July 25, 2006

All officers were present.

The following business was conducted:

• **Motion by Kenny McCormick** to award **Rick Leechao** \$250.00 for aid in recovering an item stolen from the union office.

• **Motion by Paul Bachtel** to adopt the *News Review* editorial policy as follows: 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.

• **Motion by Neal Safrin** to donate \$1000.00 to Jobs With Justice.

• **Motion by Dee Wakenight** to forward the grievance of Daniel Edminster to arbitration.

• **Motion by Rick Sepolen** to spend up to \$7000.00 on C.O.P.E. awards to be distributed at the fall shake-up.

• **Motion by Paul Bachtel** to commission a redesign of the *News Review* consistent with the redesign of the Local 587 Web Page at a cost not to exceed \$1200.00.

• **Motion by Brian Sherlock** to send up to two members to Bus Con paying registration, travel, lodging and per diem.

• **Motion by Paul Neil** to authorize up to \$3500.00 to enhance office security.

ATU LOCAL 587

News Review

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 Transit Operator Position No. 2
 Transit Operator Position No. 3
 Transit Operator Position No. 4
 Transit Operator Position No. 5
 Transit Operator Position No. 6
 Transit Operator Position No. 7
 Transit Operator Position No. 8
 Vehicle Maintenance Position No. 1
 Vehicle Maintenance Position No. 2
 Vehicle Maintenance Position No. 3
 Facilities Maintenance
 Special Classifications
 Supervisors
 Clallam/Jefferson County
 SPT/MV

RAY CAMPBELL
NEAL SAFRIN
MICHAEL MOORE
DEE WAKENIGHT
BRIAN SHERLOCK
RICK SEPOLEN
JUDY YOUNG
LINDA ANDERSON
LISA THOMPSON
MIKE WHITEHEAD
JEFF STAMBAUGH
DEB STENOIEN
THOMAS A. WOOLLEY
CHRIS DANIELS
MICHAEL SHEA
JOE MANGIAMELI
NINUS HOPKINS

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:

Paul J. Bachtel, Editor
 c/o ATU Local 587
News Review
 2815 Second Avenue, Suite 230
 Seattle, WA 98121

Inflammatory Breast Cancer

Not your Grandmother's breast cancer

By Patti Bradfield, Patti is a freelance writer

We have all been told to check for lumps, and to get yearly mammograms. What we haven't been told is there is a breast cancer that rarely HAS a lump and is rarely picked up by a mammogram.

How do I know? I learned the hard way.

My 37 year old daughter was diagnosed with Inflammatory Breast Cancer (IBC) and it was stage 4. I also learned the hard way there is no stage 5.

Literally overnight my little girl saw that her right breast was bigger than her left. Within a month it was a full cup bigger than the left. She thought she had pulled a muscle, because there was no lump, no pain, nothing that her nursing training alerted her to possible cancer. But her nursing background had not taught her about IBC, so when she was diagnosed and found out she had the most aggressive of breast cancers which had invaded her body, moved through lymphatic system and was sitting in her liver as well, she was in shock. Then she got mad.

"Why don't women know about this? Why don't 'they' tell you about IBC? Mom if you ever write another word, you have to write about this, no one I have talked to has ever heard about IT."

Hopefully many of you have seen

the KOMO TV segment on this very aggressive and underreported breast cancer. If you haven't you can go to their website, read and watch the piece they did in May which has circulated the globe as a "true" internet email legend. Over 10 million hits to KOMO's website should tell anyone that people are hungry for education on a topic that so many in media have been afraid to write about.

Over the past three years I have repeatedly been told, by editors, "we don't want to scare women with a story about this topic". And yet those same media folks will run "TERROR ALERT ELEVATED" across the bottom of the screen, for every man, woman and child to read in America.

I have also heard doctors say, "We don't want women running to the doctor with every bug bite on their breast or a little red mark." Then there are the doctors who are angry that a woman "waited too long to get to the doctor". Confusing?

I was berated by my daughters surgeon, after her mastectomy, in a loud voice, in the waiting room of the hospital. "Why in the world would someone as intelligent as your daughter wait so long to get to a doctor?"

There could have been a simple answer, if I had not been in tears.

She didn't know the signs, because no one ever told her, not in nursing nor in pharmacology school.

Educating every person I have come in contact with has been a release valve for me, but it has also been an eye opening time to see the response from not just the general public but from many doctors as well.

I have been told by many Oncologists that physicians will learn about IBC in medical school, then many will promptly forget about it. Unfortunately 'most' people don't go directly to an oncologist with the first symptoms, so it is the general practitioners who are on the front line that need to explain ALL the symptoms to be aware of.

One or more of the following are Typical Symptoms of IBC:

- Swelling, usually sudden, sometimes a cup size in a few days
- Itching

- Pink, red, or dark colored area (called erythema) sometimes with texture similar to the skin of an orange (called peau d'orange)
- Ridges and thickened areas of the skin
- What appears to be a bruise that does not go away
- Nipple retraction
- Nipple discharge, may or may not be bloody
- Breast is warm to the touch
- Breast pain (from a constant ache to stabbing pains)
- Change in color and texture of the aureole

Bottom line is educating yourself, your loved ones and friends about Inflammatory Breast Cancer. It doesn't look the same, nor is it treated the same as any other type.

Look don't just feel for changes. Sometimes your mirror can be your best friend.

Upcoming at Local 587

AUGUST 11 –PART-TIME RESTRICTION FORMS DUE, 7:45 p.m. Forms must be turned in at the window. No forms will be accepted at the union office or in the pick preview room. **ABSOLUTELY NO LATE FORMS WILL BE ACCEPTED.**

AUGUST 14 through 18 - Part Part-time Pick Preview. Central/Atlantic Base upstairs quiet room, 8am-4pm. Check your Operations Bulletin for further information.

AUGUST 12 through 18 - Full-time Pick Preview. Atlantic/Central Base upstairs classrooms, 8:30am-4:30pm. Check your Operations Bulletin for further information.

AUGUST - 19 & 20 and 26 & 27 - Part-Time Operator Pick. Central/Atlantic Base. Please consult your seniority list for your pick time. **Please remember to allow enough time to walk to pick from the Central/Atlantic/Ryerson parking garage.**

AUGUST 21 - 25 and 28 - 31 - Full-Time Operator Pick. Atlantic/Central Base. Please consult your seniority list for your pick time. **Please remember to allow enough time to walk to pick from the Central/Atlantic/Ryerson parking garage.**

AUGUST 29 – Executive Board meeting

SEPTEMBER 5 - 7 Vehicle Maintenance pick

SEPTEMBER 23 New Shake up begins

ARBITRATION UPDATE

1. Louise Gredig: Grieved premature non-disciplinary medical termination. Schedule pending.

2. Dar-An Kung: Grieved work done out of classification. Arbitration held April 25th, 2006. Decision pending.

3. Mike Whitehead: Grieved violation of Lead Transit Part Specialists MOA. Grievance being held in abeyance. Settlement discussions underway.

4. Clint DeVoss: Grieved work out of classification. Arbitration rescheduled for July 13, 2006.

5. Garold Rand: Grieved elimination of progressive discipline as outlined in the CBA, and

issuance of policy by employer that employees were "at-will employees". Schedule pending. Settlement discussions underway.

6. Riley Jones: Grieved not sending two mechanics out on a wrecker call per Article 17, Section 2, Par.B. Arbitration scheduled for July 18 and 19, 2006.

7. Earl Mangold: Grieved failure to assignment of overtime as outlined in the CBA. Schedule pending.

8. Regan Askew: Grieved termination for alleged severe preventable accident. Schedule pending.

Attention All Local 587 Members

**SEATTLE CHAPTER OF
THE LATINO CAUCUS**

will meet

**Thursday August 3, 2006, 7:15 p.m.
The Labor Temple, Hall #8
2800 First Avenue**

All members welcome!

Proposal to Change Bylaws

Re-Submitted by Bruce Tiebout

ARTICLE XV

In accordance with Article XV, Section 2 pertaining to bylaw proposals, the following bylaw proposal is being posted, and will be voted upon at the August cycle of meetings.

ARTICLE XV – BYLAW AMENDMENTS

Section 1 now reads:

An amendment to these Bylaws shall first be submitted in writing to the Local and laid upon the table until the next regular meeting to be voted on. A two-thirds majority of the votes cast shall be required to adopt the amendment.

Section 1 proposed to read:

A proposal to amend these Bylaws shall first be submitted in writing to the Local's Executive

Board at one of their regularly scheduled meetings. It shall be read into the record at that Executive Board meeting, and at the subsequent cycle of membership meetings, then laid upon the table until the following regular meeting cycle to be voted on. A two-thirds majority of the votes cast shall be required to adopt the amendment.

Section 2 now reads:

All proposed amendments together with the section to be amended shall be posted at all worksites at least ten (10) days prior to the meeting at which the vote is to be taken.

Section 2 proposed to read:

All proposed amendments together with the section to be amended shall be published in the *News Review* issue immediately following the Executive Board meeting in which the proposal was submitted. Said proposal shall be published again in the *News Review* issue immediately prior to

the meeting at which the vote is to be taken.

Section 4 now reads:

An amendment or addition to the Bylaws (or words meaning the same), after having been presented to the Local and acted on in the regular manner, shall not be re-submitted within six (6) months unless it has first been resubmitted to the Executive Board, who shall be required to resubmit the proposition to the membership.

Section 4 proposed to read:

An amendment or addition to the Bylaws (or words meaning the same), after having been presented to the Local and acted on in the regular manner, shall not be re-submitted within six (6) months unless resubmission is approved by the Executive Board by a 2/3 majority vote.

Section 5 now reads:

Once a bylaw proposal is properly posted in accordance with these

bylaws, and if the membership fails to obtain a quorum at two consecutive monthly meetings of the local, the executive board shall have the power, unless otherwise restricted by law, to take action on the bylaw proposal by a two-thirds vote of the total membership of the executive board to adopt the proposal on behalf of the local. Such a vote, if taken, will stand as a vote of the membership.

Section 5 proposed to read:

Once a bylaw proposal is properly published in accordance with these bylaws, and if the membership fails to obtain a quorum at two consecutive monthly meetings of the Local, the Executive Board shall have the power, unless otherwise restricted by law, to take action on the bylaw proposal by a two-thirds vote of the total membership of the Executive Board to adopt the proposal on behalf of the Local. Such a vote, if taken, will stand as a vote of the membership.

Together We Stand

By Joe Kadushin

Every once in a while an opportunity arises that seems too good to be true. Take the case of the current ATU-Metro contract as it pertains to health benefits for part-time workers.

Starting in Fall 06 and for each subsequent Shake-up, if a driver selects at least a four hour piece of work then that employee is entitled to 100% employer paid health insurance through the expiration of the contract in 12/09!

The implications that this opportunity presents are immense. For those drivers who are more concerned about health benefits than long assignments they can now work under four hours after the Fall 06 Shake-up and still receive 100% employer paid health insurance through 12/09!

However, the truly blessed are those who know they have a "good thing" and selflessly share with others. Here in lies the remarkable chance encounter presented to both our union leadership as well as the rank and file.

What if our union brothers

We have been presented an astonishing chance to work in unison without having to plead for assistance from our employer, government or any other outside organization.

and sisters with guidance from our elected union representatives voluntarily committed to a goal of maximizing the number of ATU members with 100% employer paid health insurance?

The implementation would be quite straight-forward: those drivers in the Fall 06 Shake-up who pick assignments greater than four hours would then select pieces of work less than four hours in the Winter Shake-up thereby doubling the number of drivers entitled to receive 100% employer paid health

insurance! By simply repeating this process through the succeeding Shake-ups the number of rank and file afforded the chance to receive 100% employer paid health insurance rises significantly.

The message that this collective act sends are enormous. For our union, the minimal administrative cost to organize and implement a systematic process to garner support among the rank and file to participate would have a colossal impact on the lives of many of our union brothers and sisters.

Individual members would save thousands of dollars, avoid the stress of worrying about not having insurance for themselves and their family and prevent a financial catastrophe due to a tragic health occurrence.

As for those drivers who "opted-in" by participating much like those who donate leave for sick members, there is the priceless feeling of good-will that comes from helping others and knowing you are doing the "right thing".

The recipients may be inspired to mimic the altruism whether it is via support for the union, other rank and file or volunteering for another deserving cause.

We have been presented an astonishing chance to work in unison without having to plead for assistance from our employer, government or any other outside organization. We possess the resources necessary to expand the number of our members with 100% employer paid health insurance. In the final analysis this endeavor comes down to our will.

Preserve Democracy in our Union Again

Vote No on Changes to Bylaw Article XV Again

By Lori McInnis 9694 Atlantic Base

The History of This Bylaw Proposal

Article XV of our bylaws addresses specifically how we make changes to our bylaws. All very boring until there is a compelling reason to change one of our bylaws. Then the procedures in article XV come into play so all goes smoothly and democratically.

A quick summary of our adopted article states that a proposal for a bylaw change must be read into the record at a charter meeting and posted on the union bulletin boards no less than 10 days before the next charter meeting where it will acted upon by the membership. Once acted on, the decision is allowed to stand for six months before the subject can be revisited. However, if an individual or group has very strong feelings about the outcome, they may bring their concerns to the executive board who must resubmit the amendment to the membership at the next regular meeting, and the cycle begins again.

At the February charter meeting Jennie Gil motioned that we make three significant changes (four specific sections) to this procedure. The changes would require that proposals be read into the record at an Executive Board meeting, published in the next *News Review*, read into the record at the next charter meeting, published again in the next *News Review*, and then voted on at the next charter meeting. If someone does not like the outcome

of the vote they may present their concerns to the Executive Board, who must approve resubmitting it to the membership by a 2/3 majority vote.

I wrote an article opposing the changes and spoke against it at the next meeting on the grounds that it wraps three separate ideas into a one-vote package. If you like one idea, but you don't like another, you have to either vote against something you like or vote in favor of something you don't like. A conundrum that defies constitutional democracy.

After listening to the debate Lance Norton made an executive decision that the bylaw proposal be split and rewritten so that each idea could be voted on separately. At the June meeting it was brought back as originally written for a vote. When asked by the members why it was not split, Lance said that after consulting Jennie it could not legally be rewritten. I cannot speak for the next three meetings but the overall feeling at the Thursday meeting where the debate played out was to "dump it" so it could be rewritten. And that is what we did. We the members voted it down by one vote.

I did some research on Roberts Rules of Order, the parliamentary procedures that guides our union, and found that a motion to amend anything already adopted, such as by-law and constitutional articles, is treated as a main motion and can have any subsidiary motions

applied to it without affecting the adopted rules, because the latter is not pending. In other words, the proposed by-law changes could have been and should have been amended at the meeting before we voted.

Before the membership was informed of the outcome of the vote, former Executive Board member, Bruce Tiebout, resubmitted it to the board to bring to the membership for a re-vote at the August charter meeting.

That is where we now stand with this flawed proposal. For a third time it will be debated.

Summary of the debate

As stated, this proposal has more than one subject and each topic should be presented independently of the others. The first subject, to publish changes in the *News Review*, has some very compelling reasons to adopt it. For one, there was a by-law proposal submitted last winter that was not posted on ALL the union bulletin boards in the system and was therefore not allowed to come to the floor for debate or a vote. Reaching the most members is the objective of this idea, but why completely strike the language to post it on the union boards? Why not just amend the language to rule that a best and honest effort will be made to post it on all the union boards. Some members read the *News Review* and others read the bulletin boards.

The second subject is the one that seems more unpopular by the

members. Why should the Executive Board have the right to approve or disapprove a request to bring something back for reconsideration by the members? The best argument in favor of this idea was that it would spare the meetings from being tied up with reoccurring submissions, but it was admitted that this had never been a problem. We asked why try to fix something that isn't broken? But now that we have to debate this for a third time perhaps we need to asks why? Is it to prove that there is a problem with members tying up meetings? An on-line guide to Roberts Rules suggest that bylaw and constitutional amendments be considered for debate and ratification annually in societies that have monthly meetings, so as to avoid any possibility of favoring, stacking, or shanghaiing the rules. This is good suggestion that perhaps we could consider, rather than condensing power into the hands of the Executive Board.

It was argued by Jennie that we elect our board members to conduct our business and make decisions for us, so why would we not trust them to decide on this? I would argue that, yes we do elect our officers and board members, but not by absolute majority. The principles of democracy are in place to ensure the minority voice is heard in every important decision. Please come to the August meeting to debate, perhaps amend, and vote.

Let me CLUW you in...

By Dee Wakenight

CLUW, the Coalition of Labor Union Women, is America's only national organization for union women. Formed in 1974, CLUW is a nonpartisan organization within the union movement.

At it's founding convention in Chicago, Illinois, CLUW adopted four basic goals of action; to promote affirmative action in the workplace; to strengthen the role of women in unions; to organize the unorganized women; and to increase the involvement of women in the political process.

With members from 60 international and national unions across the US and Canada, CLUW has a strong network of more than 75 chapters. The AFL-CIO and its international and national unions

Local 587 now has two representatives on the MLKCLC.

endorse CLUW.

You may remember the recent Issue of 'In Transit' the **ATU International** newsletter announcing the installation of Sister Janis Borchardt, (ATU International Vice-President) to the National Executive Board, (NEB) of CLUW as a Vice-President representing ATU.

Installation of new National of-

ficers of CLUW occurs at the NEB meeting. March 23-25, 2006 NEB meeting was the occasion for the installation of 2 new officers representing the State of Washington. States have a Vice President and an Alternate State Vice President. Currently the Puget Sound Chapter of CLUW serves the state of Washington as the only Chapter. After the election Washington

State now will have a State Vice President and an Alternate State Vice President. The results of the election have placed me in the position of Alternate State Vice President for Washington. As a result of this honor, it was brought to my attention that there was an open seat on the Martin Luther King Jr. County Labor Council for a constituency group. After application for the position I have been accepted as a member of the Labor Council Executive Board. Local 587 now has two representatives on the MLKCLC. I join our President, Lance Norton who represents Transportation on the Executive Board of the Labor Council.

I wanted to CLUW you in.

Letters to the Editor...

Thanks from the KCLC

Thank you for your generous contribution to the Martin Luther King, Jr. County Labor Council Labor Day Celebration. All contributions made to us are split evenly between the Labor Council and the Puget Sound Labor Agency to help offset costs and provide prizes for the raffle.

We could not put on this event without your assistance. We hope that you and your members will be able to join us.

Thanks again for your support.

In Solidarity,
David Freiboth
Executive Secretary MLKCLC

Thanks from the Labor Chorus

Dear ATU Local 587,

Our deepest appreciation goes out to you and your members for your generous renewal of support for the Seattle Labor Chorus.

It is your contribution of \$500.00, along with the support of other unions and workers, that gives us the strength to be there for your fights, victories and celebrations.

Thanks again. Let us know when we can be there for you.

In Solidarity,
Your Seattle Labor Chorus

Thanks from the Labor Education & Research Center

The Labor Education & Research Center deeply appreciates ATU Local 587's generosity and support of this year's Summer School for Union Women and Community Activists.

Thank you so much for funding a scholarship!

With warmth and solidarity,
Nina Triffleman

Response to Joe Kadushin

Response from Jim O'Rourke, Manager of Transit Operations, to last month's letter to the editor submitted by Operator Joe Kadushin

The security camera project has undergone several changes to improve system stability over the last six or seven months. In February 2005, there were a total

of 251 coaches with installed or pending camera systems. Due to problems with reliability (averaging under 70%), it was decided that King County would not purchase any more systems from the vendor and that the existing number of camera systems would be reduced to a manageable size. As of June 27, 2006 we now have 110 camera coaches working with about 96% reliability.

Transit police are requesting camera coaches be assigned as much as possible to routes which have the most reported security incident reports. If you have a route where there are security related incidents, please document those incidents on a security incident report and the Transit Police unit will assign a camera coach to the route. If you have a camera coach which you believe to be inoperable, please BO the coach at the end of your shift.

In Operator Kadushin's letter he asks the question, "What is the point of having cameras on buses if they don't work?" The Security Camera Steering Committee made the decision to reduce the number of camera systems installed on coaches to a manageable size because we share that concern. Operator safety and security is a priority. Currently, work is underway to procure a new camera system with current technology to replace the original

camera system.

Jim O'Rourke
Manager of Transit Operations

Dreaming of Benefits

Dear Editor,

Last night I dreamt our union leadership took the initiative to ensure Full-time health care coverage for all ATU drivers. In this dream, our elected representatives laid out a plan where by

those Part-timers who selected four hour pieces of work in the Fall 06 shake-up (thus entitled to Full-time health care coverage through 12/09) were encouraged to allow other Part-timers the chance to pick four-hour pieces of work in the winter shake-up thus doubling the number of Part-timers receiving Full-time health care coverage. This altruistic process was then repeated throughout the remainder of the contact demonstrating the progressive vision of our leadership and the selflessness of our rank and file by collectively ensuring Full-time health care coverage for all ATU drivers!

Was this only a dream?

Sincerely,
Joe Kadushin
Ryerson Base

SEND IN YOUR OPINIONS

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

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Seattle, WA 98121

NOTICE TO ALL READERS

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

LABOR DAY CELEBRATION



You're invited to join the
Martin Luther King, Jr.
County Labor Council for
a good old-fashioned
Labor Day party!

Monday, September 4th

11:00 A.M. to 4:00 P.M.

Lower Woodland Park - Shelters 1, 2 & 3
(N. 50th St. & Woodland Park Ave. N., Seattle)

Face painting
Clowns
Games
Raffle prizes

Live music
Ice cream
Hot dogs
Soda



It's all free! Join us!

Please bring a can of food for the Puget Sound Labor Agency Foodbank
For more information or to volunteer to help on the day of the celebration,
call 206-441-8510. For raffle information, please call 206-448-9277.

Fall Pick

By Recording Secretary Paul J. Bachtel

Editor's note: Over the years both Jennie Gil and I have written pick articles. Several years ago Jennie took the best part of what I had written, combined my writing with hers, and the result was printed (with my concurrence). Now it's my turn to take back my writing and steal a little of hers. Below please find a compilation of the writings of Jennie and myself.

Seattle Mariner's Baseball Schedule

On the last day of Part-time pick, Sunday August 27, 2006, the Seattle Mariner's are scheduled for a 1:05 p.m. game, please plan accordingly.

A CHANGE IN FULL-TIME PICK PREVIEW DATES

Part-time Pick will take place in classroom one at Central/Atlantic Base. As a result the Full-time preview that historically occurs on the Saturday and Sunday just prior to the start of full-time pick, has been moved back one week to Saturday August 12th and Sunday August 13th and will continue through Friday August 18, 2006.

PART-TIME OPERATOR BENEFITS

Fall pick for 2006 brings the first opportunity for Part-time operators to qualify for full benefits 2007 through 2009 by a picking a tripper four hours or longer in length. At each pick following the fall 2006 pick, part-time operators will again be able to qualify for full benefits for the remainder of the three year period 2007 through 2009, by picking tripper four hours or longer in length. Part-time operators may also qualify for full benefits via an annual hour's review or by having worked for Metro ten years or longer. For complete details see either the benefits eligibility posting on all Operations union bulletin boards or on our Web site at <http://www.atu587.com/>

TRANSIT OPERATOR PICK IS WHEN?

Part-time pick – August 19, 20 and 26, 27.

Full-time pick – August 21 through 31.

Part-time preview August 14 through 18.

Full-Time preview – August 12 through 18.

Please see your Operations Bulletin boards for the exact times.

VACATION PICK

Full-time Operators can pick vacation for the periods 1 through 6 of 2007. Part-time Operators can pick vacation periods in the Fall shakeup. Please bring your vacation dates with you. Not only does it makes the process easier on everyone involved, but if you are Part-time and you pick a couple vacation periods with the intent to cancel one because you are unsure of your dates, it denies people below you a guaranteed slot they might have picked had you known your dates.

ABSENTEE FORMS (both Part- and Full-time)

There are many reasons one cannot make it to pick. For that we have absentee pick forms. Some members fill out an absentee form as backup insurance, just in case. If you choose to do so, you will not be bound by your absentee pick form if you do show up.

Absentee pick forms may be turned in at your base either by 7 a.m. on your pick day, or in the pick room during business hours (after preview starts), all the way up until two minutes prior to your pick time. Review the forms carefully before you submit them. Do not send them to the union office! We are not responsible for late or lost absentee or restriction forms!

All Operators please note: modifications have been made to both the Part and Full-time absentee forms. Please review them carefully before filling them out.

NO SHOW AND NO ABSENTEE FORM?

Operators who do not make it to pick and have not submitted an absentee form will have their work picked for them by the following process: Ten minutes prior to your scheduled pick time, your pick sheet is handed off to the Union representative, who will look up your current assignment. If your current assignment is open, at your designated pick time it will be picked for you. If not, and you are Part-time, the Union representative will look for a tripper that reports on or after your current report time and quits on or before your current quit time. You will be placed at your current base as long as it is still open, and if not, at the base geographically closest, if at all possible. If you are Full-time, we try our best to match as close as we can to what you currently are working.

Occasionally, there is no current pick information available and often there are no similar assignments left, especially further on down the seniority list. If there is time and an open phone line, the Union representative may attempt to call you. If we do not have your current address/phone number, and no current assignment for you, the Union representative has little recourse other than to pick an assignment completely at random.

For Part-time Operators, the tripper picked for you by the Union is sometimes substantially shorter than the tripper you could have picked yourself. It is in your best interest to show up and pick for yourself, or submit an absentee pick form.

I CAN'T WORK THIS; YOU HAVE SCREWED UP MY LIFE!

Once the Union representative picks your assignment it might not be changed if you arrive late. If you arrive immediately after the Union has picked for you, AND, if the people who picked below you

are still in the room, the pick may be stopped and your piece offered to those who picked behind you if you are so very opposed to working it. If this should occur, the pick still goes on around you and those with lesser seniority who did arrive on time will continue to pick. If, however, even one person below you that has already picked has left the room, your pick will not be altered for any reason. A second recourse for those who did not arrive in time to pick and find their union-picked work heinous is to hang tight till the next move up.

DON'T CALL US...

Many members are electing to phone the pick room at their designated pick time, which works fine if pick is running on schedule and the ONE phone line in the pick room is not busy. But pick can be delayed for any number of reasons. If a delay occurs or the phone line is busy, picking by phone can be a nightmare.

PLEASE!! Don't try to pick by phone unless you absolutely have to. Come to the pick on time and in person, or submit an absentee pick form as mentioned above. We will not be responsible for the outcome if it is not favorable to you.

IMPORTANT!

The contract states: "Selections made by the UNION will not be subject to the grievance/arbitration procedure." Your Union representatives are only human. In your absence they did the best they could given the circumstances they had to work with, and the Union will not be held liable for any picks made for someone who could not or did not show up to do their own pick.

GROUP D OPTION

The contract allows for two Group D options. The first option allows a Full-time Operator to select a tripper in lieu of full-time work, but falling under the provisions and conditions of Part-time. That is called the Tripper Group

D option. The second option, Flex Group D, allows a Full-time Operator to select one of the following two sub-options:

- a Saturday combo at a base they designate (but had the seniority to pick in the last two shakeups) and a minimum of two peak time weekday periods to be assigned via the Extra Board, or,

- a minimum of five peak time weekday periods to be assigned via the Extra Board.

The deadline to sign up and obtain your chief's approval for the Flex Group D option is fourteen days prior to the beginning of full-time pick, Friday, August 04th, 2006.

RESTRICTION FORMS (Part-Time Operators)

Restriction forms went to the bases first week of July. The deadline for turning in restriction forms is Friday August 11, 2006. **ABSOLUTELY NO RESTRICTION FORMS WILL BE ACCEPTED PAST THIS DATE.** Restrictions amount to usurping the seniority of those ahead of you who did not have the need to restrict, the Union takes the deadline very seriously. Also know that if you submitted a restriction form and we reach lock-out, you will be required to honor that restriction.

Lockout is when the number of restriction forms equals the number of available slots for either a.m. or p.m. system-wide. For example, 100 a.m. slots are available system-wide, 100 restriction forms on file, equals a.m. lockout. At that point, unless you had a restriction form submitted for that shakeup, you may not pick a.m. work, regardless of your seniority.

If something comes up after you submit your form that frees you from the need to be restricted, please contact the pick coordinator or call the Recording Secretary at the Union office and rescind your restriction form. You may rescind a form all the way up to that point where we go into lockout.



Transit Love, Recording Secretary Jennie Gil (KC Metro) and Operator Jay Winters (Clallam Transit) tie the knot.

Summer Barbeque at St. Edwards State Park

Over 600 members, friends and family served.
In Attendance...

From Seattle Personal transit: Kathy Crumlish — Director of Human Resources and Kergan Street — Transportation Manager.

From King County Metro: Kevin Desmond — General Manager, Austin Jenkins — Light Rail General Manager, Dave Jolly — Supervisor of North Base, Abdul Alidina — Supervisor of Ryerson Base.

Politicians: Tom Rasmussen and David Della — Settle City Council

Union Officers: President Lance Norton, Vice President Kenny McCormick, Financial Secretary Paul Neil (barbeque co-chair), Recording Secretary Paul Bachtel, Minority Affairs Officer Ray Campbell and Executive Board Officers: Neal Safrin (barbeque co-chair), Brian Sherlock, Rick Sepolen, Judy Young, Linda Anderson, Lisa Thompson, Deb Stenoien, Tom Woolley, Michael Shea and Chris Daniels.

Many thanks to the members and volunteers who made this barbeque possible. In particular: Vornice Basset and friend, Prakash Chand, Diana Mullen, Sandy Garcia, Brett Whiting, Lisa Nault,

Tommy Brown, Claudia Meadows, Ruth Wilson, Georguio Chakalo and numerous other members who volunteered through out the day. My apologies to those I missed.

2006 BARBEQUE PRIZE WINNERS

- | | |
|-------------------------------------|--------------------------------------|
| 1.) Brett Whiting I-POD | 8.) Alan Nichol |
| 2.) Colleen Williams . . Cookware | Reciprocal Saw |
| 3.) Victor Murad | 9.) Thomas Woolley |
| Home Theater System | Compound Miter Saw |
| 4.) Mike Etchoe Knife Set | 10.) Sebastian Vithayathil |
| 5.) Loran Moesch | Boutique Adventure Zone |
| Toaster Oven | 11.) Catfish Louie |
| 6.) Wes McDaniel | Spider Man Adventure Zone |
| Wooden Furniture Set | 12.) Virgil Wilbur |
| 7.) James Baugh | Pilates Ball |



General Manager Kevin Desmond, President Lance Norton, Executive Board Officer Lisa Thompson and Recording Secretary Paul Bachtel



Executive Board Officer Rick Sepolen



Priscilla Martin



Mike Grady



The Road House Boys



Craig Anderson



Executive Board Officers Linda Anderson and Lisa Thompson



Executive Board Officers Brian Sherlock and Lisa Thompson

ATU North West Conference

By Lisa Thompson, Executive Board officer

Hi this is Lisa Thompson, the newest addition to the executive board. My first assignment was to attend the ATU Northwest Conference. It was held in Edmonton, Alberta — Canada. Our hosts were Local 569. They did a great job showing us everything about their Light Rail Transit (LRT) system, which has been in place since 1978. We are currently in negotiations with Sound Transit here at home and we gathered important information on running a Light Rail system. Another highlight was when they took us for a ride on their old street car line which is an important part of the overall system. We toured all their facilities and were very impressed with how well maintained and modern everything was.

The agenda of the meeting itself was also very interesting. All the other locals' executive officers gave their reports. We are all facing many of the same issues of contracting out, medical benefits, funding etc. So

far, I would say we have been very effective in how we've dealt with those challenges.

We attended an informational class on a new program the international ATU is sponsoring on keeping track of our contracts and sharing information with the other ATU officers on contract language, sick leave policies, arbitrations etc. I feel it will be an invaluable resource for our officers as time goes on.

The business of the meeting included electing new officers, and passing a bylaw proposal concerning per capita to cover the cost of these meetings. We had quite a good discussion on the issue of contracting out of public transit systems. I believe there is enough evidence out there now to show that it isn't the way to go. We have to be aware of what's going on and defend our wages and benefits as a good public investment, as well as a good value.

So that's all for now, I'll be keeping you posted and up to date. See you out there!

The Change Starts Here

By Dee Wakenight

Are you satisfied with the status quo? Are you better off now than you were a couple of years ago? Would you like to have a better life style and more input in your life, and what actually affects your life-style?

It is possible to be the engine for real and meaningful change. There is not even a necessary monetary commitment. All it takes is some time and a commitment from you to be part of the change for the better. This can even be a learning experience for the entire family, bring Mom, Dad, Aunts & Uncles, all the kids, (at least those who can walk and talk) and become the engine for change.

Drum roll please, you just pick

your favorite candidate for office, initiative, or campaign, then go volunteer to do what needs to be done. No experience necessary, stuffing envelopes, making yard signs, phone banking (with the script provided) what ever they need to do for a successful outcome. Viola, you are now a part of the positive change to empower the "regular folks" by making the system work by participation.

Now you have the knowledge; go on the Internet, library, forums, rallies, fairs or anywhere else this summer season and help kick off the

election season for the candidate or issue of your choosing. The change starts here.

Viola, you are now a part of the positive change to empower the "regular folks"



Umojafest Community Parade Saturday, August 5th At 7:00 a.m.

All King County Metro Transit employees are encouraged to volunteer and bring their family and friends to march in the parade. We will meet at South Training Center to decorate the buses, blow up balloons, make candy bags, and eat barbeque hamburgers and hot dogs. The parade starts at 11:00a.m.



IF YOU ARE INTERESTED, PLEASE CONTACT TRAINING SUPERVISOR
DOUG JOHNSON AT 684-2825.

WE ARE LOOKING FORWARD TO SEEING THERE!

President's Report, continued

may be assigned to the next least senior Employee."

What management's relying on here has to do with forced overtime and not applicable in this case. The first sentence in the Supervisor's decision at first step states: "I have reviewed your grievance and find that you were overlooked in the initial asking of overtime" He goes on to say, "Since no one worked overtime I see no contract violation."

Moving to second step the Supervisor's decision reads as follows: "Overlooking Mr. _____ during the overtime assignment process **was an unfortunate error**, however, that in itself is not a violation of the Labor Agreement. Since there was no overtime worked by anyone less senior on his shift, Mr. _____ was not harmed."

Gosh, ya just gotta love those **unfortunate errors** that management commits. Unfortunately their **unfortunate errors** could cost us hundreds of dollars and did exactly that to a member in this case.

Now on to the third step. The hole management is digging for itself gets deeper and deeper. All I can see now is the shovel coming up flinging dirt. Here is the decision at third step: "It is Metro's position that although Mr. _____ admittedly should have been "offered" the overtime before

less senior mechanics, that award should not result in the award of 8 hours of overtime pay since, as the union acknowledges, no overtime assignment was worked by or paid to any employee. The Chief in this case made an error in passing over Mr. _____, and this error has been discussed with him. The fact remains, however, that the decision not to fill a work assignment even if based on faulty information with respect to employee availability, is one "vested exclusively in Metro", in accordance with Article 1, Section 5 of the labor contract. This grievance is denied," (Article 1, Section 5 of course is Management's Rights.)

So as we understand it, Management admits our grievant was "overlooked", that it was "an unfortunate error" and that he "should have been offered the overtime" however, the Chief that made the error originally **has been spoken to** and furthermore the Management's Rights clause in our Labor Agreement permits management to violate our rights and the rest of the contract. I don't think so!

As a matter of fact in the original grievance the union also cited Article 1, Section 5 the Management's Rights clause. Seems management reads only as far as "...except as limited by the express language of this agreement and by any practice mutually established by Metro and the Union". I brought this case

Yes, the money is important but the principal is oh so much more important.

before our membership through the July meeting cycle and our members voted overwhelmingly to proceed to arbitration.

So there we have it. We'll be going to arbitration. To do less would be a disservice to each and every member. Yes, the money is important but the principal is oh so much more important.

As a postscript to all this within a day of our meeting cycle and management received our notification that we were proceeding to arbitration, I received the following settlement offer from the Supervisor of Employee Relations:

"Dear Lance:

The parties agree that Mr. _____ should have been offered the 8 hours of overtime that the base planned to have worked on the weekend. The parties also agree that the overtime was cancelled and therefore was not worked by anyone.

Metro makes the following offer in settlement of this grievance:

1. Vehicle Maintenance will offer the next 8 hours of weekend overtime, for which he is qualified, to Mr. _____.

2. The Union will agree that this settlement in no way violates the contract and the Union will not carry a grievance of this settlement forward in the grievance process.

3. This agreement settles Mr. _____'s grievance in full, and the Union withdraws the grievance as resolved.

Sincerely,
Laird Cusack, Employee Relations Supervisor"

I responded with that one word response one of our General's gave to the Germans in W.W.II when he was asked to surrender!

Regards to all...
Be Safe..
Lance F. Norton
President/Business
Representative
Local 587



Kenny McCormick

The Vice President's Report

The Transition

By Kenny McCormick

I would like to thank all the members who participated in the election process, both the primary and the general.

The transition of new officers is still in progress, the out going representatives have returned to their previous jobs. I personally would like to thank Glen for the 12 years of service as an officer of Local 587 and for his help in making the transition to the office of Vice President a smooth one. Working in close quarters can be challenging, without any guidelines on how the transition should be done, you do your best to communicate and learn. Glen was gracious and dedicated in insuring the process was successful.

We have two challenges that are yet to be decided in the race of Recording Secretary. A committee of Executive Board Officers and members will review the challenges and report their findings to the Board. Paul Bachtel, being the incumbent, is in a difficult

position awaiting the outcome of challenges. Lori McInnis is in a precarious position having to wait to see if the challenges are upheld. I ask the membership to reserve judgment until after the investigation is complete. The transition continues.

First line Supervisors Grievance on Rest Breaks

The last thing I did before being detailed to the Union office to begin the transition to the office of vice-president was to file a grievance on super visors not receiving rest breaks. With the increased number of open trippers, we were seeing a trend of being required to do more in less time. Throughout our contract other work groups are given two 15 minute rest breaks, but there was no language for supervisors. At some properties supervisors were being relieved by planners or chiefs, but at other properties this was not being done

and this only leads to mistakes. Now we have language which affords Dispatchers and Coordinators two 15-minute breaks.

Operator Rest Breaks

An operator out of South base has filed a grievance on behalf of drivers who are not getting any time to rest at the end of the line. This should only affect runs and trippers without enough recovery time at terminals to guarantee rest breaks.

Rest breaks are important, labor laws were created because workers were being injured working long days without breaks. Providing breaks will reduce the number of accidents by giving operators time to rest and refocus before starting another trip. Hopefully this will also reduce the number of injuries and accidents attributed to being in the seat too long without a break.

There may be savings which will help offset any increases in cost

created by changing the way runs are cut. There will be training cost savings associated with the hiring of new employees to replace those terminated, separated, or those who just get tired and quit.

At a time when Metro is finding it harder to hire operators one of the logical things to do would be to improve working conditions in an effort to attract new employees and retain current employees. Change the mindset of discipline first to one of valuing employees and the contributions they make.

When operators are given time to rest they are more alert. When operators are more alert the chance of having an accident is reduced and customer service is improved. We are told Safety, Service and Schedule from the time we are first trained as operators. The best way to meet this goal is by providing adequate rest breaks at terminals.

MERAA (Metro Employees Recreational Activities Association) Presents
The 2006 Annual Cookout
For King County Metro Employees and their Families

Sunday, August 27th

11:00 am to 4:00 pm

Lincoln Park

(8011 Fauntleroy Way SW - West Seattle)

BBQ Served 12pm - 3pm

Catering by Jones BB: BBQ Ribs & Chicken, Burgers & Hot Dogs with the Fixins, Baked Beans, Corn on the Cob, Coleslaw, Peach Cobbler with Ice Cream

**Entertainment Provided by
Clowns Unlimited**

Play All Day for \$1.00 each
(purchase bracelet at park)

**And Don't miss your chance
to WIN Great Prizes**

Raffle Tickets \$1.00 each
(must be present to win)

Contact your **MERAA** Rep for Raffle Tickets:

**MERAA Hotline: 206-684-1978,
or visit www.meraa.org**

Healthy Incentives for King County Metro Management

By Joshua Laff, Ryerson Base Shop Steward,
Licensed Massage Practitioner, Bachelor of Science in Biological Sciences

This article is the first in a series examining working conditions for Transit Operators, and why the King County Council and Metro management (hereafter KCM) should be taking steps to change those conditions. In addition to publication in the ATU 587 monthly newsletter, copies of these articles are being sent to Reagan Dunn and Julia Patterson (Chairs for KC's Regional Transportation Committee and Transportation Committee, respectively).

I applaud the concept of Healthy Incentives program. I like the potential for health improvement in so many lives. I do recognize, though, the program was created by KCM to reduce healthcare costs. Unless KCM is willing to address certain working conditions, along the subject of complaints, they will fall short in that goal.

If KCM is serious about reducing the healthcare costs of its employees, then the county needs to examine the effects of workplace conditions on the health of its employees. The average Full-Time Operator works about 8 hours. Some Operators work 14-16 hours a day. Many Full-Time Operators choose to work on their days off. It would probably be accurate to say Full-Time Operators spend about two-fifths of their life working. While addressing an employee's lifestyle outside of work, Healthy Incentives does nothing to address the health of Transit Operators where they spend a significant portion of their life – the worksite. An examination of working conditions will reveal several problem areas that, if left unaddressed, will continue to contribute to health problems of Operators and raise healthcare costs.

Problem 1: Comfort Stations

Metro management knows there is a problem regarding Comfort Stations (aka bathrooms) for Operators. Comfort Stations exist in several forms. There are stand-alone structures constructed by KCM, portable units, and access to bathrooms at local businesses. Both Metro and Operators recognize the best opportunity for bathroom breaks are at route terminals. There is a clause in our contract (Article 3, Section 4, Paragraph A) stating, "...METRO shall arrange for and designate restroom facilities as near as possible to each terminal of each route."... However, Comfort Stations do not exist at many terminals, and where they do, there are often problems with night time accessibility. Therefore, designated Comfort Stations exist along the way of all routes.

There is mixed opinion amongst Operators as to the viability of this solution. Some Operators are willing to stop in-route if needed to use a bathroom. Other Operators do not find this a practical solution. Stopping the bus in route requires the

Operator to secure the coach in a bus zone, carry their belongings off the bus as they go to the Comfort Station, and possibly walk across one or two streets. Sometimes this solution can work. The Route 11 has a Comfort Station close enough to the end at Madison Park that the few if any passengers can wait for the short walk. But on many routes, the solution is impractical. The Route 125 requires stopping in-route and either a significant walk or parking on busy streets to use the bathroom. In most cases, the inconvenience of stopping in-route to the Operator, the passengers, other traffic, and other coaches needing to use the zone is more than many Operators are willing to, and should have to, deal with.

In response, some Operators simply drink less water while on problem routes. This brings us back to the Healthy Incentives program. Bulletins are going up all over the bases telling us to drink more water. As a health professional, I agree that the easiest thing a person can do to improve their state of health is to drink more water, as dehydration can lead to any number of problems with the body. This requires increased access to bathrooms. Because of a lack of bathrooms at terminals, it can be as long as 2 ½ hours between

opportunities to use the bathroom at a terminal. Needing to "hold it" that long before using a bathroom creates discomfort, and can also lead to health problems including kidney stones, kidney infection, urinary tract infection, abdominal pain, constipation, diverticulitis, hemorrhoids, long term bladder and/or kidney damage... An investment into better Comfort Station access can reduce the healthcare costs of these conditions.

Solutions

Solution 1: Create a new Full-Time position. Currently, development of Comfort Stations is handled by the Transportation Planners / Construction Coordinators. Those individuals are also responsible for many other projects. Given the number of routes with Comfort Station problems not getting solved, it appears that Comfort Stations are not high on the priority list. Having an additional individual amongst the Transportation Planners who can make Comfort Stations a higher priority is one solution to this problem.

Solution 2: Adjust routing at terminals. I recognize that getting a Comfort Station built is not always easy. Where cities and neighborhoods will not allow a Comfort Station (or portable unit)

to be installed, terminals can be re-routed. The Route 73, for example, could be re-routed at the north end to terminate near the Route 65 terminal. The Route 15 could be re-routed to terminate behind the QFC on NW 103rd.

Solution 3: Provide time and routing between trips for Comfort Station use. One Sunday morning driving the Route 42, I had a 30 minute layover at 53rd and Leo. It took me 27 minutes to run the bus down to Rainier and Henderson, use the Comfort Station there, and get back to the terminal. While this solved the bathroom problem, I effectively ended up driving for about 3 ½ hours straight without a break, carrying its own health and safety issues. With more time to drive to the Comfort Station and still get a few minutes of non-driving time, would have made for a more practical solution.

Conclusion

Apparently, some years back, this issue was pursued through the Department of Labor and Industries, who sided with the Union, but the issue was not followed up on. With the advent of the Healthy Incentives program, now is an excellent time for KCM to get that ball rolling again. I look forward to a cooperative, public response from KCM.

Gay Pride Parade

By Dee Wakenight

This year there was a brand new event that we had an opportunity to participate in. Previously there has always been one Gay Pride parade and it occurred on Broadway in the Capitol Hill area. For the first time ever there were 2 parades one on Broadway, and the new one in Downtown Seattle.

Did you know that there was a Metro Bus in this parade? I knew because there had been a posting at worksites stating that if anyone was interested in marching in the parade to please be in uniform and be with the bus. I guess I was mistaken in the belief that this bus was a symbol for all County employees to show that we are all county employees and not afraid to be seen in public.

King County Executive Ron Sims was not with the bus; he had a convertible to ride in and was staged to be before us in the parade order, so he went right past us and did not even acknowledge our presence.

Seattle Mayor Greg Nickels, posed with those present for a photo, he said he was happy to see the bus there making a positive statement. Other elected officials such as Mike



Murray, didn't have the time for a photo but greeted us and was happy to see the participation by county employees. The only employees I saw with the bus were Drivers and First Line Supervisors; it's a pity that in this age we live in other members of the County were not in attendance and participating in this historic event.

There are no rules that you must be Gay, Lesbian, Bi-Sexual, Transgender, Transsexual, all you

need to participate is to be willing to have some fun and celebrate our diversity. We had some goodies that we handed out to those in attendance, Metro magnets, foam busses, salt-water taffy, and lots of waves. It was marvelous to have people cheering when they saw the bus and the few, the proud, in the parade. Next year, if it's again on my day off I'll probably do it again, it was a hoot, you're welcome to join us if you would like to.