

The President's Report

by President,
Paul J. Bachtel



Healthy Incentives

Healthy Incentives: *n.* an oxymoron for cheating those least capable of completing pointless King County paperwork.

Have you received your "Blue Letter" yet? It's the letter from King County Benefits with the blue stripe on the envelope announcing Healthy Incentives for 2013 to presumably determine benefits level in 2014; "presumably" because we are still bargaining benefits for 2014. If you haven't received your Blue Letter yet, contact King County Benefits (206) 684-1556 and request a replacement. Remember, you have just until the end of January to complete the Wellness Assessment and select an Individual Action Plan.

If for any reason you don't receive your Blue Letter, paper Wellness Assessment, or paper Individual Action Plan call the Union office so we can document King County's failure to provide requested documentation.

"Completing and mailing the Wellness Assessment and Individual Action Plan is pointless, but so is much of what we do at King County"

To obtain my Gold Level Benefits, I will be requesting a paper Wellness Assessment, completing it with only what information I feel comfortable revealing to King County, copying the document for my records, and mailing it back certified mail — return receipt requested.

I will be selecting the paper version of the Nutrition Individual Action Plan, completing three entries for six weeks, copying the document for my records, and mailing it back certified mail — return receipt requested.

I'm selecting the paper version of these documents for two reasons. First, I can photocopy my submis-

sions and send them certified mail — return receipt requested to document that I actually completed the program. Second, I can fill out the Nutrition Individual Action Plan at one time and in about 15 minutes by making up the numbers. Completing and mailing the Wellness Assessment and Individual Action Plan is pointless, but so is much of what we do at King County, and it provides me the Gold (lowest cost) level of benefits. It also transfers those costs back to King County, something King County deserves for wasting my time.

continued on page 12



A BUSY FEW MONTHS
IN SAFETY

Page 3

OUR FUTURE...OUR SENIORITY
WHO WILL DECIDE OUR DESTINY?

Page 4

THE RIGHT TO A FAIR CUSTOMER
COMPLAINT SYSTEM!

Page 5

LETTERS TO THE EDITOR

Page 6

PROPOSAL TO CHANGE BYLAWS

Page 7

DON'T TAKE THE BAIT!

Page 8

ANNUAL GRIEVANCE
ARBITRATION ASSESSMENT

Page 10

2013 ATU COPE LOBBY DAY

Page 11

THE VIEW
FROM THE BUSES

Page 12



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The Month at a Glance

Business of the Membership

At the December 2012 cycle of membership meetings the following business was addressed:

No motions were acted upon.

The following members were December pot draw winners: Dee Wakenight, charter meeting, Garry McGregor morning meeting, Ludwig Becker, JTA meeting, Sandra Fangen, Clallam County meeting and Alan Daraskavich, at the afternoon meeting. The Clallam County Rolling Pot of \$450 was lost by Brian Kelly. Next month it will be \$500.

Holiday gift Cards were won by: Lisa Nault, Ken Price, Ed Stanard, Carol Headley, Warren Yee, Everett Stewart, Terecia Acorn, Paul Hausmann, Anthony Byers, Jeff Doppman, Barbara Dixon, Alice Lane, James Reese, Tammy Gorbatenko, Robert Lee, Jerry Schuh, Tore Lydersen, Ida Clark, Saul Salvaa, Sandy Querry, Jim Hermanson, Garry Pilcher, Veronica Duncan, T.J. Robertson, Paul Griffin, Peter Glander, Doug Comstock, Merch De Grasse, David Farnham, Tracey Davis, Joe Kadushin, Geanna Dumonceaux, Michael Mooney, John Marx, Ed Hilton.

Executive Board Report

December 18, 2012

The following Officers were present: President Bachtel, Vice President DeVoss, Financial Secretary Neil, Recording Secretary Young, Executive Board Officers Butler, Chappelle, Cook, Hendricks, Hopkins, Isla, Kenny, Mason, Miller, Millhouse, Moore, Nault, Rigtrup and Steinman.

Vice President Safrin and Executive Board Officer Alexander attended the Ravi Ronser Arbitration. Executive Board Officers Eash attended the Jefferson County Transit Board Meeting and Jeromsky was excused.

Motion: By Ray Mason to reject the Bylaw proposal as present by Harold Batson.

Motion: By Lisa Nault to donate up to \$9,000.00 of annual vending machines proceeds to the ATU 587 Retiree Chapter with the remaining balance going to the ATU Community Bank.

Motion: By Michael Moore to set

the monthly dues \$61.40 for members employed by public agencies.

Motion: By Linda Anderson to set the grievance / arbitration assessment at \$41.56 to be collected in 2013 for 2012.

Motion: By Michael Moore to approve the Resolution submitted by Bruce Tiebout to protect the Amalgamated Transit Union (ATU) and its Local from potential costly lawsuit(s) by banning the ATU International and its Locals from providing alcohol at conventions/conferences or training in hospitality suites or elsewhere.

Motion: By Michael Moore to give a \$200.00 bonus to the ATU staff.

Motion: By The Executive Board to approve the full-time officer compensation as currently computed.

Motion: By The Executive Board to increase full-time officer's auto allowance by \$100.00.

Membership Meetings:

Tentative Agenda

CHARTER MEETING
Thursday, January 3, 2013
8:00 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, January 7, 2013
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

MORNING MEETING
Friday, January 4, 2013
10:30 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

CLALLAM TRANSIT
Tuesday, January 8, 2013
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

WEDNESDAY MEETING
Wednesday, January 9, 2013
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: None

In Loving Memory...

"The heart hath its own memory, like the mind. And in it are enshrined the precious keepsakes, into which is wrought the giver's loving thought."

~ H.W. Longfellow

Robert (Bob) Diehl retired in 2007 after 35 years of service as a KCM Transit Operator. Brother Diehl passed away on November 24, 2012 after a short battle with Cancer. He was 63 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.

Proud To Be ATU 180,000 Strong

ATU Local 587 News Review

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

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

OFFICERS OF THE AMALGAMATED TRANSIT UNION, LOCAL 587:

PAUL J. BACHTEL Pres/Business Agent
email – president.bachtel@atu587.com
NEAL SAFRIN 1st Vice President/Assistant
Business Agent / email – nsafripv1@atu587.com
CLINT DEVOSS 2nd Vice President/
Assistant Business Agent, Maintenance
email – cdevosvp2@atu587.com
PAUL B. NEIL Financial Secretary
email – pneilfinsec@atu587.com
JUDY YOUNG Recording Secretary
Editor 587 News Review
email – jyoungrecsec@atu587.com

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

MICHAEL MOORE
CORY RIGTRUP
DAN KENNY
RANDY STEINMAN
ALFONSO ISLA
KEVIN HENDRICKS
ERIC BUTLER
NINUS HOPKINS
ANDREW JEROMSKY
VERITA ALEXANDER
TAMIEKO COOK
LISA NAULT
CHERISE MILLHOUSE
NATHANAEAL CHAPPELLE
LINDA ANDERSON
RAY MASON
ROBERT EASH
CHUCK MILLER

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

WEINGARTEN RIGHTS STATEMENT

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

Letters to the editor

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

Send letters to:

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

A Busy Few Months in Safety

Submitted by Brian Sherlock

Locally, Mike Lemeshko, the Supervisor of Safety, has taken a very early retirement to pursue interests outside the agency and industry to which he dedicated a career. He leaves in good health, with our deep debt of gratitude for tireless work on overcoming the inertia that has kept safety, within our industry decades behind the minimum standards any of us could accept, for example in our personal vehicles. His greatest achievements have been driven by true respect for those around him and placing the interests of others ahead of his own. We can see this in the improved culture within Safety and the expectation that excellence is never cynical or hypocritical. Most important for the long term, he elevated the skill set within that department, recognizing the bedrock first principal of Safety, which is that improvements are based on the 3 E's; first Engineering, second Education and lastly Enforcement. Historically, the industry reverses these priorities with safety being predominantly reactive, doing little engineering, educating only rarely and making enforcement a daily event. In contrast, he opened the door to a far more valuable role, engaged in decision-making from the outset, not the aftermath. This is when engineering good outcomes is possible if we bring the right skill sets to much needed open interdepartmental communication and cooperation. I believe strongly that our General Manager and Vehicle

Maintenance Manager both take these issues very seriously, have been open to hearing our concerns and suggestions, and are looking for paths to better outcomes. Those answers will come from continuing Mr. Lemeshko's direction, further expanding the skills within Safety, Fleet Engineering and Procurement while making them responsible for both measuring the cost of outcomes and owning the system wide decisions making them inevitable.

On the International front, Vice President Safrin and I took advantage of a visit to our centennial celebration by International President, Larry Hanley. We spoke to him about the progress being made here through cooperative efforts between the agency, particularly Safety and top managers, academic researchers and Local 587. While President Hanley has focused on the largest hazards of our industry, the concerted attacks on labor and transit funding, the International has been increasingly active on safety and health issues as well. He has assembled several committees addressing assaults, bathroom access and your other safety issues. Our conversation led to my being sent to Washington, DC as well as New York City, to participate. From those meetings came a number of extremely productive connections with our sister union, the TWU, and a number of researchers and activists. As a side note, in the last International election, I was a supporter of President Hanley's competitor

for the office. However, on a wide array of issues that I follow closely, from the politics and economics of middle class incomes, to engaging member activism, to networking for maintaining and expanding transit funding, as well as the health and safety issues to which I dedicate most of my free time, President Hanley has done an exemplary a job reshaping our International and protecting your interests. I urge our delegation to vote for retaining him in office at the next International Convention. Our wide range of issues could not be better served.

I want to deeply thank the many hundreds of you who took the time to fill out the NIOSH (National Institute of Occupational Safety and Health) symptom survey. You have provided an invaluable window into our collective health and the hazards of our industry. The beauty of this particular survey is that it is a standard form used in many other workplaces, therefore allowing comparisons between our exposures and those of office workers or other professions. I am only halfway through crunching the mountain of data, but it shows that we are not exempt from the high injury rates seen elsewhere. Roughly half of us have low back problems, for example, while new hires report half that number. I will be reporting back in detail as the work progresses. In a related matter, an exciting development started with a conversation I had with the director of one of the Na-

tional Research Institutes, regarding the need to update the report which is the gold standard on how the driver's area and controls should be designed. He was aware of the health issues and importance of the research and suggested proposing that TCRP (Transit Cooperative Research Program) do the work.

Our General Manager became interested and had Safety propose the idea at the APTA conference. Then, with the assistance of a researcher who works with the International, I wrote a proposal that was just awarded \$275,000 to do the work in 2013. In the past, this kind of research has been ignored by an industry lacking the funding to do good engineering in the coaches available for sale in the US. However, once again, the power of cooperation between Management, the Union and Researchers, has me surprisingly optimistic that change will come. Kevin Desmond has proposed using the result of the new research as the foundation of coach specifications required by a group of large agencies across the US and Canada.

Having that pool of demand would result in enough sales, within the amazingly small transit coach market, to justify the engineering required to meet more healthful standards. With the interest of our International President and sister union, the TWU, added to the mix of agency managers and researchers, a vision of less injurious workplaces might not be merely an illusion.

Arbitration Update

- Antonio Bridges:** Alleged cell phone use; settled with full back pay and removal of discipline. held December 6 & 7, 2012 with an additional day scheduled January 3, 2013.
- Earl Mangold:** Grieved discipline issued for alleged violation of nonexistent lift use policy; member withdrew his grievance.
- Emerson Gordon:** Grieved termination for allegedly violating attendance probation; arbitration hearing held November 27, 2012, decision pending.
- Millwright et al:** Grieved Metro decision to manage Vehicle Maintenance Millwrights with Facilities Maintenance managers and changes in work requirements; arbitration hearing held December 3 & 4, 2012, decision pending
- Richard Wischmann:** Grieved improper upgrade to Equipment Dispatcher; arbitration hearing
- Ravi Ronser:** Grieved termination for alleged gross misconduct; scheduled December 18 & 19, 2012.
- Jill McGarrah:** Grieved termination for alleged gross misconduct; scheduled January 8 & 9, 2013.
- Karen Rispoli:** Grieved discipline issued and a forced transfer as a result of an ongoing equipment failure causing a door to remain open while a train was in motion; scheduled February 12, 2012.
- Sam Men:** Grieved failure to honor grievance forfeiture by Transit Human Resources; grievance not upheld; proceeding on the merits of the grievance.

Resolution to the International Convention

Submitted by Bruce Tiebout

To protect the Amalgamated Transit Union (ATU) and its Locals from potential costly lawsuit(s) by banning the ATU International and its Locals from providing alcohol at convention, conference, or training in hospitality suites or elsewhere

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

Our Future...Our Seniority Who Will Decide Our Destiny?

By Tore Lydersen – East Base, Cherise Millhouse – Ryerson Base, and Hal Poor – South Base

This week the Michigan State House Republicans and Governor Snyder stole from the people of Michigan when they rushed through a right to work bill. This bill, which was signed by Governor Snyder, directs unions in that state to represent workers, who are no longer required to pay their dues.

Michigan Republicans, who control the House, and Republican Governor Snyder know that by passing this law they are effectively cutting off Michigan unions' revenues. Dismantling unions is the real motive behind passing this law.

When Michigan Republicans and the Governor passed this law, not only did they steal the union workers' futures they also stole the voice and future of every Michigan citizen. This law passed without allowing any input from the citizens of Michigan. Michigan Republicans knew that the bill did not have the support of the people so they wrote the bill in such a way to make it repeal-proof.

Many of you are aware that Michigan is just one of several states that have pushed anti-union bills through Republican-controlled houses over the last few years and the passage of such bills are systematically breaking the backs of working people and slowly killing the middle class way of life across our country.

In the 20th century, it was the resolve and courage of disadvantaged workers and their unions

that brought all American workers a 40 hour work week, decent wages, medical coverage, weekends off, the ability to buy a home, the ability to send our children to college, minimum wage, equal pay for equal work, and retirement pensions. They achieved these major accomplishments through risking financial ruin, risking their lives, and risking imprisonment. Most importantly, they accomplished these amazing gains through solidarity.

Everything we have today, including our 60" screen TV's, we owe to the workers and their unions that came before us.

There is a nation-wide challenge before us today to come together and protect what we have and to protect every worker's right to a safe work place and decent wages and benefits.

Local 587 members will be negotiating a new contract soon. We can continue the divisiveness between full-time and part-time transit operators and special classifications or we can present a united front in solidarity to King County. We can be of one purpose, to get the best possible deal for all Local 587 members. If we chose to be united we will prevail. If we continue to guard what's ours and too bad for everyone else, we will defeat ourselves.

Besides union representation, the most precious thing a union member has is their seniority. Knowing that is why the three of us, (Cherise, Hal & Tore), agreed to serve on the Seniority Commission.

We need to hear from you, so please be sure to complete and return your seniority survey.

The Local 587 Seniority Commission was formed by President Bachtel during the late summer of 2012. The President appointed Tore Lydersen and Hal Poor to serve on the Seniority Commission because they had been very vocal in their criticism of the last contract language dealing with seniority. The President asked for volunteers from the Executive Board to serve on the SC. Chuck Miller, from Rail, and Cherise Millhouse, from Transit, volunteered to serve.

President Bachtel told us he formed the SC to identify and review viable seniority systems for Metro transit operators. He also asked us to explore how the current system could be improved to best serve all Local 587 Metro transit operators. Finally, he tasked the SC to develop a seniority survey, which he planned to send out as a stand-alone survey, (sometime before the General Contract survey mailer).

The 3 of us agree that a separate transit seniority survey is needed to avoid the possibility of non-transit members mistakenly filling out the transit seniority survey, were it included in the general contract survey.

The Seniority Commission met on 4 separate occasions from August 21, 2012 – September 23, 2012.

At our Tuesday August, 21, 2012, Seniority Commission meeting all 4 members: Tore Lydersen, Chuck Miller, Cherise Millhouse and Hal Poor developed guidelines for the SC. Here are some of the guidelines we developed:

- The SC will diligently research what viable seniority models exist and which model would *best serve all our transit operator members.*
- The SC will consider all possible gains and losses to any seniority model considered.
- The input from the members will determine what, if any, changes will be made to our current seniority practices.
- **In an effort to avoid rumors that could impede the survey process, all four members agreed to refrain from discussing our work product with individuals outside of the SC, until the seniority survey is distributed to our membership [Metro transit operators] and they have had an opportunity to respond to the survey.**

After completing the seniority survey on November 16, 2012 the SC Chairperson, Chuck Miller, notified the SC that he had provided a mail-ready seniority survey, (intended for all Metro transit operators), to President Bachtel.

The 3 of us are writing this article because, like President Bachtel, [refer to December's Newsletter, President's Report, page 7], we don't want political rhetoric to interfere with the critical decision before Metro Transit Operators: What seniority system do you want. The 3 of us will continue to defend the rights of Metro transit operators to decide their seniority future.

One of our recommendations to President Bachtel was that SC members schedule time at each of our bases which would coincide with mailing out the transit seniority survey. Our goal is to be available to answer transit operators' questions about the survey. We still plan on making ourselves available to our fellow transit operators once President Bachtel mails out the seniority survey.

The last word we heard from President Bachtel, was that he planned to mail out the Metro Transit Operator Seniority surveys, sometime prior to the General Contract survey mailing. We need to hear from you, so please be sure to complete and return your seniority survey. Who do you want deciding what your seniority system does for you?

ZUMBA

GREAT MUSIC!!!

HEALTHY INCENTIVES!!! Feel good, exercise with friends, laugh, dance and the best part: **LOSE THAT HOLIDAY WEIGHT & HAVE FUN AT THE SAME TIME!!**

Anyone can do this — Go at your own pace!

\$12 a month check or cash (O.k. to pay by base mail or day of class)

Start Date: January 3, 2013
Day: Thursday's
Time: 7:00pm - 8:00pm
Location: South Base, upstairs



Fill out this form and return to Morgan Michaels #3717 or Dareyl Plummer #40413 @ South Base, SBA-TR-0100

Name: _____ ID: _____

Base: _____

Phone: _____

E-mail: _____

For more information please contact Morgan @ Simplelivin52@yahoo.com

The Right to a Fair Customer Complaint System!

Khadar Abdi #20893, Fikre Alemneh #21242, Gregory Allen #20440, Frances Aragon #3675, Willie Armstrong #21286, Linda Averill #8816, Harold Batson #20404, Mohammad Bazargan #28844, Zedla Beasley #20355, Zena Behrbaum #20218, Paul Beier #20539, Greg Beiter #20710, Alumbarie Bergfalk #10062, Phillip Blake #5290, Don Bordner #10594, Mark Borghorst #21376, Audrey Branch #20499, Patsy Breazeale #3121, Luis Briceno #21028, Ken Brix #3376, Ralph Brooks #20743, Paris Brown #8803, Michael Burr #10418, Sergy Buryy #3572, Darryl Butler #3850, Enrique Calderon #2264, Joel Calderon #3757, Tom Cannon #7368, T. Carlson #11103, Margaret Caster #20847, Kam Chan #6117, Nate Chappelle #1719, Felicia Collins #21155, Loren Cook #13667, Gregory Craven #20261, Alonzo Cyprian #21447, Marcus Damon #20141, Charles Daniels #3276, Joseph DeFluri #3327, Thomas G. Devine #21437, Ricardo Diaz #3440, Philip Dick #3080, Anthony Dixon #20174, Ken Donaldson #13223, Gary Douglas #8460, Tyrone Dumas #20533, David Eagleson #20216, Keith Edwards #13201, Greg Engel #9529, Troy Erickson #13979, Augustus Estioko #20260, Doug Floether #13496, Doug Frechin #13467, Kenneth E Fujii #20735, Arsene Gardner #20374, Steve Garrison #11537, Ray Geterson #21078, Leola Gilbert #20078, Ricardo Glymph #3953, Kevin Goehring #20783, Tammy Gorbatenko #10035, Stacy Gosby #20688, Kamal Gounder #21164, Luis Guanlao #20390, Hermoso Guray #2561, Rodney Gradnig #13321, Fred Graf #10004, Luis Guanlao #20390, Michael Hanse #20757, Richard Hansen #20485, Paul Hasseltine #12029, Wade H. Harness #20956, Tim Harrington #12372, Jerva A. Harris #626, Dale Harter #3945, Darcell Hayes #21230, Linda Houston #20508, Paul Howie #3563, Edward Hughes #2928, Paul Jefferson #13310, Omoro Jones #20916, Spencer R. Jones #21221, Cynthia Johnson #14072, James L. Johnson #20096, Stephanie Jung #20929, Joe Kadushin #12095, James S. Kelby #13804, Reginald D. King #3077, Chuck Lare #12497, Selaupasene Launiuvao #3517, Samuela Leaana #20653, Francis Lebel #20862, Sean Levias #21006, James Liverman #3273, Monique Lowe #20866, Velva J. Lytle #11337, Terry Malone #20036, Chris MacElveen #5815, Trenton MacLeod #10939, Jesse Martin #21065, George McCain #3446, Tim McCuiston #3540, Katie McGuire #20122, Denny McWayne #21362, Reginald Millender #3370, Kevin Miller #21047, Allie Mitchell #20650, Terry Moon #3657, R. Morillo #3731, Doug Nafziger #11638, Patricia Nauman #2177, Tracy Nys #21322, Joann Parnell #21121, Ray Peterson #21078, David Poland #3743, Revie Policarpio #20367, Roger Price #20608, David Rafferty #13789, Heather Raleigh #21030, Natoshia Reams #21346, Charles Don Reed #20728, Joseph Reed #20670, Shonta Riles #14088, Valentino Riviere #21448, Paul Rodricks #20341, Celso Roque #3108, Jose Rosado #3846, Alfredo Rosaldo #20393, Dennis Rose #13815, Sina Siliga #20631, Erma Simmons #13694, Linda Simpson #21303, Pradeep Singh #20957, Edgar Solorzano #21182, Alfred Soto #2370, Tony Spencer #3960, William Spivey #20796, Girma Stephanos #3079, Everett Stewart #12859, Carol S. Stock #21142, David Stokes #13927, Jim Strom #3246, Norman Swoboda #20468, Stephen Tanasse #9186, Michael Teeter #11902, Duron Travis #13408, David Vance #20225, Rodney Vandervoort #3663, Robert Visser #20455, W. Walczak #10654, Michael Webb #2912, Janet Webster #21036, Jeff Welch #21312, Robert Whitehurst #20189, Colleen Williams #21018, Donald Williamson #20382, Tony Woods #20340, Kryotaka Yambe #20311, Hawthorne Zober #20999.

Whereas: The Complaint (CAO) system is resulting in discipline of ATU 587 members, including suspensions and firings, based only on the word of a complainant, without ensuring just or due cause; and

Whereas: the U.S. Constitution's Sixth Amendment guarantees the right, "... to be confronted with the witnesses against him ..."; and

Whereas: drivers want to provide good public service, but are actually being undermined because of this demoralizing and punitive CAO

system, which pits public against drivers, scapegoats drivers for circumstances beyond our control, and makes a mockery of constructive feedback; and

Whereas: the Union and Metro have still not met to "discuss improvements in the customer complaint process after ratification of the agreement" per the intent in #8 on page 184 of the current contract; and

Whereas: operators who take flawed complaints to first step grievance aren't guaranteed a "right to

confront their accusers" through the Union President/designee process, as was intended in pages 182 - 184 of the current contract:

"2. Metro makes an exception to its non-disclosure policy in grievance situations, where the Union President/designee requests that Metro disclose the name and telephone number of the complainant. In this situation, Metro management facilitates contact between the complainant and Union."

Be it therefore resolved: that the Union officers will immediately call

for, and pull together, a rank-and-file committee of member-volunteers—representative of all bus operator bases—to develop proposals for improvements to the CAO process, so that ATU 587 may negotiate with a timetable goal of gaining improvements by January 2013.

Be it finally resolved: that all CAOs grieved at first step shall have the ATU 587 Union President/designee confront the accuser on behalf of the ATU 587 member accused, prior to the first step hearing, as outlined in the current contract.

What Are You Willing To Sacrifice?

By Dee Wakenight, South Base Shop Steward

The gift that keeps on giving - no not that silly. Ever notice that most of the "old timers" are a bit slow, or it seems that there might be something not quite right? Perhaps they have "hidden injuries". Hidden because there are not missing body parts, but there are differences, some due to industrial injuries. No one wants to be injured, but life happens. The longer you do your job the greater the likelihood of injury.

When we are rushed, tired or in pain we have a greater risk of injury. We have heard about the "really dumb" stuff that happens to the unlucky few who are injured on the job: stepping off the bus, tripping, even opening a window, the list goes on and on and on.

Every time the contract expires we hear the same thing, "the County is in crisis; there is no money for a wage increase; we must maximize services or there will be layoffs; you are all greedy, blah, blah, blah".

Why not try a different approach this time? The County wants us to use some of our political "clout" to assist in getting stable funding for mass transit. Why not ask the County to help us? IF there were some changes to the requirements for retirement under the State of Washington, Department of Retirement Systems (DRS) we could solve some problems and save the County MONEY.

What to do? Lobby Olympia for a formula to give additional service credit for the hours of overtime that

we work. To receive a "full pension" under PERS 2 you need 360 service credits. If there was a partial credit given for overtime hours worked we would reach 360 pension credits sooner.

The current formula is a minimum 90 hours per month worked earns 1 service credit. 160 hours (normal full-time work month) per month only gives 1 service credit. For those who are breaking their hump working everything they can there is no additional pension service credit. The more hours worked the more aches and pains, frazzled nerves, complaints, etc. for most of us.

If we are successful in lobbying Olympia the outcome could be:

- Some of those "old timers" would retire sooner
- Expenses of industrial injury would decrease
- Those who are less senior would move up
- Save the County money

These are some obvious outcomes. So go ahead and think about the ramifications.

When we were hired on did anyone ask what body parts we are not willing to give up? Industrial injuries hit all body parts. For drivers: knees, shoulders, backs, hands, you name it we hurt it, AT WORK. Why not start the New Year right, think about it, what are you willing to sacrifice?

Letters to the Editor...

Free Ride Bus Tickets with Car Tabs Renewal

Dear Editor:

It is not often that we get a chance to help our customers and at the same time our employer. Well, such an opportunity has presented itself via car tabs.

It turns out when King County residents renew their license tabs they have the choice to either accept eight free ride Metro bus tickets or donate them to King County Health and Human Services.

This seems pretty straightforward. Since King County employees already receive free bus service, why not check the "donate" box to help King County provide bus service to our most vulnerable residents?

Sincerely,
Joe Kadushin
Central Base

"My Appeal To The A.T.U. International"

Good morning Brothers and Sisters of the A.T.U. General Executive Board meeting. I would like to thank you all for being here today and for allowing me to speak about this appeal which concerns a grievance over the handling of transit operator seniority at Local 587 by the President of A.T.U. 587, Paul Bachtel.

It is my understanding that all of the members at this meeting have copies of the file. This file should include all of the documentation which I have forwarded to President Hanley and Secretary Oscar Owens.

This file should include copies of

my grievance, my first step grievance document and a copy of the

Contract Agreement between A.T.U. Local 587 and King County Metro Transit which is still in effect and will expire on October 31, 2012. It should also contain a copy of my letter of appeal to President Hanley, a copy of my letter of appeal to the G.E.B. and a letter from (then Vice President) of A.T.U. Local 587 Rick Sepolen, dated Jan. 25th, which outlined the reason for not taking this grievance to second step. In this letter Mr. Sepolen argues that he is bound by Article 6 of the Agreement and that no violation of the contract occurred. Brother Sepolen is stating here that the reason for doing this is that they are bound by the contract. This has been President Bachtel of Local 587's position as well.

This file should also include a copy of the King County Metro summary of the first step grievance hearing with their response to my grievance. In their response to this grievance King County Metro most notably quotes " Art 6.4.A, clearly gives jurisdiction to the Union for creating and maintaining seniority lists for pick and other purposes and specifically gives the responsibility for settling questions or grievances regarding these lists to the Union."

I have also included for the file a copy of an article written by Paul Bachtel in July 2003 for the A.T.U. *News Review* in which he outlines his agenda for a single seniority list. It is interesting to note that on the first page of his article in paragraph four he states that Full-Time Operators have objected to any credit being given to Part-Time Operators, based on the different requirements of each classification. He goes on to say that, "Some operators have moved from part to full time and back to part time, making any seniority merger even more convoluted. This article is two pages long and outlines other problems associated with "encroachment of each other's seniority."

In this 2003 article written by Paul Bachtel he outlines a proposal

for a way of combining the two seniority lists that would avoid encroaching on each other's seniority. He proposes grandfathering both part time and full time seniority lists, and placing all new hires at the bottom of both lists so that eventually you end up with a single seniority list.

On Page 2, in his conclusion to this article he points out that the contract grants the jurisdiction of the seniority lists to the Union. He also points out that, "Given the magnitude of this proposal I intend to make a motion to hold a referendum vote of this proposal this fall."

He did hold a referendum vote for his proposal in 2003 and the membership voted it down. My reason for bringing this into the file at this time is to show for the record that Paul Bachtel has a long well established agenda for the establishment of a single seniority list between full time and part time transit operators. He was also aware, even in 2003, what problems would arise if it wasn't handled in a way that respected the seniority rights of the two different classifications.

Also included in your file should be a copy of a letter, dated November 19th, which included a copy of a ballot and the "for and against" statements that accompanied the ballot. This ballot has to do with a referendum vote that was forced by the membership of Local 587 over their dissatisfaction with the way in which Paul Bachtel has been handling their seniority. My reason for including this material into the file is that I believe that it provides further evidence of intent to confuse the membership over this issue. Many members did not understand what the ballot and the attached explanation meant. It was extremely confusing the way the ballot and the statement of explanation were enclosed. The ballot was written in the negative, so a yes vote meant no and a no vote meant yes. I don't believe that the state department of labor elections would have given their approval to the way this ballot was written.

I have also submitted for the file a petition of support for my grievance. Over 260 people have signed this petition in support of my grievance. The membership is not happy with what Paul Bachtel has done with our seniority system. It makes no sense. I have spoken with hundreds of people concerning this issue and I have had overwhelming support. I have not spoken with one person in that time, not one, who has argued that it would be justified giving several years of unearned seniority credit to these operators. It is unfair and unjust.

Seniority for transit operators is vested. It is measured from the date and time when we first begin work-

ing as a transit operator. Seniority is a kind of measuring tool. One could call it a kind of measuring rod. The important thing about this tool is that the same one is used to measure everyone equally. It would not be fair to say that we are going to measure everyone's seniority equally with the same measuring stick, but we are going to treat some differently and measure them with a different measuring stick. Nor would it make sense to say that from one contract to the next we will use a different tool to measure up seniority. One contract putting one group of drivers ahead of others who were 26 years behind in the previous contract. It would undermine the system if we started doing that. It makes no sense to allow this kind of unequal treatment of some and to continue to deny others fair representation.

Please consider this appeal and order Paul Bachtel to reverse these arbitrary decisions that he has made in giving unearned seniority to a few transit operators. Don't allow him to continue hiding behind the contract to make capricious decisions about our seniority. As I stated even King County Metro has indicated in their response to this grievance that matters and grievances related to seniority fall within the jurisdiction of the Union...

Thank you,
Andrew Price

Another Solution to the "Scheduling" Issue

I believe that it's time to focus the blame for the problem on those who created it.

When a passenger complains about the bus being late (as in the case of Route 180) or it being too small and overcrowded for the route, this is my response.

As a passenger you have the power to get the problem fixed. Call Metro and complain, not just one time, but every day or at least every week. That should get their attention. If that doesn't work, find out who your King County Council Representative is and call their office and complain to them. After all, they control the money that Metro is given to run the system.

A side note if I may. Those drivers, who bust their butts to try to make the "unworkable" schedule work, are adding to the problem. Not taking your breaks and driving like crazy to make it work might make things better for the passengers, making them think "all is right

continued on page 11

SEND IN YOUR OPINIONS

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

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

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

Bylaw Change is the Wrong Thing at this Time

Submitted by: Executive Board Officer, Ray Mason

Recently, a bylaw proposal was submitted regarding the way Local 587 officers provide services. Primarily, how we should restructure the way they conduct their duties with respect to the budget. Although change for our Union is not evitable, making a change without fully understanding its impact is imperceptive and illogical. While I commend the efforts of this individual for taking the initiative to change what he believes to be an answer to improve our Union. The proposed bylaw patch up attempt is impractical and fundamentally, the wrong thing at this time.

The submitter states in his proposal:

"With the advent of computer databases the job of Financial Secretary/Treasurer is not as demanding as it was in the past (no hand ledgers). And as our local is in some financial difficulties as evidenced by our operating in the red for the last 2 months and the 2nd Vice President/Assistant Business Representative - Maintenance stating at the October Charter Meeting that we need a dues increase because of the financial troubles that we are in."

On the contrary, he failed to mention the current duties and tasks as they pertain to the day-to-day

operations of your Union. Furthermore, the fact that we have evolved around more a sophisticated era of technology—systematically, so have the needs of the membership. Just because an organization advances in their technology, doesn't necessarily mean we're getting ahead of the other players. It in all probabilities means that we're able to stay in the game.

The bylaw change recommendation cites two positions. In October and November, I had an opportunity to experience the duties of one of the two firsthand. That was our Local 587 Recording Secretary position, and it's no easy task. I'm convinced, from my experience fulfilling these duties that the better technology gets the more demanding this position and its responsibilities become. In fact, daily, you will receive anywhere from 10 to 15 phone calls. Most regarding member's L&I claims, benefits, and Family Medical Leave Act (FMLA).

Unless you are on another line or out of the office, forget it. The phone call is unavoidable because it pops up on your computer screen while you're trying to work on pick and seniority-related issues, monitor and updating the website, not to mention editing the *News*

Review. Before you know, you're back attending the 1st week of the meeting cycle that convenes at various sites. Just so you are aware, there is a total of five meetings, three of which are conducted in Seattle the others are held across the water (Puget Sound).

This necessitates careful documentation of the minutes. It also requires capturing any motions from the floor and logging those motions as per the Department of Labor requirements and our auditors both internally and externally. Another very important requirement is the representation of the membership. The position requires to you represent individuals during difficult times and circumstances, such as medical separations. With the assistance of the current Recording Secretary (while she was healing) I attended several meetings concerning such.

There are some things that require your attention sick or not, for example, bargaining, which she attended during her recovery. Another example is our worker's compensation system. King County has several worker compensation case managers, compared our one Recording Secretary who handles all those issues, which the major-

ity of claims are METRO and 587 member related.

This is a workhorse position and requires every bit of a 10 hour workday if you're a taskmaster. Don't take my word for it, ask the predecessors of the position whom in the past conducted the duties the right way. The Recording Secretary is not a position we need or can afford to cut back on. This position is the heart of Local 587's operation, and the recommended surgical proposed bylaw procedure is deleterious to our Union and unfounded, in fact.

The initiator of the proposal alludes to fiduciary responsibilities as it pertains to financial efficiency. What I'm more concerned about is economic effeteness from not investing in maintaining our Union's vitality. Our Union is like any other business. You get out of it, is what you put into it. And like any other investment, you can only expect a return base upon your investment capital. I happen to believe my job is worth it. Considering the cuts other properties faced. We have managed to avoid layoffs and increased our wages. A Union dues increase is the least of my worries if it gets good results, in a particularly bad economy. We'll talk more, later.

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

Proposal To Change Bylaws • Article III, Section 1, Officers

Submitted by Harold Batson

November 20, 2012

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

BACKGROUND

With the advent of computer databases the job of Financial Secretary/Treasurer is not as demanding as it was in the past, (no hand ledgers). And as our local is in some financial difficulties as evidenced by our operating in the red for the last 2 months and the 2nd Vice President/Assistant Business Representative - Maintenance stating at the October Charter Meeting that we need a dues increase because of the financial troubles that we are in. I purpose that the Financial Secretary/Treasurer position and the Recording Secretary/Correspondent to In Transit be combined into one position.

CURRENT: ARTICLE III OFFICERS

Section 1. The regular officers of the Local shall be:

- (a) President/Business Representative
- (b) Vice President/Assistant Business Representative
- (c) 2nd Vice President/Assistant Business Representative - Maintenance
- (d) Financial Secretary/Treasurer
- (e) Recording Secretary/Correspondent to In Transit
- (f) Candidates for President/Business Representative, Vice President/Assistant Business Representative, Financial Secretary/Treasurer and Recording Secretary/Correspondent to In Transit shall be elected by the membership at large.

- (g) Candidates for 2nd Vice President/Assistant Business Representative - Maintenance shall be nominated from and elected by all members within Vehicle Maintenance; Facilities Maintenance; Rail Vehicle Maintenance; Way, Power and Signals, and Streetcar Maintainers as listed in the current labor agreement with King County/Metro.

PROPOSED: ARTICLE III OFFICERS

Section 1. The regular officers of the Local shall be:

- (a) President/Business Representative
- (b) Vice President/Assistant Business Representative
- (c) 2nd Vice President/Assistant Business Representative - Maintenance
- (d) **Financial Secretary/Treasurer/Recording Secretary/Correspondent to In Transit**
- (e) **Recording Secretary/Correspondent to In Transit**
- (f) **(e) Candidates for President/Business Representative, Vice President/Assistant Business Representative, Financial Secretary/Treasurer and Recording Secretary/Correspondent to In Transit shall be elected by the membership at large.**
- (g) **(f) Candidates for 2nd Vice President/Assistant Business Representative - Maintenance shall be nominated from and elected by all members within Vehicle Maintenance; Facilities Maintenance; Rail Vehicle Maintenance; Way, Power and Signals, and Streetcar Maintainers as listed in the current labor agreement with King County/Metro.**

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Vice President's Journal for January 2013 — Happy New Year!

By Neal Safrin



The Grievance Process — Arbitration

The last part in this four part series concerns the final step in the grievance process, Arbitration.

If a grievance is denied at 3rd step, the last recourse for our member is to request arbitration. The member must make the request to move forward and will usually request to make his or her case at the next meeting of the Executive Board. By that time, the Vice Presidents will have obtained a legal opinion and will have made up their minds on whether or not we will likely prevail in arbitration. The member who filed the grievance (the grievant) can choose to present the case to the Executive Board, even if the Vice President or President does not believe that the grievance has merit. The Executive Board will decide whether or not to recommend that the membership vote to take the grievance forward to arbitration.

At the Executive Board meeting, the President or Vice President will present their analysis of the grievance to the Board after introducing the grievant. Then, the grievant will usually speak on his or her own behalf. Next, the Executive Board will ask the grievant and the Vice President questions about the incident that the grievance was based on and any questions that are relevant to deciding whether or not to recommend that the membership take the grievance to arbitration. There will be no debate at this time, and after the Executive Board is finished with their questions, the Board will return to the regular order of business and the grievant will leave. Later, under new business, the Executive Board will debate the merits of the grievance and will vote whether to make the recommendation for arbitration.

Even if the Vice President and Executive Board do not recommend

the grievance for arbitration, the grievant may still bring the request to move forward to the membership. At the Charter Meeting, which takes place the first Thursday evening of the month at 8:00 p.m., the members who attend the meeting will take up the question under new business. Like at the Executive Board meeting, the Vice President will present the case and the grievant will usually attend the meeting and speak to the membership. After there are no more questions for the officers or the grievant, the members in attendance will vote by secret ballot.

The process will continue through the five meetings that make up the monthly meeting cycle, three in King County, one in Jefferson County, and one in Clallam County. The votes will not be counted until the meeting cycle is concluded. If the membership votes to proceed to arbitration, the officers will notify their legal team and an arbitration date will be scheduled.

Arbitration is not only an expensive process, but it is also a lengthy one. The average arbitration will cost the membership about \$10,000. This does not come out of your union dues, but will be accessed to the membership in two payments each year. The shortest time that I have seen between the dates that the Union requests arbitration and the date it is scheduled has been 31/2 months. I have also seen as long as seven months between the date requested and the date scheduled. If a grievance goes to arbitration, it will commonly be at least 1 year between the time the grievance was first filed to the time that it is heard in arbitration. If the member was terminated, they may experience great hardship, both emotionally and financially, during the waiting period.

As the King County Metro/ATU 587 Collective Bargaining Agreement (CBA) states, "If any grievance, including discharge, cannot be amicably resolved in accordance with the provisions of the grievance procedure defined in Section 1, it may be submitted to the Arbitration Board. Our CBA specifies an arbitration board that is made up of three members. The Arbitration Board is described in the CBA; "The Arbitration Board shall consist of one member appointed by the Union Business Representative, one member appointed by Metro's Transit Human Resources, and an impartial arbitrator selected by the Parties. Our CBA is unusual in having a 3-person Arbitration Panel. Most labor contracts currently

specify that the arbitration decision will be made solely by an impartial arbitrator.

With the completion of contract negotiations, the Union and Metro will mutually agree on a list of eight impartial arbitrators as soon as possible. The arbitrators on the list will rotate. When a grievance is forwarded to arbitration, the arbitrator who is in the top three of the rotation and is available for the earliest date will hear the arbitration.

The Arbitration Board cannot change the labor agreement. Any decision that that they make on a grievance must be based on the contract, and any remedy granted must also be in accordance with Federal and State laws. They will make their decision based solely on the evidence presented by both parties in the presence of each other. The power of the arbitrator is limited to deciding whether there has been a violation of a provision of this agreement.

The contract specifies that Metro and the Union will hold a pre-arbitration conference with the purpose of narrowing the issues and exploring the possibility of settlement. This can be to the advantage of both parties; sometimes a settlement can be negotiated that everyone is mostly satisfied with, and the expense of the arbitration can be greatly diminished. The risk of losing and establishing a legal precedent that one of the parties will not be happy with disappears. And if the case was a termination and the member has been without a job for a year, the most important thing for the Union is getting the member's job back, regardless of setting a positive legal precedent. Pre-arbitration conferences have often been successful for me in the six months that I have been in office. We have settled two out of four arbitrations during or immediately after the pre-arbitration conference.

Your Union Officers weigh many factors when deciding whether to recommend arbitration. First, does the grievance have merit (are we likely to win)? If we lose, will it set a legal precedent that will make things more difficult for our members? Does taking the grievance to arbitration best serve both the grievant and the membership as a whole? Is the potential gain worth the expense? The full-time officers and the Executive Board make the recommendation, but the membership has the final word. The more Union meetings you attend, the greater the power and influence you can have.

— reprinted from *In Transit* —

Security Sensitive

Don't take the bait

When we retired the Ride Free Area at the end of September, I published a security bulletin for Metro supervisors that listed five categories of security hazards we might face in the event of any public backlash. For one of those hazards, the in-person conflict, one line of advice particularly resonated with folks: "Don't take the bait."

Interpersonal conflict often starts out as a game. Someone with a chip on their shoulder is looking for a chance to vent some steam. A one-player game isn't as much fun as a two-player game, and sometimes we unwittingly let them sucker us into becoming that second player.

All too often, our own reactions get us into trouble. Fare evaders, chronic or otherwise, may seem like they're disrespecting us. Or someone swears at us and we return the compliment. The common theme is that we react to a perceived insult and the trouble starts. Such reactions turn us, at a minimum, from hard-working public servants doing our jobs into willing participants in someone else's game.

Most situations that start off verbal but end up physical could have been defused simply by not engaging the aggressor. When you take the verbal bait and respond with your own anger, your anger is like a boomerang — it often comes right back at you, causing more damage to you than to the person who incited the situation in the first place.

Don't permit anyone to gain control over your mood. Meet their anger or insult with a soft smile (and internal, silent wonderment at how unpleasant it must be for someone to be that cranky). Once an adversary realizes that you aren't going to be a party to his or her power-play, the one-player game will likely lose its appeal and come to an end.

Whether you are behind the wheel of a Metro bus or behind a desk, play it safe. Don't take the bait when provoked by a member of the public or even a co-worker. Instead, be the one who maintains control of the situation.

— **Mark L. Norton**
Manager, Transit Security and Emergency Management

Send comments and ideas on Metro security, emergency management, and homeland security to mark.norton@kingcounty.gov.

Vice President DeVoss' Report

By Clint DeVoss



New Year — New Contract

Same Old Things!

As all of us know this is a contract year; we have to negotiate a new Collective Bargaining Agreement (CBA). Last time we were negotiating a CBA we were in the middle of a rescission, and while we have made some strides in recovering from that economic calamity we have not seen a full recovery.

This means that once again we are negotiating from a disadvantage. Currently, our Operator's are the highest pay Operator's in the nation; King County has been spending down reserves in order to maintain service; and there is no funding replacement revenue source in place to maintain this level of service beyond mid-2014. Those of you that think this is made up by King County to take advantage of us are just plain wrong and continuing to ignore the real facts will only lead to a CBA that is worst than it has to be.

King County is working with us on many issues to our mutual advantage, but they also have their own agenda. One of those agenda items is a more efficient work place. This actually has advantages for us. One advantage to becoming more efficient is that METRO has more

flexibility (read as more money) to spend on items that benefit you. Do not be fooled by the rumors on the shop floor about how much money METRO has to spend and they are just trying to screw us.

METRO really does not have the money to continue pouring money into a workplace that does not give a reasonable return on the total compensation that you get. Total compensation is the sum of the costs that METRO pays to employ each and every one of us; this includes the costs for medical, dental, vision, disability insurance, accidental death and dismemberment, wages, retirement, Social Security, Medicare, sick leave, vacation, personal holiday, training, and replacement income if one of us is injured. This rounds out to around \$90,000 per year in total compensation for an employee making around \$30 per hour.

We need to make sure that the product the King County receives from us is a cost effective and quality product. For all the complaining that I hear about what a horrible place this is to work I still see most people voting with their feet. Most people stay here until they retire, because this is a good place to work,

even with the problems, and there are problems.

What would be helpful to yourself and to your coworkers is to come up with workable solutions to problems by being realistic, fair, and working with management to resolve problems rather than inflaming them. We have enough fights that need fighting without going looking for trouble where there is none.

I regularly hear this rumor or that rumor about often unbelievable things. Taking a piece of information and blowing up to be something that it is not, hurts all of us. I often have to track down where the rumor came from and for the most part they start with management doing some legitimate thing, some manager presenting it out of context, and then we are off to the races with another rumor that is not true. So, help all of us by questioning what people tell you, is what they are telling you really believable?

The Other Side of the Coin

Without going into specifics METRO management could do a lot better job of communicating with you by getting you information and details in a clear and TIMELY fashion. They could also do a much better job of providing you with a workplace that is safe, comfortable, and open to new ideas.

I believe that many, if not most members of management try their best to fix problems and are doing the best that they can. Please try and remember that no one has all the answers, members of management are no exception. They may not have the answer, they may get it wrong, but for the most part they also try to do the right thing.

VM Employees Taking Time-Off Before or After Your RDO's

Article 17.8 G requires you to

notify your Chief, in writing, that you want to work overtime in your RDO's and/or Holidays when you take any "paid time off" in conjunction with that RDO. We have recently had an Atlantic Base Employee missed 3 days of overtime because of this often forgotten contract provision. If you are taking off time on your Friday or Monday give management notice that you want to be called for overtime, if you do want to be called.

Contract Administration

Lately, I have had a couple of issues brought to me where management has not followed the contract over a period of time and then started following the contract again. I receive complaints from members who are unhappy that METRO is following the contract. This is a no win situation for the Union. WE, and I mean all of us, have to enforce the contract as written. When anyone try's to work outside deals with management it weakens our position when it comes time to fix the problem.

Jumping the Gun

Disciplinary issues seem to come in cycles, lately some of the disciplinary issues brought to me have been just plain stupid on management's part. I have to believe this happens because the managers involved just do not understand the rules. So, in the future:

Mr./Ms. Manager would you please read and understand the contract BEFORE you discipline an employee? By doing so you would save everyone a lot of time and hard feelings, to say nothing of having the employees you supervise working with you rather than fighting you. Thank you in advance for your help in solving this problem and making this a better place to work for everyone!

Clint DeVoss

Vice-president for Maintenance

KEEP YOUR ADDRESS CURRENT!!

(A request from our Local 8 Union office staff)

Throughout the year Local 587 mails letters to our membership. With each mailing sent, the union receives a small percentage of letters returned due to improper address.

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

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

WORK SITE VISITS

Clint DeVoss, Vice President, will be visiting various work sites during the month of January. Below is a list of times, dates and locations.

January 10 Thursday	East Campus Maintenance Component Supply Center	2:00 pm – 5:30 pm 7:00 pm – 7:30 pm
January 23 Wednesday	North Facilities North Base	4:00 am – 6:00 am 6:30 am – 7:00 am
January 25 Friday	North Base East Campus South Base	12:30 am – 1:30 am 2:30 am – 4:30 am 5:00 am – 6:30 am

The Financial Secretary's Report

By Paul Neil



Annual Dues Increase January 2013

The Local By-Laws provide in Article VIII "Dues and Assessments", Sect 1:

"The dues for each member of Local 587 shall be based upon two (2) times the average hourly wage for represented employees in effect on January 1st of each year. (The average hourly wage shall be computed by adding the top

hourly wage of the lowest and highest represented job classifications, and then dividing this figure by two (2)."

The top hourly wages on January 1, 2012 were \$48.68 for Senior Schedule Planners at KCMetro. The lowest paid represented position is the Customer Service Representative

for paratransit at Clallam Transit at \$12.72 per hour.

Summing and dividing by two yields \$30.70 for the average hourly wage, 2 X \$30.70 equals monthly union dues of \$61.40 per member. This represents an increase of \$2.40 or 4.07% over the current dues of \$59.00. This applies to all members

employed at public agencies.

The by-laws provide that members employed at private employers shall pay the minimum dues set by the A.T.U. International which are currently \$50.80 per month and will be adjusted for inflation this July 1.

Financial Secretary's December 2012 Membership Meeting Report

New Member Applications submitted to the ATU International in November:

In the month of November 2012, we reported 14 new members to the ATU International. One is employed at CTS, 2 at First Transit, 4 at SPT and 7 are employed at King County/ METRO. This brings our total active membership to 4167. This is an increase of 103 members compared to this time last year when we had 4064 active members.

Bills:

In November total income was \$251,727.44.

Per Capita payments totaled \$60,427.51. Other bills for payroll, rent, legal, etc totaled \$191,424.09. This amounts to a deficit of \$124.16 for the month.

As of the end of November, the figures for this year compared to last are: Income is up \$44,804.29 or 1.6%, per capita's are up \$12,802.43 or 2.0%, all other expenses are up \$425,017.34 or 20.3% and the deficit is \$269,026.81 this year versus a surplus of \$123,988.67 at this time last year.

My activities for the month:

- Base visits with the President at Atlantic/Central, North and Ryerson bases including both operations and maintenance.
- Our Auditor Herman Lindsey was here Nov. 12-16th working on the audit.
- I am on a First line Supervisor committee meeting with METRO management to review policies in Service Quality. Other members on the committee include Dale Anderson, Lise McShane, Valarie Summer and Kevin Hendricks. Jim O'Rourke has been attending also and has been very interested in input from the supervisors.
- Serve at the Retiree Christmas party today and a good-time was had by all.

Annual Grievance Arbitration Assessment as of December 13, 2012

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 2012 Local 587 paid a total of \$140,916.25 for the 23 grievance the membership voted to take to arbitration and \$32,208.12 in workers compensation attorneys' fees for a total assessment of \$173,124.37 to be collected in 2013.

To determine how much each member will be assessed, the total assessable cost of \$168,182.67 is divided by the total active membership and is then rounded to an even number.

Total assessable costs:	\$173,124.37
Total active members:	4167
Cost per member:	\$41.55
Rounded to an even number:	\$41.56

The arbitration assessment this year is \$41.56. 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 2012 the most costly is for a Millwright at Metro/King County, the second for a Streetcar Maintainer at the South Lake Union Streetcar and the third for a Transit Operator at Metro/King County. All three involved termination.

2013 Grievance Arbitration and Workers Compensation Expenses

WORKERS COMP. EXP.			
Alexander, Charlene	\$ 73.95	Washington, Bonnie	\$ 2,129.00
Bailey, Suzanne	\$ 668.16	Washington, Paulette	\$ 1,195.85
Beatton, Robert	\$ 42.00	Whitehurst, Robert	\$ 3,544.25
Benard, Sheva	\$ 124.00	Zabolusky, Gary	\$ 1,830.55
Boyle, James	\$ 405.41	Total L&I	\$ 32,208.12
Butler, Andrea	\$ 56.00	GRIEVANCE ARBITRATION EXPENSES	
Byers, Anthony	\$ 294.00	Beltran, Ramon	\$ 205.00
Carter, Annette	\$ 213.60	Bridges, Antonio	\$ 4,346.00
Cataline, John	\$ 1,545.55	Cola, Samantha	\$ 4,120.50
Craven, Dillard	\$ 1,432.75	Gallagher, Michael	\$ 28,531.56
Culcleasure, Shelton	\$ 1,813.52	Gordon, Emerson	\$ 14,467.22
Davidson, Gloria	\$ 336.00	Hino, Terry	\$ 2,280.88
Davis, Lillette	\$ 84.00	Jackson, Patricia	\$ 113.00
Dent, Cynthia	\$ 185.71	Kirschnick, Ernie	\$ 34,008.36
DiMartino, Peter	\$ 447.23	Kriskov, Paul	\$ 35.00
Edwards, Tommy	\$ 1,756.47	Mangold, Earl	\$ 691.68
Fetui, Lia	\$ 14.45	McClure, Christopher	\$ 6,357.50
Flenard, Stelly	\$ 56.00	McGarrah, Jill	\$ 225.50
Green, Marvin	\$ 28.00	McShane, Lisa	\$ 41.00
Griffin, Ron	\$ 480.05	Men, Sam	\$ 7,945.00
Jung, Stephanie	\$ 293.15	Miller, Tom	\$ 9,694.73
Kumar, Ashmin	\$ 175.00	Millwrights	\$ 5,656.68
LaBarba, Alex	\$ 364.94	Nelson, Marcella	\$ 51.75
Larson, Michael	\$ 1,161.95	Rigtrup, Cory	\$ 3.89
Leak, Carol	\$ 558.39	Rispoli, Karen	\$ 205.00
Lyons, Russell	\$ 1,190.13	Ronser, Ravi	\$ 10,106.50
Mac Adam, Don	\$ 65.90	Segelbaum, Fred	\$ 647.00
Manley, Craig	\$ 56.94	Silbermann, Natalie	\$ 1,035.00
McDaniel, Gregory	\$ 539.45	Wischmann, Richard	\$ 10,147.50
Noble, Phyllis	\$ 2,525.20	Total Arbitrations	\$140,916.25
Rettmer, Robert	\$ 501.95	Total Workers Comp.	\$ 32,208.12
Richter, Susan	\$ 320.50	Total Arbitrations	\$ 140,916.25
Schultz, Tyler	\$ 1,177.22	Grand Total	\$ 173,124.37
Strozier, Shannon	\$ 1,364.75	/ Active Members — 4167	
Swenson, Jeff	\$ 1,802.95	Per member charge	\$ 41.56
Thomas, Patrick	\$ 1,353.20		

From the desk of the Recording Secretary...

Health Champions

By Judy Young



Starting January 1, 2013 a team of 32 Transit "Health Champions," will hit the bases to help their colleagues achieve Healthy IncentivesSM gold. This peer-to-peer effort is one of several changes designed to make Healthy IncentivesSM more simple, useful and meaningful to Transit employees.

A partnership between ATU Local 587, Healthy Incentives and Transit Management, drove the improvements because ATU members have been earning gold at a lower rate than the rest of the county. Concerned that ATU members were paying more for their health care and not benefitting from the wellness programs, the group banded together to rebuild programs and create an outreach effort to engage the Transit workforce.

"The comraderie in the Transit workforce is immediately apparent," said Healthy Incentives program director Karleen Sakumoto. "And it's something that we wanted to capitalize on to get more Transit employees to gold. One of the most powerful dynamics in behavior change is social support. People quit smoking when their friends quit smoking and lose weight when they see their friends lose weight and make different choices about what they eat. We really wanted to harness the support we see in the Transit workforce to get more people involved in improving their health and earning gold on their out-of-pocket expenses."

Of the changes, ATU Recording Secretary Judy Young said, "Our goal was to create a road map through the Healthy Incentives program for our members so they could find simpler plans that would be useful in improving their health. So, we advocated for wellness programs that are not on computers, a shorter paper individual action plan

and workshops at the bases that will give people helpful information that takes their schedules and work into account. The Health Champions are there to help direct people down this new road to gold."

Under the banner of ATU Strive for Gold, you will find:

- New, simple individual action plans that will help you make meaningful improvements to your health.

1. **Text-For-Well-Being** lets you text in your healthy activity.
2. **Two new diabetes programs, which can give you the security of improved health.**

- a. **The Diabetes Prevention Program** helps people at risk of developing diabetes make healthy lifestyle changes now so they can prevent the disease.

- b. **The Diabetes Control Program** is for people diagnosed with diabetes. You get one-on-one counseling with a pharmacist about how to manage your diabetes.

- A shorter paper individual action plan that emphasizes activity instead of reading. One booklet allows you to set goals and track your activity in exercise, nutrition or stress management.

- Health Champions will provide peer-to-peer coaching to help you get to gold. Your co-workers will be stepping-up to help you use the new programs and the simplest existing programs to improve your health and earn gold. Watch the union bulletin boards in January for who the Health Champions are and how you can reach them.

- **Onsite wellness workshops** will be on subjects that matter to you: how to exercise on your bus during breaks, back health, dealing with difficult customer interactions.

"The Health Champion effort is groundbreaking," said Sakumoto. "We appreciate the creativity and proactive thinking that has come from the union and Transit Management on this. If it works, we want to replicate it in the rest of the county."

Questions about this effort can be directed to Karleen Sakumoto at 206-263-2442 or Judy Young 206-448-8588.


Letters to the Editor,

continued

with the Metro world" and may work well for you...but what about the driver who drives that route on your day off, they have different needs and actually may have to take that break for whatever reason. Killing yourself to hide a problem that Management needs to fix isn't helping to solve the problem; it's just making it worse and drawing it out longer.

Oh and yes I do think that our Union, although working on the problem, could do more. Let's say by bringing this to the attention of the DOT as a safety issue.

Richard S. Marchu
#3847, South Base



Let's Talk Transit

REVISED

**You are invited to join your Union Brothers and Sisters for
ATU COPE Lobby Day February 20, 2013**

The 2013 Legislative Session will bring many new changes in terms of legislative priorities and newly elected members, but our members still play an important role lobbying on behalf of transit union issues. **We're going to have a great time and hope you can join us.** Box lunches and orientation are included.

We will depart from Central Base at 8:30am, 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.

Please mail the form below no later than February 11, 2013 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 have the day off so please confirm with your work site. **All Courtesy Detail requests must be submitted no later than February 11th (NO EXCEPTIONS)**

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

The View from the Buses

Retirees' Corner

By Bob Morgan, Retired First-Line Supervisor

Many years ago in the old 2nd floor dungeon Control Center, the late Bill Hewitt just loved when a certain operator would call in. He had come to this nation from the middle east and as is the case sometimes had a slight accent and talked rapidly. He drove a tripper out of East Base that did an express from North Bend to the CBD and back to the base. While on his deadhead he would call Bill with a weather report especially if the conditions made him run a little late. A "little beet foggy" was his usual weather report during the fall winter months. Then he would arrive in the CBD and almost daily would call in the say "I'm at 4th and all leaf (Olive) and supposed to go to 4th and Lenora but have no customers can I turn on all leaf?" Bill just loved hearing him and would let him shortcut the route. Really, when this person called in it was the highlight of Bill's morning.

Years later he became a full time operator and as was the usual case he ended up on Trolleys and driving relief runs. It was around this time I inherited the all night shift in the Control Center and he was out there most nights I worked. Now understand this, he did a real good job out there under the wires and I

hardly ever heard him on the radio. Then it happened. A Saturday night, actually a Sunday morning around 1:40 AM or so and he called in on his 7 relief run. He had a bad fight on the coach and was requesting police. After instructing him to secure the coach and open the doors I asked for his location. "I'm at Rainier and U-Haul" was the response! Okay, I thought to myself, there are 3 U Haul outlets on Rainier and I looked at my schedule pages on the micro fiche we used in those days and and was lucky to have his info right there. I determined he was south of I-90 and sent police. About 2 minutes later he called to say the police had come and he was clear to go. When he got back to the base I had him call me. I let him know he did a wonderful job with the fight and everything else but, he really threw me off with the location. He understood what I was telling him and I tried not to make him feel uncomfortable. He thanked me for understanding and getting him the police as quick as I did and he would try to give a better location if another situation happened. It worked. From that night forward he was one of the better operators on the radio and always gave good information.

A few years before I retired he got

ill and passed away. I was sad to hear of his passing. Some of you probably know who I'm writing about but I'll fore-go identifying him.

Local 587 gave the retiree's a wonderful Holiday dinner on Dec 6th. The attendee's numbered will over 125 and seemed to enjoy the event. Saw many people and will, right off the bat, mention **John Fabre** who ordered me to mention him in bold letters.

Also in attendance was my old boss in the Control Center, A.D. Clark, who is getting around much better on his artificial left leg.

I also talked with the following... Tom McDaniel, Roger Caldwell, Paul Dillard, Josie Brown, Mattie Robinson, Dick Amos, B.S. Kinney, F.C. Smith, Oscar Ackerman, Claude Jackson, Al Shaugnessey, Lou Torres, T. Dale Huston, Del Larson and new retiree Willie Middleton. At my table was Al French, Chuck Zigler, Will Hoffard and Fred Banzuela and his lovely wife. Also Ed Engle who is a councilman for Ocean Shores came up with his wife. Maggie Sheppard also came this year. Different this year was a little combo music group who provided some nice tunes to the delight of most there.

The North end breakfast is cur-

rently in a flux, seems the Crazy Moose Casino decided not to serve breakfast prior to 9 AM. We were meeting there around 7:15 AM and on so we went to the Family Pancake Restaurant on Pacific Hwy for the December get together. Dave Carter is in charge on this and will phone all to advise where we'll meet in January.

The South end breakfast after 6 months at Germaines in Burien is also in a transition as Germaines closed there doors mid December...I'll advise as soon as a new place can be found.

The December lunch was at Foster Golf course and a surprise guest came, Frank Virgo who retired in 1986 and had worked at South Base when he left. He looked wonderful for a 90+ year old man. Also in attendance was Chuck Zigler, Lonnie Sewell, Thurman Fremstad, and Ted Thurlby. Thurman looked great considering he had battled stage 4 colon cancer within the last 2 years. He said he has been clean for almost a year!

Here is hoping all of you had a wonderful Holiday Season...

~Bob Morgan

President's Report, continued

New Definition of Payroll Year

Our King County Metro (KCM) contract includes the following definition of a payroll year: "The term 'payroll year,' as used in this AGREEMENT, shall mean the period of time which starts with the first pay period which ends in January, and ends with the last pay period which ends in December." The payroll year determines the start and end dates for when members can use personal holidays, when they earn vacation to be taken in the following payroll year (as opposed to calendar year), and, of course, when members can take vacation based upon what they earned the prior payroll year. The last payroll year ended on December 21, 2012.

In 2008, Local 587 President Lance Norton signed a memorandum of agreement (MOA) allowing KCM to truncate member vacation balances in excess of the contractual maximum carryover. As part of the MOA, KCM agreed to restore the vacation balances of 15 Vehicle Maintenance members who had lost hours which exceeded the maximum contractual carryover. President Norton signed this MOA on advice of our attorneys following an exhaustive pursuit through the grievance process.

Not all of KCM divisions followed the new language in its entirety. After 2008, KCM's Vehicle Maintenance division continued to truncate vacation balances in excess of the contractual maximum carryover,

but on a date inconsistent with contract language. What Vehicle Maintenance did make sense because it allowed members to pick vacation in a calendar year from a single vacation balance as opposed to picking vacation for most of the year out of the current year's vacation balance and the last few weeks of the year out of the following year's vacation balance. Members understood the process and few members lost hours through vacation truncation. Thank you Vehicle Maintenance for the uncommon common sense approach to confusing contract language.

At KCM, all good things must come to an end and Vehicle Maintenance was told to get with the program and thus began truncating vacation balances consistent with the rest of King County's divisions. Our members began losing hours and there wasn't a viable path through the grievance process. It's hard to win a grievance arguing that management is following the contract it had been violating.

To solve this problem, and improve conditions for all divisions, I proposed changing the definition of a payroll year. KCM agreed and a new MOA was signed. The new definition is as follows, "The term 'payroll year,' as used in this AGREEMENT, shall mean the period of time that starts with the pay period that follows the pay period that includes December 31 and ends with the pay period that includes December 31." The result will allow members to pick vacation in a calendar year out of one year's vacation balance and

minimize members losing hours through vacation truncation due to confusing contract language.

To implement this new agreement, we agreed that the 2013 payroll year will be extended to include straight-time hours paid from 12/22/2012 through 1/3/2014. Thus, the 2013 payroll year is an extended payroll year with 27 pay periods to accommodate the transition. The 2014 payroll year, which will be the first normal year under this agreement, will be 1/4/2014 through 1/2/2015. As usual when there are 27 instead of 26 pay periods in a year, annual accruals will be allowed to exceed the annual maximums listed in the Vacation article under the "Vacation Accrual Table" in paragraph G. This does not change the limits

on vacation carryovers.

We also agreed that the change in the definition of "payroll year" shall impact all instances where this term is used in the contract, including, but not limited to, various provisions of Articles 9 and R9 (vacation), personal holiday administration, and the provision in Article 15.10.K relating to the FTO 10.5% minimum overtime guarantee that was negotiated for the current contract.

And lastly, as a condition of this MOA I agreed to write this *News Review* article explaining to you the change in the definition of "payroll year." I trust it is now as clear as mud.

Happy New Year,

Paul J. Bachtel

President/Business Representative

WORK SITE VISITS

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

January 14 th Monday	South Facilities	5:30 am – 6:30 am
January 16 th Wednesday	South Lake Union Streetcar Seattle Personal Transit Link Light Rail	5:00 am – 7:00 am 8:00 am – 10:00 am 2:00 pm – 4:00 pm
January 17 th Thursday	Component Supply Center South Vehicle Maintenance South Operations	1:00 pm – 2:00 pm 2:00 pm – 2:30 pm 2:30 pm – 4:00 pm