

ATU Local 587 News Review

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VOL. XXXVII, NO. 4

The President's Report

Battle for Transit Funding

by President,
Paul J. Bachtel



Alleyes are upon King County as we fight to sustain the current level of transit service. If King County's Transit Benefit District (TBD) Proposition 1 is approved by voters, King County Metro will be able to maintain the current level of transit service for the next ten years. Maintaining the current level of service is not the same as increasing service commensurate with the increase in population or ridership. It simply maintains the status quo and prevents a massive cut in service. To increase transit service commensurate with the increase in population or ridership would require an additional \$30 million. Hopefully, those dollars will be available in the future. This April's vote will dramatically affect our working conditions and outcome of contract negotiations. It is imperative we do all in our power to get Proposition 1 approved by King County voters.

Members of Local 587 are investing a great deal of money and time. Thus far, cash contributions from our Local 587 coffers are over \$21,500. A "Save Transit Committee" (STC) has been appointed. The STC is chaired

by COPE Chair Sara Franklin and staffed by Executive Board Officers Lisa Nault, Tamioko Cook, and Andrew Jeromsky.

The ATU International is joining in the effort by contributing an additional \$40,000 and many hours of International staff time. President Larry Hanley assigned two ATU International Staff members from the Mobilizing Department to guide us in mobilizing our membership. On Sunday, March 9,

Local 587 held a training day with nationally recognized guest speaker Paul McCarthy. Also in attendance were International President Larry Hanley, International Executive Vice President Javier Perez, and International Vice President Bruce Hamilton, as well as ATU International Staff members Chris Townsend, Katherine Issac, Dan Sundquist, and Natalie Perez-Cruz. I am absolutely overwhelmed by the extraordinary

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International President Larry Hanley



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RELEVANT THAN EVER

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ADDRESS SERVICE REQUESTED

2815 2nd Avenue, Suite 230
Seattle, WA 98121

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The Month at a Glance

Business of the Membership

Executive Board Report

March 25, 2014

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

Motion: By George McCain a directive by the membership regarding guest speakers at Union Meetings. That guest speakers for all future meetings be scheduled to appear before or after the meeting so as not interfere with Union business.

Motion failed.

Motion: By Chuck Lare to direct the ATU 587 1st Vice President to comply with the ATU 587 requirement that all complaints against Operators (CAO) grieved at first step shall have 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.

Motion carried.

Motion: By Chuck Lare to continue further implementation of the long term Fair Contract Campaign by approving \$5,000 for arm bands, e.g. "No Bus Cuts, No Labor Concessions"; and \$5,000 for an informational picket, "Valentine's Day, Have a Heart, fund Public Transit Now!"

Motion carried.

Motion: By Chuck Lare that Local 587 members hereby direct Local Union President Paul Bachtel to

write a letter to King County/Metro contract negotiation team informing them that, regardless of where we are in the contract process, Local 587 members are committed to returning to contract negotiations to work out a TA that addresses the shared concern to provide viable transportation services to our communities while, at the same time, improving existing working conditions for our membership.

Furthermore that President Bachtel will present said letter to the Local 587 E-Board for their review/comment and approval (via email), prior to sending the letter to KC/Metro management no later than Monday, March 10, 2014.

Moreover, President Bachtel will publish said letter in the April 2014 ATU Local News Review.

Motion carried.

Motion: By Paul Bachtel to overturn Paul Neil's motion to purchase 4,000 2015 pocket calendars of a cost not to exceed \$8,000.00

Motion carried.

Motion: By Andrew Price as a directive by the membership to Local 587 President Paul Bachtel that as our Representative he submit a formal request under Washington Open Record Law, that Local 587 be provided by King County Metro with

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Motion: By Andrew Jeromsky to endorse both Seattle and King County campaigns calling for \$15.00 minimum wage.

Motion: By Paul Neil to send two members to the ATU Northwest Conference, May 28 to June 1 in Denver, CO paying registration, travel and per diem.

Motion: By Ray Mason to adopt the resolution in support of Public and Unionized Transit work in King County.

See "Resolution in Support of Public and Unionized Transit Work in King County" on page 3

Membership Meetings:
Tentative Agenda

CHARTER MEETING
Thursday, April 3, 2014
8:00 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, April 7, 2014
7:00 p.m.
Port Townsend Community Center, 620 Tyler Street, Port Townsend, WA

MORNING MEETING
Friday, April 4, 2014
10:30 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

CLALLAM TRANSIT
Tuesday, April 8, 2014
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

SATURDAY MEETING
Saturday, April 5, 2014
1:00 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

WEDNESDAY MEETING
Wednesday, April 9, 2014
3:30 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

Among Topics to be Discussed: Grievance and Arbitration Update

Unfinished Business:

Motion: By Richard Taitano that 587 Union investigates and pursues due compensation of 2 hours OT as per Article 8 Holiday and Article 2 & 3 section 2 for 4-10 Facilities employees dating back to 2003. Contract states Holiday pay plus all time worked one & half times.

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

Donald O. Dreger, a retired KCM Vehicle Maintenance Sheet Metal Worker, passed away on December 11, 2013. Brother Dreger enrolled as a member of the Local in September 1989. He retired on April 4, 2004. He was 78 years old.

John A. Akerly, a retired KCM Transit Operator, passed away on February 7, 2014. Brother Akerly enrolled as a member of Local 587 in August 1974. He retired on December 19, 2003. He was 76 years old.



John A. Akerly

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

ATU Local 587 **News Review**

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MICHAEL MOORE

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

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
LUDWIG BECKER
CHUCK MILLER

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

WEINGARTEN RIGHTS STATEMENT

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

Articles/Letters to the editor

Letters/contributions must include printed names, signatures, work ID numbers, addresses and phone numbers that can be verified during working hours. Letters that cannot be validated will not be published. All articles/letters are subject to editing and should be limited to 1000 words or less. Not all letters can be published due to space limitations. Cut off is 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 and articles as original Word documents to Judy Young at: jyoungrecsec@atu587.com

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

Proposal To Change Bylaws ARTICLE IV, Section 2 (a)

Submitted by Executive Board Officer Ludwig Becker
 March 10, 2014

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

REASON for change:

1. The current Month of June for Shop Steward Elections has disrupted Bargaining Agreements Contract Negotiation planning.
2. To bring consistency with our Brother Transit Members at Clallam Transit, in the Olympic Peninsula Union properties

Current Language:
ARTICLE IV Committees

Section 2. Jefferson Transit Authority (JTA) Shop Stewards

(a) The JTA bargaining unit shall have one shop steward and one alternate, to be elected for a one-year term of office. The election will take place at the JTA June membership meeting.

New Proposed Language:
ARTICLE IV Committees

Section 2. Jefferson Transit Authority (JTA) Shop Stewards

(a) The JTA bargaining unit shall have one shop steward and one alternate, to be elected for a one-year term of office. The election will take place at the JTA **December** membership meeting.

opeiu8afclcio

Resolution in Support of Public and Unionized Transit Work in King County

Submitted by Susan Koppelman and Maia Brown

WHEREAS, French-based multinational corporation, Veolia, is one of the largest privatizers of public services in the world and holds the majority percentage of the contract for the operation of King County Metro Access buses;

WHEREAS, Veolia has a history of Union busting in Seattle in 2008, user dissatisfaction with Access service under its authority, and a dismal global track record of high costs and fees for poor service and infrastructure maintenance, low wages and cuts in benefits for workers, as well as violations of international human rights;

WHEREAS, ATU has made a

commitment nationally to make common cause with struggles for social justice and workers rights around the world, building global solidarity to strengthen worker and union power everywhere;

WHEREAS, ATU knows that privatization undermines that effort and puts workers and users of public transport at risk;

THEREFORE, let it be resolved that ATU 587 supports ending all contracts with Veolia in King County, bringing all bus services in house, and that Veolia should be precluded from bidding on any future contracts in King County.

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

Proposal To Change Bylaws ARTICLE XVI, Section 1

Submitted by Candice Andrews
 February 24, 2014

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

Current Language:
ARTICLE XVI Leaving Service

Section 1. Seniority Upon Re-Employment

Any member who resigns his/her position and is re-employed must comply with the seniority rules of the Local. The Executive Board and the membership will be the deciding authority in each case.

New Proposed Language:
ARTICLE XVI Leaving Service

Section 1. Seniority Upon Re-Employment

Any member who resigns his/her position and is re-employed must comply with the seniority rules of

the Local. The Executive Board and the membership will be the deciding authority in each case.

Any member requesting an adjustment to their seniority must make their request during either the January or July cycle of membership meetings. All such motions shall be tabled until the next month's cycle of membership meetings.

All motions on seniority issues must then be posted in the *News Review* and on the Union website following that cycle of meetings.

Members requesting a seniority adjustment must provide the Executive Board with appropriate documentation to support their request.

At the next cycle of meetings each motion on seniority issues can be brought before the membership for a vote by secret ballot. If a motion is voted on and fails, said motion will not be able to be brought before the membership again without Executive Board approval.

opeiu8afclcio

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.

Arbitration Update

1. **Donavan Rivers:** Grieved Metro's failure to properly assign overtime; decision pending.
2. **Dexter Hinds:** Grieved termination for alleged gross misconduct; decision pending.
3. **Montee Gillespie:** Grieved not being provided a career service position when Metro employed him beyond the Project Temporary Employee time limit; schedule pending.
4. **Symantha Cola:** Grieved improper vacations pick procedures; schedule pending.
5. **Rosemary Hernandez:** Grieved improper vacations pick procedures; schedule pending.
6. **Lise McShane:** Grieved serious infraction and suspension for alleged improper e-mail; schedule pending.
7. **Jerrod McKenna:** Grieved numerous contract violations in the subcontracting of work historically and traditionally performed by King County Metro Vehicle Maintenance Mechanics; schedule pending.
8. **Cameron Hargrave:** Grieved termination for alleged gross misconduct; schedule pending.
9. **George Williams:** Grieved termination for alleged gross misconduct; schedule pending.

PACE UPDATE

By Rob Gannon and Judy Young, Co-chairs of the PACE Steering Committee

The Partnership To Achieve Comprehensive Equity, now widely known as PACE, was launched in September of 2013 between the leaders of ATU Local 587, King County Metro, and Professional and Technical Employees Local 17. This initiative binds each organization to an enduring effort to build and enhance the processes, tools, and standards for advancing diversity and equal opportunity for all Metro employees.

Since this landmark agreement, employees and managers serving on the Steering Committee (its members were identified in the charter printed in the October 2013 issue of this newsletter) have met regularly. Over the course of the last several months, we have cooperated to create a work plan for the coming year. Because the work of this effort is substantial, and because broad participation will be a key to its success, a call for interested volunteers was sent out across the agency. Subcommittee members were selected through an open process that occurred earlier this year. What started as a small working group of 10 has now expanded to a full committee of nearly

60—all of whom are dedicated to seeing the PACE effort take a lasting hold.

Six subcommittees were identified in the charter: Recruitment and Selection Practices, Communicate Progress, Equal Opportunity, Customer Service and Customer Complaints, and Training and Workforce Development. These subcommittees are tasked with creating a series of recommendations based on the scope of work crafted by the PACE Steering Committee. The work plan and the members of the subcommittees are included in this issue. The work of the sixth identified area, Discipline and Adverse Action, is being taken on by the steering committee.



On February 18, 2014, members of the partnership gathered at the Labor Temple to begin their work on this agency-wide initiative. PACE members participated in training on cultural competency and understanding the effect of privilege in the workplace. The day-long work session provided a forum to look candidly at issues that impact Metro employees and launch the work of the subcommittees. The training ended with high energy and enthusiasm. Committee members will be working for the next several months to complete their work. A report on the first year's progress will be published by the end of the summer.

The progress of the initiative will be tracked by the Steering Committee. Our group recognizes many things from the outset. First, keeping everyone informed about the progress of PACE is critical. Second, though the work of PACE will take time, we need to be able to demonstrate our progress toward specific goals and milestones. Third, the recommendations coming out of the subcommittees will only be meaningful if they are successfully implemented. And fourth, the good work resulting from PACE must be sustained—this initiative is not a sprint but a marathon, with goals to bring about change that are equitable and long lasting.

Though we face many challenges, Metro remains an outstanding organization. Our recent effort to accommodate the Seahawks' Super Bowl

victory parade is a case in point. We are efficient, team-oriented, able to rise to any occasion, and collectively dedicated to serving the public and one another. Every part of the agency came together as we pulled off perhaps the biggest one-day "service change" in Metro history. Our agency's community has a lot going for it. PACE is about acknowledging and valuing our differences. When becoming part of a well-supported workforce, we're in a better position to provide great service.

Lorrie Alfonsi, with Accessible Services has been given the special duty assignment of Acting Project Manager for PACE.

PACE Steering Committee Members:

Executive Sponsors:

1. Paul Bachtel, President, ATU
2. Kevin Desmond, General Manager, Metro
3. Nancy Buonanno Grennan, Director, Human Resources Division

Members:

4. Judy Young, Co-chair, ATU Recording Secretary
5. Michael Moore, ATU Minority Affairs Committee Officer
6. Ray Mason, ATU Executive Board, Operations
7. Ray Campbell, Transit Operator

8. Alfonso Isla, ATU Executive Board, Facilities
9. Dan Kenny, ATU Executive Board, Vehicle Maintenance
10. Whitney Abrams, Business Representative, PTE Local 17
11. Levi Christopher, Operations Superintendent
12. Maggie Halter, Vehicle Maintenance Chief
13. Jim O'Rourke, Operations Manager
14. Randy Winders, Vehicle Maintenance Manager
15. Michael Avery, Rail Manager
16. Rob Gannon, Co-chair, Deputy General Manager

Subcommittee 1 – Recruitment and selection practices

Co-chairs: Ray Mason and Jim O'Rourke

This subcommittee is tasked with assessing current recruitment and selection processes to identify barriers, problematic practices, and review policies and procedures related to recruitment and hiring practices. The subcommittee is also tasked with making recommendations to improve recruitment, internal hiring practices, and workforce development in keeping with the PACE charter.

1. Ron Anderson (1st Line Supervisor/ATU 587)
2. Debra Freeman (1st Line Supervisor/ATU 587)

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PACE Update, continued from page 4

3. Lovie Ivey (Operator/ATU 587)
4. Peter Vrinceanu (VM Chief/PTE Local 17)
5. John Lewis (Operations Chief/PTE Local 17)
6. Dennis Lock (Training Instructor/ATU 587)
7. Tracy Brodersen (Parts Specialist/ATU 587)
8. Woodrow Pierce (Operator/ATU 587)

Subject Matter Expert (SME): Adrienne Leslie (Transit Human Resources)

Subcommittee 2 – Discipline and Adverse Action

(NOTE: This work will be taken up by the full steering committee and not assigned to a subcommittee.)

The Steering Committee will examine the root causes discipline and update the Operator Discipline report with current available data and expand to include other sections. They will also recommend processes and training that assure a sensible disciplinary system that guards against disparate treatment and adverse impact.

Subcommittee 3 – Communicate Progress

Co-chairs: Maggie Halter, Dan Kenny & Al Isla

This subcommittee is tasked with developing a comprehensive communication plan to provide information and updates regarding the progress of the PACE initiative. This subcommittee is also tasked with developing the tools that will give equitable access to all staff to keep apprised of issues in the workplace and provide valuable feedback.

1. Phil Devault (Communication Specialist/PTE Local 17)
 2. Alana Sorem (Operator/ATU 587)
 3. Mark Wickline (Lead Mechanic/ATU 587)
 4. Nate Stevens (Accounting Spec I/PTE Local 17)
 5. Robin Abille (Power & Facilities Superintendent/PTE Local 17)
 6. Harold Lewis (Operator/ATU 587)
- SME:* Jason Argo (Human Resource Division)

Subcommittee 4 – Equal Opportunity

Co-chairs: Ray Campbell & Levi Christopher

This subcommittee is tasked to review and develop a plan for a Metro-focused equal opportunity infrastructure so that it can more directly support and address any equity issues within the agency. This subcommittee is also tasked to research other Equal Opportunity tools and practices in the County or other entities that could be used within Metro.

1. Lonnie Arnold (Operations Chief/PTE Local 17)
2. Jake Jacobovitch (Power & Facilities Superintendent/PTE Local 17)
3. Carol Alexander (Admin III/PTE Local 17)
4. Margo Minnix (Operations Chief/PTE Local 17)
5. John Kwesele (Rail 1st Line Supervisor/ATU 587)
6. James Pratt (Mechanic/ATU 587)
7. Grady Stroman (Operator/ATU 587)
8. Kenny McCormick (Base Dispatch/Planner/ATU 587)

SME: Berneta Walraven (Transit Labor Relations)

Subcommittee 5 – Customer Service and Customer Complaints

Co-chairs: Judy Young & Randy Winders

This subcommittee is tasked with evaluating and assessing policies and procedures regarding the relationship between customer comments and complaints and disciplinary actions. This subcommittee is also tasked with identifying and making recommendations regarding the importance of customer relations within King County Metro.

1. Chris Daniels (Sr. Customer Info Spec/ATU 587)
2. Jeff Berg (Operations Chief/PTE Local 17)
3. Carol Leak (Operator/ATU 587)
4. Nathan Chappelle (Operator/ATU 587)
5. Michael Burr (Operator/ATU 587)
6. Esther Hankerson (Operator/ATU 587)
7. Richard Hanson (Operator/ATU 587)
8. Tim Mack (Operations Chief/PTE Local 17)

9. Eric Butler (Customer Info Spec/ATU 587)
- SME:* Deidre Andrus (Customer Information Office)

Resource: King County Executive Office - Continuous Improvement staff

Subcommittee 6 – Training and Workforce Development

Co-chairs: Michael Moore & Michael Avery

This subcommittee is tasked with identifying and developing an implementation plan to establish training and development resources. This would include recommendations regarding mentoring, career development resources, competencies, skills and experiences to support staff opportunities for advancement. The subcommittee is also tasked to develop a plan for specific trainings that may include exploring ways to promote healthy discussions regarding challenging topics, and identify tools for coaching skills and strengthening investigative skills.

1. Deb Stenoien (Vehicle Maintenance Superintendent/PTE Local 17)
2. Jose Reyna (Utility Laborer/ATU 587)
3. Gil Anselmo (1st Line Supervisor/ATU 587)
4. Katie Chalmers (Planner III/PTE Local 17)
5. Cory Rigtrup (Mechanic/ATU 587)
6. Roderick Burke (1st Line Supervisor/ATU 587)
7. Mike Stanaszek (Transit Engineer V/TEA)
8. Hollie Alejandria (Admin Spec III/PTE Local 17)
9. Cheryl Jones (Operator/ATU 587)

SME: Carri Brezonick (Operations Training), Jonathan Halperin (Transit Human Resources)

So if you see one of us or any member of the PACE committee, ask us: What's the latest on PACE? What progress are you making? There may be those who think of this as merely a pretense, but we also know there are many who believe in PACE and our commitment to the process. We hope to meet many more who are willing to participate and give their energy and hard work to making PACE a success.

PACE Retreat – February 18, 2014



Letters to the Editor...

It wasn't me...

Dear Editor,

It has been brought to my attention that there has been some confusion stemming from last month's articles addressed to "Brother Andy". I wish to clarify that the articles in last month's *News Review* were not referring to me, but to Brother Andy Price.

*In Solidarity,
Andrew Jeromsky*

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 and articles as original Word documents to Judy Young at jyoungrecsec@atu587.com

NOTICE TO ALL READERS

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

ATL Availability Grievance Arbitration Request

Bruce Tiebout, PTO

A Part-Time Operator (PTO) on the Additional Tripper List (ATL) has the right to change availability. There is a "Preference Change Form" which has to be submitted by 10am on Friday to change availability for all or any days of the following week. Additionally, it had been past practice to put in a request in the "Day Off Book" to limit availability for any day if made by 10am the day before. This was very useful for emergen-

cies, whether medical, car, or family related. A person who worked the morning ATL could put in for no ATL after 10am in order to not conflict with the emergency rather than having to take his/her name completely off the ATL for that day.

Management often complains of their need for greater flexibility, but in this case, wants to restrict flexibility to help fill open assignments. The past practice made more sense, and there has been a LOT of past

"Management often complains of their need for greater flexibility, but in this case, wants to restrict flexibility"

practice. Metro claims no base chief knew of this past practice.

At the first step grievance hearing, my chief came up with additional reasons Metro should want to do this. After the hearing, a discovery request was made for copies Part-Time Day-Off Book pages. Even in the limited copies produced, at least 30 different Supervisors entered requests for limited availability in the Part-Time Day-Off Book. At least a dozen different Supervisors entered these requests into Metro's computer program for planning and assigning work to the Extra Boards and ATLs. It is hard to imagine that NO base chief (most of whom had been Supervisors) knew of this practice. It is hard to imagine that system-wide, Supervisors knew how to enter these requests without ANYONE in "management" knowing about it. The Union's attorney stated, "The question will be whether the practice was so frequent and widespread over a period of years that Metro management's knowledge of this past practice must be reasonably presumed." "Whether Metro knew about and tolerated the practice long enough to establish a past practice is a fact question for an arbitrator."

Metro Policy 46 states, "If an operator is on the ATL but does

not wish to work on a particular day, the operator will place his/her name in the part-time day off book and indicate s/he does not wish an ATL assignment for the day." This policy is ambiguous and applies only to operators who "do not wish to work on a particular day" but is silent as to operators who "do not wish to work at a particular time" on a particular day. The Union's attorney has said an arbitrator could go either way on this issue alone.

The goal Metro has set for Planners is to get the work out. Forcing PTOs to put in for "NO ATL" on a particular day rather than limiting ATL availability does not get the work out. It is a disservice to PTOs. It is a disservice to the Planners. It is a disservice to the Dispatchers (who now have more work on their call sheets). It is disservice to King County. It is a disservice to the taxpayers. It is a disservice to our passengers.

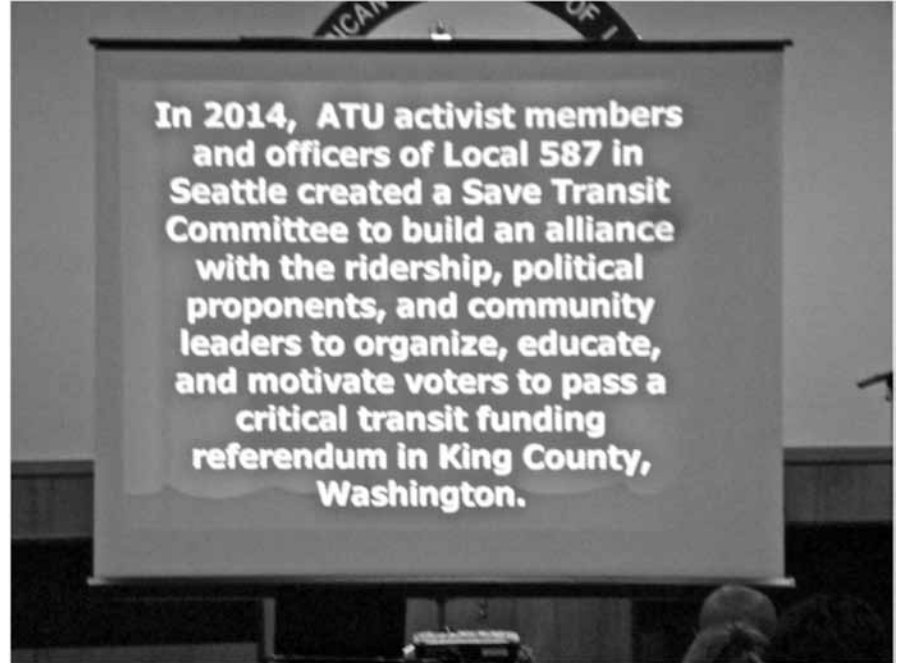
While I know it is a toss-up if the decision must be made by an arbitrator, I believe upper management would want to negotiate this into policy as it is beneficial to them. If approved for arbitration, and Metro doesn't negotiate this, I would hope for a low cost expedited arbitration. I'm asking for your vote to request arbitration.

PUT C.O.P.E. DONATIONS TO WORK — VOTE PRO TRANSIT

March 9th Support Transit Training



Class is in session! Paul McCarthy delivering the news. Get active now!



The latest part of the slide presentation that will be seen across the country.



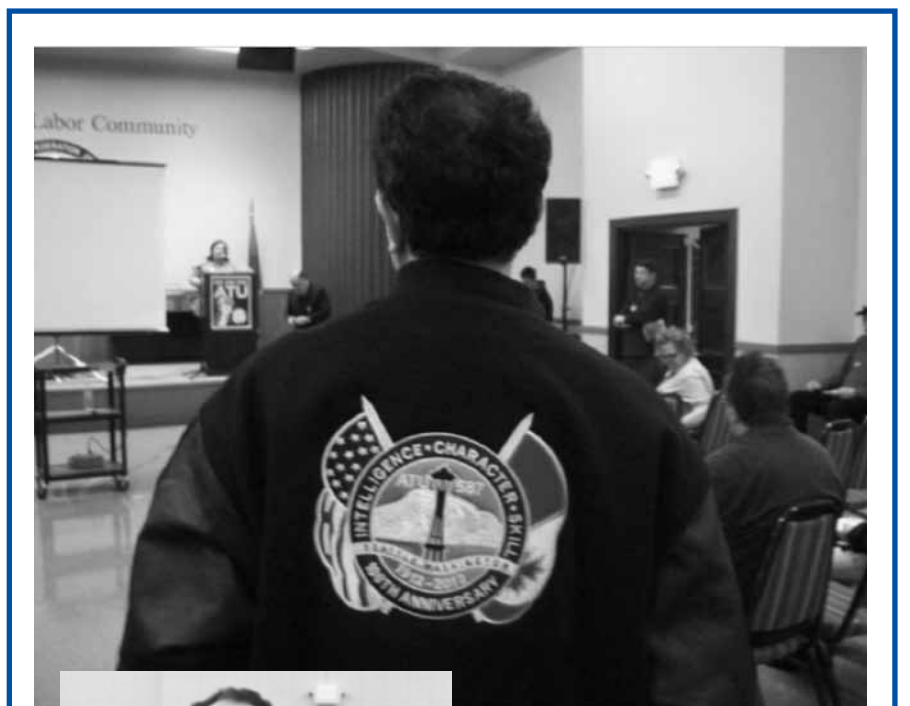
Paul Bachtel introducing the International Officers.



ATU International President Larry Hanley's closing remarks.



Katie Wilson and Beau Morton of the Transit Riders Union attended.



Brother Nader Ayoubi won the Grand Prize COPE jacket at the March 9th Training

VOLUNTEER NOW

to save jobs and working conditions. Success will happen with you involved! The Save Transit Committee needs you to commit at least two hours a week from March 10-April 22nd to get out the vote and prevent service cuts.

Are you in?

Contact the Save Transit Committee at 206-448-8588 ext 110 • Or on FACEBOOK at Save Transit Committee Volunteers



Thank you to everyone who attended the March 9th event.

The March 9th training by Paul F. McCarthy provided our members with a better understanding of the forces arrayed against unions and gave us tools and techniques to fight back. Paul's message was clear: We have to believe in each other before anything is going to work. Even as we are organizing here, the forces aligned against unions and the working class are organizing for our demise. It's a clearly defined policy of divide and conquer, and we are now virtually alone.

McCarthy quoted Jay Gould, a railroad businessman and financier

of the late 1800s who said "I can hire one half of the working class to kill the other half." Nowadays we seem to be doing it for free. We must stop finding fault with each other and solidify our forces. Let us find common ground and become collectively selfish to serve our combined needs. This is known as enlightened self interest. It is a concept expounded on in Alexis de Tocqueville's book *Democracy in America*. Tocqueville observed that Americans joined together in associations to further the interests of their group and to thereby serve their own interests. This is the concept that unites us. WE ARE ONE! And as we acquire greater political power the govern-

ment listens. This is our path to fairness and democracy.

In the meantime, someone has to haul the water and carry the wood. Paul reminded us that being a Union member is not a spectator sport, it is part of our lives and personal experiences. We, as members, have specific obligations, including active participation and preparation for leadership.

When you are leafleting, or blogging, or talking to the public, don't waste time on committed 'no' votes. It'll just burn you out. Talk to those individuals who are on the fence or interested in learning more. Talking to riders at stops where the route is going to be reduced or eliminated has proven to be particularly effective. "Did you know that this route is going to be cut...?"

Great results were gotten while leafleting by opening with "Hello, will you help us prevent cuts to transit service?" The freeways banners (Fight Traffic Support Transit) and (Public Transit = Public Good) have gotten positive responses from drivers, with lots of honking and waves.

We need you. Ballots will be mailed out April 4th, so now it's time for the final push. Protect your union, protect your brothers and sisters, and protect yourself. Call 206-448-8588 ext 110 and sign up to hand out flyers, display signs, call fellow members, and submit comments, tweets and letters to the editor to get this proposition passed. The future WILL be ours if we take

continued on page 9



I'M IN / Save Transit Volunteer Signup Form

N	A	M	E																
E	M	A	I	L															
C	E	L	L	P	H	O	N	E											
A	C	T	I	V	I	T	Y												
R	D	O																	

Activity Choice: FB = Facebook, WV = Worksite Visit, B&S = Banners & Signs, BS = Blog Squad, PB = Phone Banking, LL = Leafleting

send form to:
ATU Local 587
2815 Second Avenue, Suite 230
Seattle, Washington 98121



International Senior Organizer Daniel Sundquist and International Representative Dennis Antonellis speaking with the public about supporting transit.

A Fair Contract Campaign more relevant than ever

By Atlantic Shop Steward Chuck Lare

Editor's Note: The Shop floor 587 Caucus is not affiliated with Local 587.

Proposition 1, pass or fail, our contract with King County Metro will continue to be of paramount importance. Metro will likely attempt to gain concessions from negotiators, despite the membership's interest to have current contract language be the floor. The Fair Contract Campaign approved by the membership in December connects the demand for fair wages, and safe working conditions to the fight for quality public transit.

In keeping with the Fair Contract Campaign community solidarity actions have been taking place, e.g. December 16th's Atlantic/Central Base rally, January 29th Westlake Park public rally and Valentine's Day informational picket at 5th & Jackson and rally in front of Metro headquarters.

Members continued participation in the Fair Contract Campaign, building community solidarity is our best strategy. The ATU 587 News Review December 2013 Business of the Membership reported the motion carried, "By Linda Averill to establish a fair Contract Now Campaign to include the following:

- *Establish a Public Relations/Solidarity Committee
- *Establish a concrete plan of actions with a timeline.
- *Plan for a community solidarity campaign."

The December News Review also



Addressing the ATU 587 Fund Public Transit Now rally on January 29th: (left to right) Operator Central Base Tony Bell, Equipment Services North Base Ian Rush and Supervisor Atlantic Base Kenny McCormick. And displaying one of the Shop Floor 587 Caucus signs (courtesy of Abdul Abdullah) and ATU 587 banner at January 20th MLK march: (left to right) Atlantic Base Operator Nathaneal Chappelle, Central Base Operator Annette Santiago and Atlantic Base Supervisor Kenny McCormick. Thanks to all that participated.

reported the membership's interest with over 100 members signing on to support that ATU 587, "Act Now to Win a Fair Contract! Come to the ATU meeting & support a mobilizing campaign.

Are you missing your rest breaks? Have you experienced the unfair customer complaint system? Are you unhappy about the millions of dollars ATU members lost in wage concessions over the last contract, even as management enjoyed pay raises and/or bonuses? If you said yes to any of these questions, you probably want to do something about it. What are the options on the contract now that it has expired?

Option #1: Go to arbitration.

Putting all the disputed issues of our contract into the hands of a third party "neutral" arbitrator is a crap shoot – at best. It undermines union democracy and deprives ATU members of having any say on the contract we will have to work under.

Option #2: Do nothing. This is not a good choice either. It leaves Metro negotiators to drag their heels while using the "funding crisis" to justify demands for more concessions.

Option #3: Organize! A good contract campaign can connect the demand for fair wages, and safe working conditions to the fight for quality public transit – and offer ideas on how Metro could be better funded without hiking fares or cutting service and jobs. Below is a motion to call for such a campaign.

MOTION to establish a Fair Contract NOW campaign

ATU 587 will organize a *Fair Contract Now* Campaign to include the following:

1. To establish a Public Relations/Solidarity Committee
2. Establish a concrete plan of actions with a timeline. These actions may include wearing armbands, informational picketing, and other appropriate measures, to begin immediately.
3. Plan for a community solidarity campaign. Begin discussions with the King County Labor Council, Transit Riders Union, and other sympathetic community and labor groups about solidarity actions to demonstrate public support for our contract campaign.

Here are some reasons to support such a campaign:

Over the life of the expiring contract, ATU members gave \$30 million in COLA concessions and \$23 million in rest-break takeaways.

Metro keeps claiming a funding crisis, while management remains top heavy and is compensated handsomely. City and County officials continue to spend millions of dollars on stadiums and streetcar extensions. It's time to stop taking concessions and take a stand instead.

In solidarity,

Abdulahi Ali #21106, Adam Kiehak #11454, Amy Cannon #14140, Andrew Galbraith #61955, Andy Connors #46773, Andy Price #20048, Angelina Hessel #21451, Anthony Woods #20340, Audrey Branch #20499, Augustus Estioko #20260, Bill McIntyre #43439, Bill Ritter #40594, Billie Farris #13697, Bob Rigsby #40797, C. Wiggins #46957, Charles Robinson #2973, Cherise Millhouse #12371, Cherry Gilbert #14129, Chris Wong #21060, Chuck Lare #12497, Corliss Barnes #3827, Dale Harter #3945, Daniel Krueger #2130, Danny Kenny #59166, Darrell Shay #21241, Daryl Lozan #20289, David Bankson #45956, David Coyle #13502, David Harger #20447, Deborah Wanner #20754, Diedre Gauff #3610, Denise Givens #20856, Doug Frechin #13467, Eddie Washington #21129, Edgar Solorzano #21182, Edey Edwards #13776, Fred Zaehler #21301, Floyd Barrow #3705, George Safadago 90392, Greg Orr #3740, Hassan Diriyeh #20975, James Harper #3553, James Johnson #2333, Jayne Marvin #20652, Jeff Hulke #45518, Joe Fahlgren #46292, Joe Guillen #3591, Joe Kadushin #12095, Jo Ann Gries #10900, John Jordan #3684, John Marx #45214, Josey Woods #20713, Jun Kawatsuma #20194, K.C. Wong #21060, Karen Berry #12200, Keal Fujii #20735, Kim Kilgore #20370, Kurt Grasdahl #12341, Lance Jennings #13781, Larry Dyer #21267, LaTreviet Moody #20657, Leaine Crashul #3694, Lilly Strouts #20213, Linda Averill #8816, Mark Robles #3670, Marcia Brown #20829, Margaret Sutton #11445, Marius Frazier #20982, Martha Daniels #14162, Matthew Emge #20191, Michael Boddy #20855, Michael Deeter #3324, Michael Maw #62072, Mohammad Bazargan #20844, Nate Chappelle #1719, Nelson Cooper #3383, Nino Yada #21166, Osvaldo Fernandez #20640, P. LeClair #14093, Paul Gilmore #3337, Paulette Washington #1394, Penny Scott #20132, Phillip Blake #5290, Priscilla Martin #4991, Ralph Austin #9546, Ralph Brooks #20743, Ralph Klein #20651, Randy Steinman #47415, Raymond Livingston #2557, Rene Maxwell #14129, Ricardo Diaz #3440, Rickey Brown #2534, Richard Hansen #20485, Robert Kelly #3784, Robert Whitehurst #20189, Robbie White #20966, Sam Smith #14122, Shannon Shay #3301, Sheila Jackson #3516, Shelly Petersen #13214, Shelton Culcleasure #3360, Sina Siliga #20631, Stacy Gosby #20688, Stefan Johansson #21089, Steve Garrison #11537, Sunny Varghese #1660, Terence Richardson #40326, Therese Gales #13708, Tony Jones #9606, Tore Lydersen #20566, Trina Lewis #20166, Tyrone Dumas #20533, Velda Alexander #20845, William Spivey #20796, Wade Harness #20956, Warren Yee #9662, William Good #20110, William Jones #20223, LaTonya Yarbrough #3771

Volunteer, continued from page 8

it. Don't miss the opportunity.

ATU International President Larry Hanley addressed the crowd at the conclusion of the informational training. Eight Officers of our International attended the event including Executive Asst. to the President Lauri Straughan, Executive

Vice-President Javier Perez, Vice-President Bruce Hamilton, Representative Dennis Antonellis, Director of Field Mobilization Christopher Townsend, Asst. Director of Field Mobilization Katherine Isaac, Field Mobilizer Natalie Perez-Cruz and Senior Organizer Daniel Sundquist.



Representing the International for Save Transit: Vice President Bruce Hamilton, Senior Organizer Daniel Sundquist, Field Mobilizer Natalie Perez-Cruz, Representative Dennis Antonellis, Asst. Director of Field Mobilization Katherine Isaac, Save Transit Committee member Lisa Nault and International Executive Vice President Javier Perez Jr.

Vice President DeVoss' Report

By Clint DeVoss



If the Vote on the Transit Benefit District is NO, it won't affect me, RIGHT?

WRONG!!!

Currently, METRO is scheduled to reduce service by 150,000 hours at the fall Shake-up this year and METRO will reduce service by 600,000 hours by the end of 2015. If this does not pass!

Passing the Transit Benefit District will affect all of us, if this vote fails the bottom 10-17% of our co-workers will be looking for jobs; many of you will have to pick a different shift; available vacation weeks will be reduced; some of you will be bumped back to your former jobs; and others will have to pick somewhere you do not want to pick at.

You may not like the taxes and fees that come with voting yes on this proposal. This will cost you \$60 for each vehicle you license and will add 1/10 of a percent to your sales tax. Nobody wants to pay more money out, so you have to make a choice of bad choices. On one hand, you have to pay more money. On the other, it will affect your working environment. Let's look at the numbers.

If you own 5 vehicles you will be paying \$300 per year to license your cars, trailers, etc. If you are bumped out of your current classification, say from Transit Parts Worker to Equipment Service Worker you will be losing around \$2080 per year in reduced wages. That is a lot more than \$300 for the tabs. If you have to work swing shift rather than days you actually come out ahead by around \$1000, but you will be working swing shift or graveyard.

For those of you that will not be bumped off the shift you are on, you may have to go to a different base, further from home or that you do not really want to work at. If your new base is 10 miles further you will pay around \$400 more in gas because of the further distance you are traveling.

And then there are the 28 to 45 Mechanics and the 13 to 22 ESW's

that are going to be out of work. All classifications will see reductions, both in Vehicle Maintenance and Facilities Maintenance. Overall, VM will likely lose around 65-100 and FM around 15-20 union members and co-workers.

Each of you needs to vote in your own self interest, that interest is to vote for your jobs.

More than that, you need to actively support the union's efforts to get this proposal passed by joining with the folks that are campaigning for this measure; speaking with your friends and co-workers to get them to support this effort. The union is seeking your help to save our jobs.

Some folks are out in the workplace saying that this measure is regressive and will place an undue burden on the working poor. Because the measure is regressive we

should not vote for it. This measure is regressive and will fall more heavily on the working poor. There are also efforts being made to give the working poor some relief, through credits. The real problem is that the measure being brought to the ballot is the only game in town. Without the passage of this measure, bad things are going to happen, because there is no other alternative available NOW. If we wait for the perfect solution it will be too late. The people tell you to vote "no" do not have a solution right NOW? If they do I have not heard it.

It's your call and your vote. Please carefully consider how this could affect you, your coworkers, your families, and vote accordingly.

*In solidarity,
Clint*

President's Report,

continued from page 1

amount of support we are receiving from our International office. In my 29 years in this Union I've never seen anything like it. I simply can't find the words to express my gratitude. It is indeed a new ATU under the leadership of our incumbent International Officers.

But, we can't win this fight without YOU!!

All of this, everything we are doing, depends upon Local 587 membership support. All the money and all the staff time will be of little value without your support. We must have several hundred member volunteers to achieve success. Without it, 500 of our members will be facing the loss of their jobs. It's your jobs, your working conditions, and your future on the line. I implore you, please join the 100+ members who have already volunteered their time and talents to help us Save Transit in King County. Ballots are mailed on April 4th. Time is of the essence! Please contact the STC via the Union Office at (206) 448-8588 Ext 110 or on Facebook at ATU Members Training/Community Action.

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

A Bird in the Hand...

Vote YES!

On Proposition 1 to prevent service cuts and save jobs!

Andrew Jeromsky, Save Transit Committee

- Proposition 1 will generate \$80 million per year for Metro transit
- If Prop 1 fails Metro will cut 600,000 hours or 17% of service
- Up to 500 members could lose their jobs over the next 4 shake-ups

I am not willing to gamble with my fellow member's jobs and all of our working conditions in the hopes that something more palatable than Prop 1 will materialize. Olympia has failed to provide a solution. The King County Council has acted and approved a measure that addresses the issues of regressive taxation as much as is politically feasible at the moment. By adding a \$20 rebate for low-income households, coupled with the fact that the Congestion

Reduction Charge will be expiring at the end of May, **the total increase in the cost of car tabs, if this measure passes, will be \$20 for low-income families and \$40 dollars for everyone else.**

Cuts to public transportation perpetuate the poverty cycle, therefore eliminating transit service is regressive. **The loss of bus service to lower income families who rely on transit to get to and from work will be far more devastating and disenfranchising than a potential \$20 tab increase.** In addition, if Prop 1 passes, a low-income ORCA card will be created. This card will be held to \$1.25 for two years. Without Prop 1, the fare will start at \$1.50.

- The one tenth of one percent

sales tax increase will apply to everyone.

- The tab and sales tax increase will *both* sunset in 10 years. (See page 3 Section 1 of the text of the measure at <http://www.king-county.gov/elections/election-info/2014/201404.aspx>. Additionally, if we manage to get funding out of Olympia, both the tab fee and sales tax increase can be retired ahead of schedule.
- If passed, Proposition 1 will improve the Union's position in negotiations for the next several contracts.

This is it. The time is now. VOTE YES BY APRIL 22ND!

The Financial Secretary's Report

By Paul Neil



Local 587 members are making things happen!

The Sunday March 9th rally/training event was a great success! Over 100 enthusiastic Local 587 members attended along with ATU International President Larry Hanley, International Executive Vice President Javier Perez, International Vice President Bruce Hamilton, International Representative

Dennis Antonellis, and International staff members Natalie Perez-Cruz, Dan Sundquist, Chris Townsend and Katherine Isaac. They heard from union organizer Paul McCarthy who educated and inspired everyone.

The purpose of the training is not just to pass Prop 1 on April 22 but

to organize rank and file members (The REAL power of the ATU!) for mass action whether it be fighting privatization, future political action or organizing other transit properties. Since March 9th there have been daily actions for members to participate in including holding banners at busy intersections, leafletting transit

centers and community events or recruiting more members to participate. More members are needed so instead of a union that things happen too we are a union that makes things happen.

New Member Applications submitted to the

ATU International in February:

In the month of February 2014, we reported 5 new members to the ATU International. Four are employed at King County METRO and one at First Transit. This brings our total active membership to 4089. This is a decrease of 33 members compared to this time last year when we had 4122 active members.

Bills:

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

Income:

In February total income was \$246,371.37.

Expenses:

Per Capita payments totaled \$61,217.05. Other bills for payroll, rent, legal, etc totaled \$196,346.27. This amounts to a deficit of \$11,191.95 for the month.

Comparing last year to this year:

Total income is up \$38,406.35 or 6.5%, Per Capita payments were up \$396.19 or 0.3% and all other expenses were down \$53,107.67 or -10.7%. For the year we have a surplus of \$62,707.56 compared to a deficit of \$28,410.27 last year at this time.

My activities for the month:

- I attended mediations with my fellow fulltime officers.
- Attended both the operator of the year and month luncheons.
- Visited First Transit on 2/13 to speak with members concerning the decertification vote, the response was COOL but not in a good way.
- Budget Committee is meeting to work on budget planning in case of layoffs. Hoping to come up with a variety of suggested budget cuts.

Business of the Membership, continued from page 2

copies of all customer complaints that have been placed in the files of Transit Operators during the year of 2013.

It should be made understood that the purpose of this request includes but is not limited to giving Local 587 the tools it needs to fully examine at Local 587's discretion these files in order to allow us to look for the following:

1. Patterns of discrimination by either the employer or the public at large who lodge these complaints against employees protected by the Civil Rights act.

2. To allow the Union at its discretion to look for and evaluate statistical evidence of disparate treatment and or disparate impact of the protected groups. It is further understood that the Union will make every effort to meet the obligations of this directive, but that it will not be required to do so if the cost of doing so will exceed the sum of \$3500 dollars.

3. To provide the membership with a strategy that may include but not limited to assisting members who feel that their civil rights have been violated. It is understood that the Union will not be placed by this directive under any extra financial obligation to spend Union funds to assist these members in that pursuit, but may assist the members affected by providing them and or their lawyers with all information needed to assist them in filing complaints with the EEOC the DOL or whatever other

remedies that affected members may be seeking.

4. It is further understood that one of the purposes for obtaining these files is to allow the Union to examine the statistical validity of Metro Policy regarding customer complaints which we are told is based on statistics related to the average number of complaints drivers receive over a 12 month period. Motion carried.

Motion: By Ninus Hopkins that the increases in the ATU International per capita tax of \$1.50 effective July 1, 2014 and \$1.50 effective July 1, 2015, that ATU Local 587 will pay the increase for members of whose employer is providing paratransit services to public transit agencies. Motion carried.

Motion: By Carol Leak that the ATU 587 Save Transit Campaign shall be considered part of the Fair Contract Campaign. Motion carried.

Motion: By Michael Moore to send two members to the ATU Black Caucus. Motion failed.

Motion: By Tore Lydersen that the President be directed to negotiate and sign a memorandum of agreement. This MOA will affect only bus side full and part time drivers. No other classifications will be affected. This MOA will stipulate that one can only

earn seniority credit while working within a position/classification. A member may be absent and working within another classification for up to one year and still earns seniority credit within the previous classification. After one year of absence their previous classification seniority will be frozen so that upon return to the previous classification they will be given credit only for actual time served. This MOA will recalculate the seniority of members giving them credit only for time served within the classification. Seniority will be recalculated by the Recording Secretary each shakeup at the time that the pick is created.

Brother Lydersen accepted a friendly amendment motion by Sister Kelly Gray to allow any operator who has benefited from the Article 6:1G to return to their previously held classification without the loss of seniority as if they never left the classification, effective the first day of the next shakeup. Probationary standards would not apply. Motion failed.

The membership approved the request of Gary Archer to pursue his grievance to arbitration.

PROS

VOTE PRO

TRANSIT

CTS Awards Ceremony



Jacquelyn Rooney receiving the Cliff Pavlak Memorial Award from Steve Mandavil who is the EA (Employee Association) secretary for 2013. Cliff Pavlak was an Operations Supervisor and an inspiration to everyone.



Wendy Clark-Getzin (left) giving a 2014 Employee of the Year award to the Paratransit team for going through a great change and adapting to it. They moved from their old building by the airport to in house at CTS.

Metro Employees Recreational Activities Association (MERA)



KENTUCKY DERBY DAY EVENT

140th Run for the Roses

Emerald Downs--View Room

2300 Emerald Downs Drive • Auburn, WA 98001

Saturday--May 3, 2014

\$35.00 per person (limited availability)

Price Includes: Admission, Official Program, Tip Sheet, Seating in the View Room, Shared Use of Clubhouse Seating, Sales Tax & Gratuity.

All sales are final and non-refundable!!

Event Schedule

11:30 am. . . . Gates Open

1:00 pm. . . . First Post

1:30 pm. . . . Buffet Served (until 3:30pm)

Menu: Carved Striploin of Beef with Horseradish Cream and Henry Bain Sauces - Cajun Planked Salmon - Blackened Chicken Penne - Chilled Shrimp with Cocktail Sauce - Yukon Gold Mashed Potatoes - Rice with Andouille Sausage and Peppers - Vegetable Medley - Spinach and Strawberry Salad with Blue Cheese and Candied Walnuts - Cobb Chop Salad - Southern Pasta Salad - Artichoke Spinach Dip with Crackers and Crostini - Crudite and Cheese Trays with Crackers and Baguette - Seasonal Fresh Fruit - Assorted Rolls - Assorted Desserts Table
(menu subject to change)

MERAA Hotline at (206) 684-1978

Contact your MERAA Rep for tickets