



ATU Local 587

NEWS REVIEW

Vol. XXXVIII, No. 11

November 2015

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The President's Report

Cameras on the Coaches

By Kenny McCormick

The cameras on the coaches were intended to be used for the safety of passengers and the Operators as described in our Collective Bargaining Agreement. **Article 3 Section 7** "No Employee shall be required to take a lie detector test or be subject to unlawful surveillance. Random or indiscriminate surveillance will not be made by means of recording equipment and/or telephones without advance consent from President/Business Representative of the UNION, unless such surveillance is for the **security of the public and/or Employees or for the security of METRO funds** in fixed locations other than revenue vehicles. No Employees will be disciplined for work conduct observed on a security surveillance system, except for conduct constituting a major infraction as listed in **Article 4, Section 3.**"

Metro has used the cameras on the coaches to investigate Customer Complaints; the excuse given is it is being used to clear the Operators. If that were true it would still be against the CBA because Customer Complaints are not major infractions as laid out in Article 4, Section 3. Some Chiefs have viewed the videos and observed the Operators not doing anything wrong but continued to look for a reason to discipline Operators.

The video footage from coaches has also been used to view accidents that were not major infractions. Again this is not the intent use of the video cameras or the language in our CBA. Misuse of the video is also a violation of the Preamble, specifically our right to **fair working conditions.**

The video footage has been used to investigate incidents both inside and outside of the coaches, when Employees talk or text while at work. Anyone violating work rules around the coaches understands this being done under the watchful eye of video surveillance and if the misconduct

rises to the level of a major infraction the video will become evidence against you.

If for any reason video surveillance is used against you please contact a Shop Steward and get help to stop this clear violation of our contract.

We plan to start Shop Steward training in November and this will be a part of the training Shop Stewards will receive. We will begin with Chief Steward training and then start training the Stewards that have not been trained.

"If for any reason video surveillance is used against you please contact a Shop Steward and get help to stop this clear violation of our contract."

Business of the Membership

At the October 2015 cycle of meetings the following business was addressed:

MOTION: by Linda Averill: That ATU 587 goes on record in support of Initiative One—a measure before Tacoma voters. (see page 4) Motion carried.

MOTION: By Tzur Wilfand that all E-Board Officers will be issued an ATU 587 official email address that will be posted on the Union website. Motion failed.

PROPERTY	YES	NO	PROPERTY	YES	NO
KCM	21	9	KCM	13	24
JTA	0	0	JTA	0	0
CTS	0	3	CTS	0	4
TOTAL	21	12	TOTAL	13	28

Executive Board Report

October 27, 2015

All members of the Executive Board were present except Kenny McCormick, Ninus Hopkins and Tyler Zimmerman.

MOTION: By Mike Rochon to approve the bylaw proposal to Article V, Sections 2 and 5. Motion failed.

MOTION: By Patrick Brady that in 2015 we change Local 587 banking from KeyBank to United Business Bank. Motion carried.

MOTION: By Lorri Kurth to move the Saturday meeting from 11 a.m. to 12 noon. Motion failed.

MOTION: By Cory Rigtrup to cancel the Saturday meetings effective the December 2015 meeting cycle. Motion failed.

In Loving Memory...

*"Sometimes, when one person is absent,
the whole world seems depopulated"*

~ Allphonse de Lamartine

Metro retiree **Edward Sashko** passed away October 1st, 2015. Brother Sashko retired in 1989.

Retired Metro mechanic **Richard (Richie) Green** passed away October 6, 2015. Brother Green worked in VM for 28 years.

Metro operator **Gonzalo Dictado** passed away September 26, 2015. Brother Dictado joined Metro in 2001.

CTS Field Supervisor **Nancy Vivolo** passed unexpectedly on October 5, 2015. Sister Vivolo was a member for 20 years.

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

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.

Membership Meetings

Tentative Agenda

CHARTER MEETING
Thursday, November 5, 2015
8:00 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, November 6, 2015
10:30 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

SATURDAY MEETING
Saturday, November 7, 2015
11:00 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, November 9, 2015
7:00 p.m.
Port Townsend Community
Center, 620 Tyler Street,
Port Townsend, WA

CLALLAM TRANSIT
Tuesday, November 10, 2015
7:00 p.m.
Vern Burton Memorial Bldg
Port Angeles, WA

WEDNESDAY MEETING
Wednesday, November 11, 2015
3:30 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

Among Topics to be Discussed: Grievance and Arbitration Update
Unfinished Business: None

Arbitration Update

- Andrew Price:** Grievant picked report being split on a Saturday in violation of contract: scheduled November 11, 2015.
- Mark Kelly:** Grievant union work being performed by a subcontractor (bus wraps); scheduled August 26, 2015. Postponed pending ULP filed by Metro
- John Marx:** Grievant creation of swing shifts for Millwrights; scheduled September 1, 2015. Postponed pending ULP filed by Metro
- Elaine Monzon:** Grievant termination for alleged falsification of a Metro document; schedule pending.
- Tim Brickell:** Grievant vacation pick conducted in violation of contract language; scheduled October 30, 2015. On track.
- Jerrold McKenna:** Grievant numerous contract violations in the subcontracting of work historically and traditionally performed by King County Metro Vehicle Maintenance Mechanics; Final offer sent to Metro; if not accepted then dates will be set. This is same issue and grievance as #10 Dan Kenny
- Gary Archer:** Grievant improper assignment of overtime; scheduled October 26 & 28, 2015. On track.
- Carol Leak:** Grievant improper issuance of an unexcused absence; settlement reached.
- Carol Leak:** Grievant termination for alleged violation of attendance probation; settlement reached.
- Dan Kenny:** Grievant subcontracting of work historically and traditionally performed by bargaining unit members; schedule pending. Final offer sent to Metro; if not accepted then dates will be set.
- Michael Maw:** Grievant historical practice and contract language regarding assignments of Millwright shifts and assignment of overtime; schedule pending. On hold pending ULP filed by Metro.
- Michael Maw:** (same issue as above) Grievant historical practice and contract language regarding assignment of Millwright shifts and assignment of overtime; schedule pending. On hold pending ULP filed by Metro.
- Carey Watson:** Grievant a suspension for alleged Serious Misconduct; schedule pending.
- Katherine Cartwright:** Grievant alleged insubordination with six day suspension; schedule pending.

To: All Members of Local 587 • From: Recording Secretary Cheryl Rowe

Proposal To Change Bylaws: ARTICLE V, Sections 2 & 5

Submitted by Tzur Wilfand

September 25, 2015

In accordance with the Article XV, pertaining to bylaw proposals, and due to a typo in the September edition of the *News Review*, the following proposal will be published in the October and November editions of the *News Review* and will be voted upon through the November cycle of Union meetings.

Current Language: ARTICLE V Salaries and Compensations

Section 2. Detail Wages

When the President/Business Representative/designee determines that compensation will be given for committee work, members on committee duty shall receive pay for hours worked at the rate of pay they receive under the prevailing contract for their classification or time loss, whichever is greater. In any event, overtime rate will not be paid until actual hours worked for the Local exceed the member's daily straight time guarantee, unless detailed for his/her entire shift by the President/Business Representative/designee. Members volunteering to work on their regular day off shall be paid straight time for the first eight hours (or applicable shift) and the applicable overtime rate for any hours worked over and above that shift.

Section 5. Officer Vacation

Salaried officers shall receive the same vacations that the

membership receives from their employer.

New Proposed Language: ARTICLE V Salaries and Compensations

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Section 5. Officer Vacation

Salaried officers shall receive the same vacations that the membership receives from their

employer. Vacation accrual, cash out and carryover shall be in accordance with the classification and seniority the officers currently hold.

Major Religious and Secular Holidays

November 2015

Nov. 1 Daylight Saving Time ends	Nov. 15 Nativity Fast begins – Orthodox Christian
Nov. 1 All Saints Day - Christian	Nov. 24 Niinamesei – Shinto
Nov. 2 All Souls Day – Christian	Nov. 24 Guru Tegh Bahadur Martyrdom – Sikh
Nov. 3 Election Day	Nov. 25 Guru Nanak Dev Sahib birthday – Sikh
Nov. 9 Dhanteras – Hindu	Nov. 26 Thanksgiving
Nov. 9 -13 Diwali / Deepavali – Hindu, Sikh, Jain	Nov. 26 Day of the Covenant – Baha'i
Nov. 11 Sigd – Ethiopian Jewish	Nov. 27 Mark McLaughlin Day
Nov. 11 Veterans Day	Nov. 28 Ascension of Abdu'l-Baha – Baha'i
Nov. 12 Birth of Baha'u'llah – Baha'i	Nov. 29 Advent begins - Christian
Nov. 12 New Year – Jain	
Nov. 15 Shichigosan – Shinto	

*This list was compiled from information found online. Any errors are unintentional. If there are dates you would like included in upcoming months, please send an email to: crowe.recsec@atu587.org

NEWS REVIEW

ATU Local 587

Published monthly in Seattle.

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

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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

ESTHER HANKERSON
CORY RIGTRUP
MIKE ROCHON
PATRICK MURRAY
LISA CARTER
KEVIN BANKS
ERIC BUTLER
NINUS HOPKINS
MIKE BURR
TZUR WILFAND
TYLER ZIMMERMAN
LOREN COOK
KEN PRICE
RANDY LEWIS
MARY J. NEWTON
LORRI KURTH
ED STANARD
SHANNON SHAY

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

Articles/Letters to the editor

Letters/contributions must include printed names, signatures, work ID numbers, addresses and phone numbers that can be verified during working hours. Letters that cannot be validated will not be published. All articles/letters are subject to editing and should be limited to 1000 words or less. Not all letters can be published due to space limitations. Cut off is 5:00 p.m. on the 15th of each month, if the 15th falls on the weekend/holiday, cut off is close of business on the following business day. Any submission from a member of Local 587 to the *News Review* deemed unprintable by the Recording Secretary shall be forwarded to the Executive Board for final decision to publish.

Send letters and articles as original Word documents to Cheryl Rowe at: crowe.recsec@atu587.org

Opportunity Equates to Diversity

Submitted by VM Board Officer Cory Rigtrup

The Vehicle Maintenance (VM) Apprenticeship program is a fantastic opportunity now open to all 587 members. If you interested in acquiring a valuable trade and higher pay, please apply.

If you noticed last month, the Union posted how and where to apply for this career changing opportunity. I was pleased to see the Union's posting, but disappointed that Metro made little attempt in informing you. (Other than putting an internal opportunity on their external job recruitment website) To be fair, they did make amends once we called them out on it. Nonetheless, it puts doubt in my mind, then questions on my tongue as to this Agency's dedication to promoting within.

Anyways, I hope there will be many more of these opportunities in the future, so keep your eyes open if you're interested.

Some history:

A couple years ago, your E-Board discussed Metro's discriminatory hiring/promotional and discipline practices; we also discussed issues within our Union that needed some housekeeping. Those discussions led to an open letter, and then to PACE.

Putting my money when my mouth is, I joined the Training and Workforce Development subcommittee (TWD). I joined for two main reasons:

1. I wanted to see more opportunities created for folks to move up in this Agency through a fair and transparent process.

2. I wanted to see Women working in the trades.

Apprenticeships:

When the TWD started identifying obstacles, it quickly became apparent that VM's contractual language on Apprenticeships had some problems. Specifically, the limits were in the wrong places:

1. It limited these Apprenticeships to only becoming a Mechanic, not any other trade.

2. There were no limits that kept HR for just giving these Apprenticeships to people who don't even work for King County.

Timing was perfect! Shortly after subcommittee meetings started, contract negotiations began. And I'm proud to report these issues were fixed. Now, Apprenticeships can be created in any of the wonderful trades in VM. The new language requires: first to hire anyone qualified from VM, and then anyone qualified from the entire 587 workgroup, before they can solicit the General Public. It is good language; call it a small PACE success story!

In my opinion, your Union gave Metro the keys to the kingdom, in the name of sustainability. I'll explain.

Right now in some Classifications we're running about 10% less people than what is needed. As you might imagine, there is a massive hiring spree going on to counter this. Metro is competing in a fading pool of local talent. Years ago this was a little obstacle, but time has weathered this once desirable Employer. Applicants are offered years of Graveyard and midweek RDO's with a shift differential that was updated in the last millennium. This is not an easy thing to sell, considering most trade jobs work regular hours and pay more.

Women in trades:

We have 2 Women in all of VM's trade ranks. That would be an acceptable number if there were only half a dozen or so total trade folks. Actual number is 391.

Now, I've heard a lot of excuses for why we're in a gender draught predicament:

"It's a man's world"
 "Women can't do the job"
 "Coveralls aren't sexy"
 "Women don't apply"

Sad to say, the latter excuse is true.

I've witnessed in recent years large amount of energies from

Metro appealing to women in the General Public, with hopes to recruit. While I support and have participated in some of these outreaches, they've yet to bear any fruit. I question, why is Metro ONLY looking outside to mitigate diversity liability? If there are over 1000 women in our Local, why not look within?

Let's be honest with ourselves folks. Some of the trade jobs in VM don't exactly appeal to many women. However some of them historically do and they're just as rewarding and valuable, so why not create apprenticeships in those? Examples: Painter/Signmaker, Upholster, Electronic technician, etc.

Come on! If all these trades have apprenticeship in the outside world, why doesn't Metro build our own programs? Sure it takes some investment, but it also requires some new attitudes. The old priority of just "putting out fires" needs to go, with excuses like:

"not budgeted for it"
 "don't have the staffing"
 "to much back log work"
 "running crazy overtime already"
 "For every apprentice we hire, that's one less journey level Employee"

That's all BS. Our Preamble says Metro will adequately staff

and train; article 6.3 speaks of promotional opportunities. These are contractual obligations that are not being lived up to. Let alone the poor business model of running wide open O/T from a workforce that receives a diminishing amount of training.

Baseball has an answer:

In professional baseball, if a team just relies on acquiring available skilled talent through the open market, they'll either exceed the salary cap or not be able to field the team they'd like. So, what teams have done (well before I was born) is build an internal farm system, called the minor leagues. Teams scout for raw talent, sign them, train them, expose them to progressively harder and harder levels, and then one day, the team's investment pays off.

Think of an Apprenticeship like the farm system. Instead of competing for whose available on the local job market, invest in good employees and build some highly trained journey level trades folks from within.

After all, Jackie Robinson didn't start off as a legendary baseball player, someone gave him an opportunity and the rest is history.

Keep the pressure on, and we'll make this Agency great again!

15 NOW Tacoma

MOTION: by Linda Averill: Given that 15 NOW Tacoma has secured a measure on the November ballot to make \$15 an hour the new minimum wage in Tacoma (with an exemption for small businesses who gross less than \$300,000) and that this measure is endorsed by the Pierce County Labor Council and several unions in Tacoma, and that the King County Labor Council is seriously considering how it can help through its mobilization committee, but needs to

hear from affiliate unions to make a final decision, ATU 587 goes on record in support of Initiative One — a measure before Tacoma voters that will help lift workers out of poverty and forge unity between low-paid riders and transit workers, and formally ask the King County Labor Council to put resources behind this measure, as for example through phone-banking, to help the Pierce County Labor Council and 15 NOW Tacoma secure its passage in November

No Accountability/Fixing Less Buses

Dave Drew, NB Mechanic #46023

The quality, attitude, and support provided by VM managers has a huge effect on our ability to do the job we were hired to do, fixing the buses. Years ago, under the direction of VM manager Jim Boon, we knew we were valued and respected for our many talents. Communication was good and Jim went to bat for his VM employees. There has been such a void since his retirement! Upper management spends plenty of time telling us how they are our friends. But their actions say otherwise. During contract negotiations “our friends” spoke of taking away our precious comp time and argued unsuccessfully for non-mechanics to do mechanic work. Now many of us have callously been labeled “sick leave abusers.” (This degrading label for using OUR sick leave in any way management deemed resembled a pattern as simple as calling in sick two Fridays in one year.) Far too many poorly thought-out programs and policies have been concocted that inhibit our ability to repair coaches. As a group we need to decide if we are going to let disappointing management take us further downhill, or to collectively speak out. Secondly, how much respect could we gain in the eyes of the taxpayers by making one of our functions as a union to be government watchdogs over haphazard management?

Ninety-five percent of the mechanics, ESWs, and Stores workers I come in contact with have concluded that LEAN is at best a joke. Leaders failed to make sure that the first LEAN project was a shining success. The initial rollout in Stores was legendary in its idiocy. Commonly used parts were sent away. Coaches were parked in the BO lanes waiting for once-stocked parts. Two hour repairs became five hour repairs as coaches torn apart for diagnosis were put back together and parked awaiting parts. Runs were missed. Superintendents, Chiefs, and ESWs became parts runners. A master list

of parts to remove from the bases was incorrect. Stores workers who had pulled that long list of parts on overtime were then paid overtime again to restock those same items. The costs surrounding this LEAN boondoggle keep mounting up into the hundreds of thousands of dollars. We were all told that LEAN was needed because our parts inventory was overly large. Parts for long-ago retired coaches were gathering dust on our shelves and there was a glut of parts for our current fleet. In the REAL world the manager overseeing prudently ordering and surplussing parts as needed would have been held accountable and summarily fired! Not in KC Metro's managerial club, which holds no one in management responsible. (Yet these hypocrites waste no time going after us if they find we failed to tighten a bolt or nut!) What is being pushed as LEAN here at Metro is simply what professional managers in private shops must do each and every day. Fleet managers constantly look for improvements by reacting quickly to fleet defects, parts problems, repetitive mechanical issues, and all potential cost savings. What are our managers spending their time doing? Managing home remodels, planning social events, and sending endless e-mails appear to fill their days. This whole LEAN project appears to MOST of us just to be a way to cover up the inadequacies of Metro's substandard management. Now under LEAN WE are being asked to do the Chief's job identifying problems while they still get their \$120,000 salaries!

Managements “Automation” also has badly stifled shop production by saddling mechanics to computer stations. At the original test base, NB, our many complaints were ignored. Our fine clerks, promised there would be no job loss, soon had their ranks decimated by half. Seasoned mechanics unfamiliar with computers were denied promised classes. Important coach repair time was reduced by mechanics doing cleri-

cal work and reading an endless stream of largely useless e-mails. We were ordered to lie and just bury extra “Automation” time into “Whatever coach you have in the shop.” (Both shop cleaning and chasing parts were already in that cost hiding “bury into any bus” category.) Ironically these are the same managers that have the nerve to suggest “time standards” for repairs. Eighteen months ago the VM manager and his sidekick promised me that they would get back to me on how to charge e-mail time. They failed to do so. At present I have 2,700 unread e-mails as I refuse to dishonestly dump that time into a coach.

Where is the accountability and support when it comes to Safety and Training? North Base was recently fined over \$5,000 for an L & I violation. This involved the method we use to change out rooftop bus batteries, which managers have had a decade to figure out. Both millwrights and mechanics warned management for years that this was unsafe. An even more costly violation involved a dangerously sunken NB curb next to where coaches were parked daily. For years complaints were raised yet nothing was done. Injuries and I'm told lawsuits followed. Once again there is no accountability for the inaction. Training is the backbone of any respectable maintenance operation. We

continue to suffer when management fails to support our highly skilled yet pitifully understaffed Training Department. With this talented group already overloaded, management keeps assigning more and more tasks to them. The recent APTA report strongly points out just how short-staffed they are. This deficiency remains shamefully unresolved. Too often mechanics must learn through costly trial and error. Professionally run fleet shops don't rely on mechanic A teaching mechanic B, often incorrectly.

Truth be told, Metro mechanics do an incredible job despite managements continual shortcomings. As a group we should demand a voice in who the next permanent VM manager will be. What an uplifting change it would be to work with an honest and professional VM manager who can work with us to eliminate obstacles, spend taxpayers' dollars wisely, and hold base Chiefs accountable. Sadly many of our best thirty year-plus mechanics are looking at early retirement. I've been here nearly thirty years. The first twenty five were damn good. The disappointments just keep on mounting up from the agency so many of us have invested so much time and energy into. Could a unified voice from us for accountable and responsible management bring back the prideful place we once knew?

Continuing Education for Shop Stewards and Potential Shop Stewards

Continuing education for Shop Stewards and potential Shop Stewards will be held at the Labor Temple Hall, Saturday, September 12th at 10:00 a.m., one hour before the 11:00 a.m. union meeting.

The cut off time for requests for a courtesy detail is by noon of the Monday before the Saturday

meeting. It is suggested that the meetings be facilitated by one of the two ATU 587 Vice Presidents.

Come and talk about issues concerning our members and discuss strategies on how we can best advocate and represent our membership. Hope to see you there.

CTS Celebrates 35 Years of Service

Mary E. Bower, CMC, Clallam Transit System

Clallam Transit System officials ceremoniously kicked-off "Try Transit Week" activities in festivities held at the Port Angeles Gateway Transit Center on Sunday, October 11, during the 14th Annual Dungeness Crab and Seafood Festival on the waterfront.

The system's current General Manager Wendy Clark-Getzin, PE, along with former General Managers Bill MacCully, Dan DiGuilio, and Terry Weed addressed the public who turned out to celebrate the 35th anniversary of public transit service, which began operating on October 13, 1980. Board Vice Chairman Brad Collins spoke briefly about the values of the public transit service throughout the county. Transit officials unveiled a new metal art insignia designed to commemorate this significant service milestone. The wall-mounted art work is commemorative of a 1980 bus token.

Tuesday, October 13, was the first day of two days of free service on fixed-route, dial-a-ride, and paratransit modes of service. The second free day of service occurred on Saturday, October 17. The free service is to thank riding passen-



Dan Di Guilio, Terry Weed, Wendy Clark-Getzin, Brad Collins, and Bill Mac Cully (left to right) unveil a new insignia to celebrate the Clallam Transit System's 35 years of service on October 13 during weekend activities.

gers and to entice new riders to try the system's services.

Also on Tuesday, October 13, CTS staff issued regional reduced fare permits (RRFPs) to eligible persons free at the system's headquarters facility on West Lauridsen

Boulevard.

The purpose of celebrating a "Try Transit Week" is to showcase the vital role public transportation plays in the daily lives of people and to promote greater use of the local public transit service throughout the county. The Clallam Transit System started with urban service in Port Angeles and expanded quickly to reach all quadrants of the rural county.

Anniversary celebration announcement flyers were posted on buses and in passenger shelters to notify the public and bus riders of the celebration activities.

October 13, 1980, marked the beginning of fixed-route public transit bus services provided by the Clallam Transit System. The initial service offered trips between Port Angeles and Sequim. That one run was expanded to four city routes just months later. The agency started with a fleet of twelve 22-passenger GM Carpenter Cadets operating on 10 routes. Clallam Transit now operates a fleet of 32 modern, accessible buses on 14 routes throughout the county

from Diamond Point and Sequim Bay in the east to La Push and Neah Bay in the west and all points in between. CTS operates 20 vehicles in paratransit service operations. In 2014 the Clallam Transit System tallied 973,346 total passengers and carried them 2,155,481 miles in all modes of transportation.

In 1980, Clallam Transit carried 735 daily riders, compared to 2,640 today. Monthly ridership was 13,720 passenger trips in 1980, compared to 66,310 trips now. In 1982 ridership increased 50 percent from the previous year. In 1981 paratransit operations began through contracted arrangements. In 1984 the west end of the county was annexed into the service area. Paratransit operations came in-house in April 2011.

In June 1983, CTS carried its 1 millionth rider Janice Teeter. CTS carried its 10 millionth rider Norm Fisher in May 1998, 15 millionth rider Adrian Ripley in November 2005, and 20 millionth rider Mike Clark in April 2011. During the 35th anniversary year, CTS anticipates its 25 millionth rider.



SHOP STEWARD CLASS

is coming!

Back by popular demand!

- A complete "Training Manual" for all Shop Stewards
- A one day class for all Shop Stewards
- Tiered training classes will be offered

"I cannot teach anybody anything. I can only make them think"
— Socrates

For all members who wish to take the training please send an e-mail to **Cheryl Rowe**, Recording Secretary crowe.recsec@atu587.org

Letter to the Editor: Cancelling Routes

Dear Editor,

In October, King County Metro held a public hearing for residents of Northeast Seattle to explain another proposed round of major changes to bus service for March 2016.

These changes are timed with the opening of light rail to the University District and include the elimination of major routes such as the 43 and 71.

Below is a letter that reflects the concerns/sentiments of residents and riders in these districts about the hardship these changes will present.

ATU 587 has a vested interest in speaking up in solidarity with our riders in calling on public officials to work with the community to create a bus-light rail network that keeps the faith of what was promised by Proposition One. And to ensure that lifeline routes are kept intact — at least until it is shown that no one is riding them. Here is the letter:

October 5, 2015

The following King County proposal was approved:

The Seattle Transportation Benefit District Board passed Resolution No. 12 concerning funding for Metro Transit service benefitting the City of Seattle. If approved, this proposition would fund preservation of transit service on existing routes primarily serving Seattle that are proposed to be cut beginning in 2015. A portion of the funds collected would support regional transit service and improved access for low-income transit riders. This proposition would authorize an additional annual vehicle license fee of \$60 per registered vehicle with a \$20 rebate for low-income individuals and authorize a 0.1% sales and use tax. Both the fee and the tax would expire by December 31, 2020.

A great deal of testimony has been sent to show the devastating effects of eliminating bus routes #25 and #43 especially for older residents and people with disabilities who cannot walk the distances required to use the suggested alternatives. And the above legislation, which was approved by voters, should make the attempts to cut bus service moot since ignoring it would be illegal.

Sincerely,
Tamara A. Turner
— submitted by Linda Averill

2015 Election COPE Endorsements

The following candidates showed support for public transit issues and union labor and the endorsements were approved by the ATU 587 membership.

King County Assessor
John Wilson

King County Council Position #2
Larry Gossett

King County Council Position #6
Claudia Balducci

Bellevue City Council Position #1
John Stokes

Des Moines City Council Position #4
Jeremy Nutting

Fife City Council Position #1
Brian Yambe

Kent City Council Position #6
Toni Troutner

Renton City Council Position #5
Ed Prince

Seattle City Council Position #2
Bruce Harrell

Seattle City Council Position #3
Kshama Sawant

Seattle City Council Position #5
Sandy Brown

Seattle City Council Position #7
Sally Bagshaw

Seattle City Council Position #8
Lorena Gonzalez

Shoreline City Council Position #6
Jesse Salomon

Tacoma City Council Position #1
Anderson Isben

Tacoma City Council Position #4
Tom McCarthy

Tukwila City Mayor
De'Sean Quinn

South King County Fire and Rescue
Commissioner Position #2
Roger Flygare

Mountlake Terrace City Council Position #6
Stephen Barnes

**Endorsement Approval Pending
Ratification by members:**

Bellevue City Council Position #3
John Chelminiak

Bellevue City Council Position #5
Vandana Slatter

October 7, 2015



Dear King County Councilmembers, County Executive, and Metro General Manager:

I am writing on behalf of the Transit Riders Union regarding Metro's policy prohibiting Metro employees, including Operators, from wearing body cameras or recording video while on duty.

We understand that this policy was introduced during the investigation into a dispute between a Metro driver and several sheriffs' deputies that took place in November 2014. As you know, the investigation ended with the firing of two deputies who had falsely accused the driver of unprofessional conduct and profane language. Given the role of footage from the driver's body camera in shedding light on the truth in this matter, it seems an odd occasion to introduce a policy prohibiting body cameras.

Being allowed to wear a camera may be a matter of personal safety; our Metro drivers work alone, at all times of day and night, at what can be a dangerous occupation. As the incident described above shows, it may also be a matter of keeping our police force accountable. If a Metro driver feels it necessary to wear a camera on the job for their own protection or for whatever reason, we believe they should be allowed to do so.

The Transit Riders Union urges that Metro's policy prohibiting employees from wearing body cameras be rescinded. If there are concrete reasons underlying this policy that Metro believes outweigh the concerns of their employees who wish to wear cameras, these reasons should be made clear and discussed in open dialogue with drivers and their union representatives in ATU 587.

We call on our elected representatives on the county council and the county executive to ensure that this issue receives the attention it deserves.

Sincerely,

Katie Wilson
General Secretary
Transit Riders Union

Transit Riders Union

P.O. Box 20723 | Seattle, WA 98102 | 206-651-4282 | contact@transitriders.org
www.transitriders.org

Some Powerful Safety Tools

By Terri Sanford, Metro Transit Operator and Ryerson Base Safety Committee Member and Marc Anderson, Transit Risk Program Manager

The safety vest and the flashlight: these are two very simple devices that can save us from injuries.

When used in coordination with that very complex tool between our ears, they are even more powerful.

On the road, our operators are confronted with all forms of challenges—inattentive or angry drivers, distracted pedestrians, daring bicyclists, narrow lanes, seemingly unending construction, trees and other overhangs, and many other things too numerous to mention here. In the shop, our Vehicle Maintenance employees deal with other challenges including hoisted coaches, heavy equipment, hazardous materials, and repair work with moving parts. Power and Facilities employees face many of these same issues and others unique to their work, including but not limited to traffic, weather, hazardous exposures, and work at heights.

Metro Transit operators often

breathe a well-deserved sigh of relief when they get the coach and themselves back to the yard without mishap.

But that's no time to let up.

Once you get in the yard, a different set of challenges faces you. You may be in a dark area of the yard. In winter you may encounter ice. You may be faced with individuals not following the 10-mph yard speed limit or cutting corners in other ways. (Remember, a coach traveling at 10 mph can't stop on a dime!) And just like on your route, you could very well be confronted with construction which causes you to "reroute" and could present trip hazards, noise, and exposure to dust or equipment.

Though life is full of risks, you can improve your odds by following



these simple rules while in the yard:

Always wear your Metro-supplied safety vest—not just when you are outside a marked crosswalk, but at all

times. Change takes time but we strive for 100% vest compliance as soon as possible.

Always have and use your Metro-supplied flashlight. It is a handy tool for pre-trip inspections and to light your way while walking.

Be aware of changes in the yard environment—again, construction; new yard safety markings; lighting; even substances on the pavement that might impact walking. Never cut across a marked construction site

Watch and read all signs and notices—they are there for our

safety and are frequently updated.

Like momma told you—watch where you're going and don't trip over your own feet! Always be on the lookout!

Those of us who are safety and risk professionals and Safety Committee members try to lead by example. We can't "not" care. Some years ago, an operator was struck and killed by a coach at Central Base. It was a traumatic event for everyone involved. It must not happen again. Remember—walking through the yard is like driving your bus. It requires all your senses to operate safely.

Let's use those powerful safety tools—vests, flashlights, and our five senses—to avoid another such terrible event and other lesser events. When you ensure your safety, it helps ensure the safety of those around you and reminds those who may have forgotten. We're all in this together. Lead by example.

Winning a Super Bowl-Contract

By Atlantic Base Shop Steward Chuck Lare

Super Bowl contenders, the Seahawks football team is only allowed 46 active players. Those 46 active Seahawk players fill stadiums with tens of thousands of screaming fans and hundreds of thousands of fans cheering from their televisions. A well trained team of 46 active ATU 587 members could likewise win a super bowl-contract in this upcoming season's new contract negotiations. How?

How have the Seahawks consistently been a contender for the Super Bowl? By luck and by chance? Or by skill, practice and leverage? The Seahawks may have had a little luck but the Seahawks are Super Bowl contenders primarily due to skill and a lot of practice.

Skill, like football players with the interest in winning a Super

Bowl, we need skill to win a Super Bowl-contract. Skill building comes from attending the monthly union meetings, the Shop Steward Continuing Education (10 AM, the Saturday after the Thursday Charter meeting), and huddles/caucusing with members at the shop floor.

At the shop floor we must be practicing our skills by participating in scrimmages that build our solidarity-muscle to win a Super Bowl-contract. Our solidarity-muscle was enhanced from the scrimmage where we ran the offense's inadequate bathroom "play." This play scored big on the shop floor with Labor and Industries (L&I) citing Metro for an inhumane workplace that could result in "death or serious physical harm." This scored members new

comfort stations and demonstrated member's solidarity-muscle can score big against Metro for failing to value our members.

As we wish to win a Super Bowl-contract we will need more scrimmages, giving more of us an opportunity to practice plays like group grievances, filings with the Employee Equal Opportunity Committee (EEOC, <http://www.eeoc.gov/employees/howtofile.cfm>), filing Unfair Labor Practices (ULP, <http://www.perc.wa.gov/Forms/U-FAQ.pdf>), public demonstrations highlighting ATU 587's labeling of the King County Executive as "unfair to labor" with the continued attempts to outsource our work.

Let's work at playing more scrimmages that enhance our skills and build solidarity-muscle by

running plays that score us a fair customer complaint system, stop the wage-theft requiring members to perform unpaid coach pretrip work and win healthy rest periods.

Our solidarity-muscle is what will win us a Super Bowl 2016 contract, a contract that scores us a REAL wage increase. Never forget, "The power in the people is far greater than the people in power."

Suggested reading: "Alternative Dispute Resolution in a Nut Shell" by Jacqueline M. Nolan-Haley, "Offensive Bargaining: Negotiating Aggressively in Contract Campaigns" by David Rosenfeld, [contact laborbooks.com](http://www.laborbooks.com) (purchase of this book is limited to unionists and labor-side negotiators), "How to Jump-Start Your Union," www.labornotes.org.



The Vice President's Report

The Crossroads

By Nathanael Chappelle

Our team has been in office approximately four months, working diligently with various departments to best represent the members. We handle grievances, terminations, hearings including Loudermill hearings, and probation. I am looking at all the points of view, our Local 587 and King County Metro. I stand in the middle knowing that we must all unite together to make Transit work. With current budget limitations in mind, we are rethinking how we continue to represent the memberships while staying within our budget. One of the most important components of any process is that we are listening, understanding and clarifying accurately the members' concerns.

For the grievance process to be effective it must be a valid

grievance that has merit and has violated the contract. We all have grievances that we feel are valid but there are processes that we must follow. The process steps ensure that our resources are used wisely and effectively.

The termination process affects not only the individual being terminated but his/her family members, financial obligations, health concerns including insurance coverage. With this in mind we develop that best defense strategy possible. In some cases we may not reach the desired goal, but through negotiations and our lawyers' advice we can reach the best resolution possible.

We have a hearing process that consists of the management presenting facts for their case against an employee, and the union

building a defense to support the worker. Management's case often centers on the specific violation of the contract. The union must defend the employee regardless of the circumstances. Occasionally, past practices and cases may influence the outcome. If workers are being terminated the Loudermill Hearing can be the first line of defense. This hearing will present the employee with the evidence of their charges. The employee is given the option of responding to management's case within five to ten days.

The probation process gives management the option of keeping the employee working and provides the employee with the opportunity to improve their work performance. The probation period gives on operator the time

to focus on their attitude, work ethics, and professional skills. The employee needs to be responsible and accountable and his work performance should reflect that. If the employee does not show consistent levels of improvement they may be terminated.

My experience thus far has shown me that the members of our union are truly dedicated to their jobs. I see daily a level of professionalism and a desire to work cooperatively and collaboratively with all parties. On a personal level, I want to thank all of you who have supported me through this transition. Also, I appreciate your understanding in regards to my personal commitments.



The 2nd Vice President's Report

The State of the UNION

By Mike Whitehead

I would like to take this time to write about my first quarter representing this Local and the perceptions of where it stands from the members' perspective. I will base this on conversations I have had with members when visiting bases. And let me say at this time, if you are reading this and you have not seen an officer yet please be patient; we will get to your work location. As for the many members we have been able to connect with when at a base we find motivation and encouragement. We keep hearing from the members "keep the course you have set" and we thank you for that. As for the many things

members suggest we talk about "direction" and "accountability" come up frequently, so let me talk about that a bit.

Additionally I want to say that what helps the fulltime officers stay on track is the new group of E-Board officers, they too aspire to be the best. I have been on four E-Boards in the past and this new group of E-Board officers by far has the most positive dynamic I have yet to work with. This group renews my faith that this Local will again achieve greatness. The diversity of the group brings a wealth of commitment, knowledge and dedication to this Local and the members we all serve.

So let's get back to "Direction" in a broad sense; the road to

again be the number one transit agency in the nation is achievable when we work together and our job as your business agents is to do just that. There is language in the front of the Current Labor Agreement that is simply stated and applies to all divisions "***The Management and direction of the workforce, including work assignments, the determination of duties, the setting of performance standards and the development of work rules to ensure the quality and efficiency of its operations and safety of Employees and the public, shall be vested exclusively in Metro, (and here come the job duties you, the members who elected us, expect us to enforce) except as limited by the express language***

of this AGREEMENT and by any past practice mutually established by the PARTIES. (I want to take this time to point out from past experiences that when you only get the first line of this statement in a grievance response you are dealing with a sub-par management person and this is a red flag! This management person hasn't a clue; this also gives me an idea for a future article "Grievance responses and how to depict them").

So let's talk accountability and direction and what is expected and needed of this membership. We must work together, put aside our personal conflicts and stay focused on our job duties; as hard as it can be at times this is required of us.

continued on page 11



The Financial Secretary/Treasurer's Report

Report for Executive Board October 2015

By Patrick Brady

Membership Census:

In the month of September, we received 43 new members and had 28 members deducted due to voluntary withdrawal, suspension, retirement and/or death. Our total membership as of September 30th is 3909, up 15 from the end of August and down 27 from the previous September.

During the month of October I have written letters to 120 Retirees that have yet to correct their dues-arrears situation. I wrote only to those Members whose dues amount was more than one year behind. I included a stamped return envelope with the hopes that we will hear back from these Brothers and Sisters. At the end of the year I will report back about the success of this campaign. We certainly want as many Members as possible to remain in our Local within the parameters the International Constitution permits. It will be the decision of the Retiree Chapter Officers whether Retiree Members who are suspended or removed will be invited to attend Retiree events.

Income and Expenses for June:

Our September Income was \$288,573, up from the previous year's September income of \$243,319. Once mandatory per capita fees to the International ATU and various Labor Councils were taken out, what remained was \$216,870 to pay our expenses.

September Expenses were \$180,130. The previous year's September expenses were \$249,266. With the close of September we were able to add back \$36,741 toward our YTD loss. At the end of September we are roughly \$220,000 to the negative for the year.

Each month I like to highlight some aspect of our financial picture. Our income will continue to be stable with some increases due to increased Metro hiring. With regards to expenses we are preparing for three rounds of contract negotiation to begin this Fall; Seattle Personal Transit/Solid Ground, KC Metro Benefit Negotiations, and the KC Metro Labor Agreement. These will require the wise use of our resources, both financial and legal.

Other remarks:

Your Full-Time Officers continue to be in dialogue with the Officers and the Rank and File of ATU Local 1384. Cheryl Rowe, Ken Price and I spent a Saturday receiving R/F Members who wanted to give their input about their hopes to join Local 587. These Brothers and Sisters are strong in their union beliefs and commitments. Their dues structure shows they are currently paying an amount similar to KC Metro Members. They enjoy a good Labor Agreement with Kitsap Transit and there are about 150 Members.

My observation is that the Members of this Local have concerns about Kitsap Transit (KT) wanting to go in the direction of privatization. Many of those who came to meet with us feel that Local 587 Union Officers are better trained and will provide a higher level of professional representation than what their current PT Officers provide. I look forward the further discussion of these developments with our Executive Board.

1	MOHAMED A. ABDI	METRO/KING COUNTY	Transit Operator
2	ASSEGID M. ANBESSO	METRO/KING COUNTY	Transit Operator
3	JAMICHAEL J. BAILEY	METRO/KING COUNTY	Transit Operator
4	EARNEST L. BARR	METRO/KING COUNTY	Transit Operator
5	KATRINA S. BECKWITH	METRO/KING COUNTY	Transit Operator
6	NICOLE D. BELL	METRO/KING COUNTY	Transit Operator
7	AMARJEET S. BHAMRA	METRO/KING COUNTY	Transit Operator
8	SONG BOUNYAVONG	METRO/KING COUNTY	Transit Equip Svc Wkr-2d Sh
9	LARRY C. BOWLES	METRO/KING COUNTY	Equipment Svc 3rd Wrkr
10	TANISHA D. BRISCOE	METRO/KING COUNTY	Transit Operator
11	LARRY S. CALAWAGAN	METRO/KING COUNTY	Transit Operator
12	TROY R. CANTINI	METRO/KING COUNTY	Electronic Technician
13	LAWRENCE A. DURAM	METRO/KING COUNTY	Equipment Svc 3rd Wrkr
14	TERRY L. FARDEN	METRO/KING COUNTY	Transit Operator
15	GARY T. FETUI	METRO/KING COUNTY	Transit Operator
16	CURTIS R. FOSTER	METRO/KING COUNTY	Electronic Technician
17	LUIS GARCIA SALINAS	METRO/KING COUNTY	Rail Laborer
18	MIGUEL A. GASPAR	METRO/KING COUNTY	Transit Operator
19	TODD L. GEANS	METRO/KING COUNTY	Transit Operator
20	GERALD C. GORDON	METRO/KING COUNTY	Electronic Technician
21	BERNI L. HENDRICKSON	METRO/KING COUNTY	Rail Facilities Custodian - Ld
22	NOOR I. HUSSEIN	METRO/KING COUNTY	Transit Operator
23	PETER K. IRUNGU	METRO/KING COUNTY	Transit Operator
24	TYLER L. JENICEK	METRO/KING COUNTY	Pass Sales Representative
25	KYLE A. KIEHNLE	METRO/KING COUNTY	Transit Operator
26	RICHARD A. KNUXTSON	METRO/KING COUNTY	Transit Mechanic -3d Sh
27	DESIREE J. MAYO	METRO/KING COUNTY	Transit Operator
28	GLYNN E. MCCARTER	METRO/KING COUNTY	Transit Operator
29	JEREMY S. MILLER	METRO/KING COUNTY	Transit Purchasing Specialist
30	ERICK K. MOA	METRO/KING COUNTY	Rail Laborer
31	BUNY NHIM	METRO/KING COUNTY	Transit Operator
32	EDWARD G. NJAMA	METRO/KING COUNTY	Transit Operator
33	BRIAN D. ORKNEY	METRO/KING COUNTY	Transit Mechanic -3d Sh
34	VICTOR K. PATTERSON-STOVALL	METRO/KING COUNTY	Transit Operator
35	ROBERT A. PAYSENO	METRO/KING COUNTY	Mechanic 2nd
36	PATRICIA PERRY	METRO/KING COUNTY	Transit Operator
37	SCOTT A. RAWSON	METRO/KING COUNTY	Maintenance Constructor
38	KEVIN M. RESINTO	METRO/KING COUNTY	Mechanic 2nd
39	BRE'ANNA E. ROBINSON	METRO/KING COUNTY	Transit Operator
40	TELTON J. SEARCY	METRO/KING COUNTY	Transit Operator
41	MARK A. SNYDER	METRO/KING COUNTY	Electronic Technician
42	PO TAUILLILI	METRO/KING COUNTY	Transit Operator
43	CHRISTOPHER L. TOPPS	METRO/KING COUNTY	Transit Operator
44	WARRICK L. TULLOSS	METRO/KING COUNTY	Transit Operator
45	REUBEN R. WHITEN	METRO/KING COUNTY	Transit Operator
46	ZEKARIAS Y. YIRDAW	METRO/KING COUNTY	Rail Electro-Mechanic
REINSTATES, RETIRED TO ACTIVE, RETURN FROM MILITARY, DUAL PROPERTY, DUAL LOCAL, TEMPORARY, ADMIT BY CARD			
1	SARAH E. TROLLSPLINTER	JEFFERSON TRANSIT	Transit Operator (Admit by Card)
2	BERNI L. HENDRICKSON	METRO/KING COUNTY	Rail Facilities Custodian - Ld (Admit by Card)
3	MARIANNE H. WARD	METRO/KING COUNTY	Pass Sales Representative (Admit by Card)

The Seasons

By Mary J Newton, Transit Operator Representative

As I enter into the “Holiday Season” which in my multicultural family begins with Yom Kippur, progresses to Samhain (Halloween); Blood Moon; Great New Moon Festival; All Saints/All Souls Day; Dia De Los Muertos; Veterans Day; Thanksgiving; Advent; Hanukkah; Pearl Harbor Remembrance Day; Solstice; Yule; Christmas and New Year’s Eve, I reflect on my year, my achievements and my failures. You are wondering “What do all these calendar dates and holidays have in common? How do they affect you or relate to your job at King County, VM, Facilities, and Transit Operations? Well, each of these “holidays” pose a time for reflection and renewal, for forgiveness and remembrance of past glories, tragedies, family and reflection’s on our life in general.

How does King County figure into this equation you ask? Quite simply by the many backgrounds, cultures, and beliefs of the indi-

viduals who make up the county’s workforce. Whether you sit at a computer station, clean buses, buildings, trains, tunnel, shelters or cars, or you operate the buses, train or streetcar, remember that YOU are King County. Each of you brings different abilities and beliefs to the workplace, so please treat each other with the respect you wish to be treated with

What else does King County do that involves reflection at this time of year? Well beginning November 1st to November 15th is “OPEN ENROLLMENT” for benefits. Even if you are not changing anything, please review your benefits. Are your dependents correct? Are your address, phone numbers, and contacts correct? If you have a new significant other or child, did you update your benefits to reflect this fact? REMEMBER it does not matter if you want your “NEW” significant other to receive benefits; if anything should happen to you but your “Ex’s” name is on

the paperwork guess who gets the benefits from King County? How about the “Benefit Access fee” that is the \$125 for KingCare or the \$50 for Group Health the county collects? Every year you need to check the appropriate box or you could end up paying this fee when you may not need too. All the information is available at kc.benefits@kingcounty.gov. Benefits has scheduled base information visits to assist you with any questions. Base visits will be from 8 a.m. to 5 p.m. at each base on the following dates: Atlantic/Central, Monday November 2 and Thursday November 12; Light Rail, Tuesday, November 3; North, Wednesday, November 4; Ryerson, Thursday, November 5; South, Friday, November 6; Bellevue, Monday, November 9; East, Tuesday, November 10.

Another item King County does during this season is the Employee Giving Campaign, which started September 27 for this year. This is a way for you to help your

community, give a memorial gift, or assist a program you believe in. The minimum donation is \$5.00 per pay period, which equals one tea or latte. Would you be willing to give up just one to help someone less fortunate or to provide education for children; how about adult literacy? The Red Cross? UNICEF? Puget Sound Food Banks? Cancer Research? Retired Police Dogs? Search and Rescue? Community Development? Music? Museums or Live Theater? There are as many organizations on the Employee Giving Campaign list as there is diversity in our workforce. I hope you can find it possible to give up that Tea or Latte to help out.

Well I started this with the many holidays in my end of year seasons; I hope I provided you with food for thought as Samhain approaches. I wish you all the peace, joy and success in your celebrations and a successful beginning to the New Year. Have a peaceful and safe shift.

2nd Vice President’s Report, continued from p. 9

What we need to accomplish this is effective management and for the most part we succeed. We all know and work (or have worked) with the management person who keep their promises, keeps their door open and cares for us not just as employees but as people, people who have lives and families, and sometimes need support, not discipline, when we encounter personal hardships that spill in to the work environment. This type of management I truly respect and thank those who practice it. This is the management that will help us succeed.

Now to accountability and what is needed and expected of your Business Agents: to segregate the bad managers and make their actions known and hold them accountable. We all know who they are, the overly zealous managers that take members to

task by swiftly issuing discipline. Rather than leading by example, they show their failure by not intervening until situations reach a point that their only option (or in some cases preferred option) is to act in the negative. It is sad that some in management believe their practice of issuing discipline is training employees to obey work rules, using punishment to correct behavior. While these are isolated events, it currently exists and has to STOP! The members we represent are held accountable for their actions; so should the managers, yet this is not happening. Upper management has to start holding bad managers accountable. When and only when this happens will labor trust will grow.

We have gotten away from management directing us to do our jobs to the fullest by allowing them to stop supporting us to be the best we

can be. This can be turned around and must be if we are to achieve the status “Number One Transit Agency in the Nation.”

So let’s work together, find the right direction and start walking the road to once more be the Number One Transit Agency in the Nation. It starts with us; we are the majority and we are the workers that make up this Agency. While on this road if some of our coworkers fall we can help them back up and get them back on their feet, but

we cannot carry them the entire trip. When one of the lesser of the work force falls, the managers, we too can help them back up but we cannot carry them the entire trip, *hell we just won’t.*

Fires can’t be made with dead embers, nor can enthusiasm be stirred by spiritless men.

Enthusiasm in our daily work lightens effort and turns even labor into pleasant tasks.

~James A. Baldwin

“Save the Date”
Saturday, December 12, 2015



MERAA Annual Holiday Event

Sea-Tac Crown Plaza 17338 International Blvd

Happy Hour: 6:00 – 7:00 PM — Dinner: 8:00 - 9:00 PM
Dance the night away with local DJ

\$35 • Parking Included

See your MERAA representative for details.

The View from the Buses

By Bob Morgan, Retired First-Line Supervisor

Greetings and hope all had a terrific summer...

Thought I would write about an individual that some 1st line supervisors may remember, and more than a few operators. This person came to Transit towards the end of the '70s as a part time operator and left the job as a full time operator. Within a short time of his hire it became apparent that this person was going to test the limits. To explain what this individual did became a sore spot for many. One of the first things that occurred was the following.

406/50T was his assignment. It paid almost 4 hours and it came into the clear in Lynnwood sometime after 6 PM. This person would call in to get work if needed and most evenings it was. He would then fill the trip, but it didn't end there. No, this person played the game to perfection. The coordinator would ask him to fill service from point A to point B. What happened next became the norm. If the coordinator gave instructions but forgot to include "call at the end of the line" or "take it to base after completing the run," he would get to the end of the line and wait until contacted or got tired. This could add an additional 1-2 hours! It took about 3 months for the coordinators to comprehend what was happening. This was one of many things this person did, but two more if you will.

In 1982 there was a significant winter event. Someone came up with the "Eastside Snow Plan" creating shuttles running in the

Bellevue and Kirkland corridor along with trips to Redmond. The supervisor in charge of the pm service kept looking for one unit that was apparently missing trips. After 3 hours he found the coach. In talking to someone at a business it became clear that the operator had left East Base and just parked the coach in place, near the terminal, but out of sight of anyone looking for it. What was to be a tripper that paid 2:50 hours became 4+ hours. He was written up for the loss of service.

But the end for this operator came in 1990 in part due to an action taken by myself. The operator was on the 41 line at Sandpoint Way near NE 70th. The lift was stuck and he called in to report it. I was the coordinator working at that time. I sent two supervisors to the location, but while waiting for them the operator called in and said he knew of a way to clear the coach that a mechanic had showed him. I was skeptical but said if you are sure then try it and let me know. Shortly I received a call that the coach was clear and operating normally. Then my radio went crazy as one of the approaching supervisors said "the coach's lift is in the deployed position." Not only was it moving but the front door was closed as well. Impossible I thought. As the coach was deadheading to East Base I called the shop and told them my concerns and mentioned they should check the coach when it arrived. This operator did major damage to the

wiring harness over the front door. I wrote a PR but knowing it was a "major" infraction I left the code area blank so the chief could insert the proper code. The individual was given 5 days suspension. His first day back was a Sunday morning. While operating a route 307 to Seattle his coach lost air pressure. When the new coach arrived the operator ran off the disabled coach yelling "I didn't do anything" to the bus. It was determined that indeed he had done something by turning the petcock valve on the air tank under the coach. Because of this action he was terminated. Was he dumb or just trying to play the system? Who knows. Prior to my retirement he passed away. His name was Lee Burgess, and yes he was a legend of sorts but for all the wrong reasons.

Bad summer for retirees. We lost some good and respected folks. Elmer Turner (E.T.) was a retired 1st line. Also Jesse Cross. Ted Lammer who worked in maintenance. Ron Baumgarner who worked at East Base. Jeff Jackson (J.J.) was involved in a bicycle accident on a trail in Bend, Oregon. Then the passing of good friend Jim Vaughn. Also saw that Vern (V.O.) Brenden passed away in June.

Not a retiree but one of my chiefs in Service Quality, Paul Rodgers, also died due to a traffic accident. The strange part of this is that J.J. gave Paul his Metro nickname and they passed away within 48 hours of each other! I attended Paul's memorial in early October.

I noted how many retired members came to the service, a testament to the respect we all had for Paul. I also got to see Roger Cady and Terry Compton. They flew up from Tucson to pay respect to Paul.

Unfortunately I was out of town when the memorial was held for Jim Vaughn but heard that there was a significant turnout for him as well.

The Retirees get together at Woodland Park in late June was a good place to see folks. There were many first time attendees; hopefully they will continue to come.

Also in June at the monthly lunch Warren Jones came. Warren and his wife reside in Lake Havasu, AZ. In August got to see Arlene Tupper, also at the monthly lunch. Arlene lives in Mazatlán, Mexico. Tough life but we retirees just go with it!

My wife and I spent a few days with Dan and Jenny Sheppard while they were in the area for the summer.

Another person who retired some time ago also started coming to our lunches, Pam Davis who retired as a chief at Atlantic. Pam and I spent a cold summer up at CPS working in 1993.

In July attended a party in Kent for Dick and Kathy Verzani who were visiting. It was nice to see them and also many active operators from South Base. I don't miss the job but I still miss the people that make it happen.

Well that is all for now...

*Retirees'
Corner*