



ATU Local 587

NEWS REVIEW

Vol. XXXVIII, No. 10

October 2015

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The President's Report

Does anybody really know what time it is?

By Kenny McCormick

As I was riding down the street the other day on a King County Metro bus, I got a tune in my head and couldn't get away from it. "Does anybody really know what time it is?" by the group Chicago on the album titled "The Chicago Transit Authority" recorded in 1969 and released in 1970.

In 1969, the people of this country were going through changes of consciousness. The assassination of John F. Kennedy and other great leaders had awakened a movement to redistribute the wealth, educate the people and give peace a chance. Ecology was a popular cause. People were working to improve the water we drink, the air we breathe and the food we eat.

The irony is as I was riding, I could not get away from the many conversations and concerns about the condition of the coaches we drive, service and repair. Coaches are cleaned once every sixty days and sometimes even less frequently. One of the verses in the song goes, "Does anybody really care?"

Is the employer concerned about its employees' health, or the customers' for that matter? Is this another one of those "just the cost of doing business" situations? Customers are not aware of the unsanitary state of our coaches, and we carry many sick people to hospitals every day not knowing

what their illnesses are.

Does King County Health Department have a protective measure in place? With the cold and flu season just around the corner, these King County petri-dish on wheels are rolling in communities

disasters before they happen. King County should take heed!

We should be supplied with masks to help filter the air we breathe on the coaches. We should be issued protective gear to shield us from any open wounds that we or the customers may have from potentially spreading infections. Methicillin-resistant Staphylococcus (MRSA), a contagious, antibiotic resistant virus could be lethal and if lucky, only disabling. Imagine if you were to become sick, wondering how you became sick or where you may have come in contact with such a virus. Think about the fight you would have filing a workers compensation case.

The offices at King Street Center are cleaned regularly, yet our coaches are cleaned once every sixty days. King County Metro, shame on you.

The members of Local 587 have the highest medical costs in King County and the most stringent sick leave policy. Changes in the frequency of cleaning coaches would dramatically reduce the amount of sick leave usage and related medical costs. Most importantly, the citizens of King County would be safer and the potential for an epidemic would be greatly reduced. We cannot afford a catastrophic epidemic that could easily be prevented. Does anybody care?

Is the employer concerned about its employees' health, or the customers' for that matter?

throughout the county creating the potential for an epidemic like the Ebola scare of 2014 and most recently in New York City this past July. We need answers to these questions. We also must have protections put in place before something happens to ensure we do not have a catastrophe. A division of Homeland Security is in place to prevent

Business of the Membership

At the September 2015 cycle of membership meetings the following business was addressed:

MOTION: By Harold Batson to overturn the motion by Lorri Kurth. Motion carried.

MOTION: to recommend the membership send the Ray Moore grievance to arbitration. Motion carried.

PROPERTY	YES	NO	PROPERTY	YES	NO
KCM	22	3	KCM	28	2
CTS	8	0	CTS	9	0
JTA	4	0	JTA	3	1
Total	34	3	Total	40	3

The following members were September pot draw winners: Carol Leak, Charter meeting; Michael Shea, morning meeting; Garry MacGregor, Saturday meeting; Mike Burr, afternoon meeting; Conrad Bruhn, JTA meeting; Steve Mandeville CTS meeting. The rolling pot was lost by Dan Kauffman. The next rolling pot will be \$300.00

Executive Board Report

September 22, 2015

All members of the Executive Board were present except Randy Lewis, Patrick Murray and Shannon Shay.

MOTION: by Tzur Wilfand that the President/Business Repre-

sentative of ATU Local 587 request from KCM management that all incidents involving an assault on an ATU member, and incidents involving major accidents be reported by KCM to Local 587 office immediately.

In Loving Memory...

"Grief is the price we pay for love"

~ Queen Elizabeth II

James Floyd Vaughn died peacefully this past August 31 at his home in Lynnwood. At his side were family members and longtime friend and retired Metro driver Stan Slenning.

James was born April 3, 1935 in Wichita Falls, Texas. He came to Metro in 1967 and retired in 1997. He enjoyed attending lacrosse and Seahawks games with his family, and traveling around the country with his wife De.

A Remembrance gathering was held at his house Saturday, September 12. Retired Metro drivers and past ATU 587 officials were in attendance.

Jimmy treated everyone equally regardless of race and lifestyle choices. But if someone screwed up he let you know.

My friend, I miss you. Thank you for being in my life.

~Esther Hankerson

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, October 1, 2015
8:00 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, October 2, 2015
10:30 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

SATURDAY MEETING
Saturday, October 3, 2015
11:00 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, October 5, 2015
7:00 p.m.
Port Townsend Community
Center, 620 Tyler Street,
Port Townsend, WA

CLALLAM TRANSIT
Tuesday, October 6, 2015
7:00 p.m.
Vern Burton Memorial
Building, Port Angeles, WA

WEDNESDAY MEETING
Wednesday, October 7, 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:** Grieved a picked report being split on a Saturday in violation of contract: scheduled November 11, 2015.
- Mark Kelly:** Grieved union work being performed by a subcontractor (bus wraps); scheduled August 26, 2015. Postponed pending ULP filed by Metro
- John Marx:** Grieved creation of swing shifts for Millwrights; scheduled September 1, 2015. Postponed pending ULP filed by Metro
- Elaine Monzon:** Grieved termination for alleged falsification of a Metro document; schedule pending.
- Tim Brickell:** Grieved vacation pick conducted in violation of contract language; scheduled October 30, 2015. On track.
- Jerrold McKenna:** Grieved 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:** Grieved improper assignment of overtime; scheduled October 26 & 28, 2015. On track.
- Carol Leak:** Grieved improper issuance of an unexcused absence; scheduled October 5 & 6, 2015.
- Carol Leak:** Grieved termination for alleged violation of attendance probation; scheduled October 5, 2015.
- Dan Kenny:** Grieved 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:** Grieved 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) Grieved 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:** Grieved a suspension for alleged Serious Misconduct; schedule pending.
- Katherine Cartwright:** Grieved alleged insubordination with six day suspension. Arbitration 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

October 2015

- | | |
|---|---|
| October 4 sundown:
Shemini Atzeret (Jewish) | October 20: Installation of
Scriptures as Guru Granth
(Sikh) |
| October 5 sundown:
Simchat Torah (Jewish) | October 21-23: Durga Puja
(Hindu) |
| October 12: Columbus Day | October 22: Dasara (Hindu) |
| October 13-21: Navaratri
(Hindu) | October 23: Ashura (Islam) |
| October 13 sundown: Al-
Hijira (Islam) | October 31: All Hallows Eve
(Christian) |
| October 20: Birth of Bab
(Baha'i) | October 31: Halloween
(Wiccan) |

*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

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Minority Affairs Officer	ESTHER HANKERSON
Vehicle Maintenance Position #1	CORY RIGTRUP
Vehicle Maintenance Position #2	MIKE ROCHON
Vehicle Maintenance Position #3	PATRICK MURRAY
Facilities Maintenance	LISA CARTER
Supervisors	KEVIN BANKS
Special Classifications	ERIC BUTLER
King County Units Outside KCM	NINUS HOPKINS
Transit Operator Position #1	MIKE BURR
Transit Operator Position #2	TZUR WILFAND
Transit Operator Position #3	TYLER ZIMMERMAN
Transit Operator Position #4	LOREN COOK
Transit Operator Position #5	KEN PRICE
Transit Operator Position #6	RANDY LEWIS
Transit Operator Position #7	MARY J. NEWTON
Transit Operator Position #8	LORRI KURTH
Clallam / Jefferson County	ED STANARD
Rail Representative	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

Troublemakers School — Empowering Our Membership

by Atlantic Base Shop Steward Chuck Lare

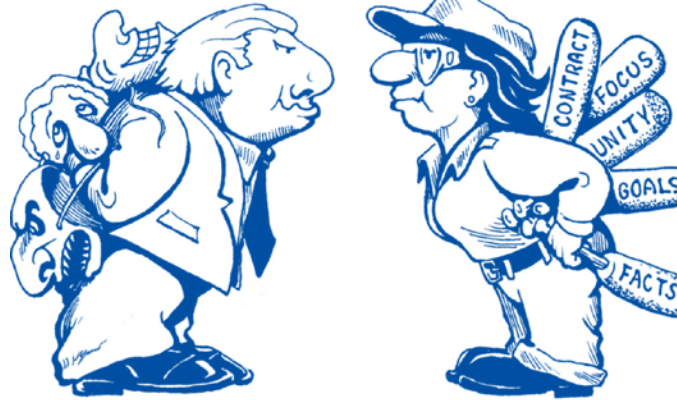
Work stoppages have survived the test of time as the most effective means of negotiating protection of worker's livelihoods. Once the company experiences the financial loss and/or the negative customer response, the company makes a "beeline" back to negotiations.

A work stoppage is what amounts to a blockade, challenging the unilateral "right" of the employer to run "their" business without worker involvement. As public employees whose right to strike is unprotected, a work stoppage can be an open defiance of judicial order.

The recent Seattle teachers strike and the Bellevue teachers strike several years back successfully defied the judiciary system. And likewise so did a work stoppage conducted by the Seattle Transit workers in their two hour all members meeting at Seattle Center. All these work stoppages resulted in strengthening member's collective bargaining power.

Like KC Metro transit workers, the WA State ferry system is dependent on ferry workers to work overtime and under inhumane work schedules. As a result, the ferry workers conducted a work stoppage by refusing to work overtime for just one day. In response the company began bargaining in good faith.

Local teachers, ferry workers, transit workers and many others have demonstrated, when properly organized, work stoppages (I'm not advocating) are by far the most effective way to return management to



the bargaining table.

Bargaining by the way of lawyers or capitulation to management has failed our membership for more than a decade of contract take-backs. Most recently our increase in out-of-pocket healthcare costs reduced our meager wage gain. The same tactics of investing in lawyers and surrendering to management resulted in a contract never ratified/accepted by the membership. This lawyer/management tactic will likely fail us again in next year's healthcare, and wage and conditions contract negotiations.

Negotiating tactics that win were learned at the September 12th Troublemakers School. Over a hundred union members and several community organizers attended the Puget Sound Labor Notes Troublemakers School. Topics ranged from "Using Your Legal Rights at Work" to "Beyond Grievances: Direct Action on the Job".

ATU 587 Shop Stewards and Chief Shop Stewards were among those in attendance, learning new forms and approaches in organizing, e.g. cross-movement organizing between Black Lives Matter and labor.

Attendees heard from Seattle school teachers defying the attorney general's alleging their strike to be illegal, and Boeing workers political action being taken to rescind the company's tax privileges for continuing to outsource local jobs.

The workshop "Using Your Legal Rights at Work" identified the do's and don'ts in social media communications – you have the same protections as face-to-face conversations when used in the context of wages, hours and working conditions. Know your Weingarten Right – you have the right to union representation; take a Shop Steward with you when meeting with management. Shop Stewards are "equals" with management when representing members and can use some behavior and language that would otherwise not be allowed.

The Shop Steward has the right to make information requests relevant to grievance investigations, e.g. lists and statistics such as records of disciplinary actions imposed on other employees accused of the same violation as the grievant, names of witnesses, and reasons for the decision that is the subject of the grievance ...this could be particularly powerful in protecting you from the

unfair customer complaint system.

When requesting information, counter management's excuses with facts. "That's confidential" only applies to highly sensitive information like medical records; ask to have edited out any truly confidential part of the records. Or "That will take too much work", if the information is relevant, management is legally obligated to produce it unless it is truly unduly burdensome. And "That will cost you money", the union can only be charged if "substantial" costs are involved. Management cannot refuse to provide the union with requested information that is relevant to policing the contract and investigating grievances.

The union faced with a multitude of grievances reminds me of what one operator stated, "... as long as I have been here the company appears to have had its way with the union ..." We are in a David (the union) and Goliath (King County) fight to protect our livelihoods. To win this, we as David, our union, must change the game. We will never be able to afford all the lawyers and deep pockets of Goliath, the County.

Game changing tactics to help win grievances and a fair contract were learned by the Troublemakers School attendees. ATU 587 members not only paid their own way to attend the Troublemakers School, but special acknowledgement is due to those who gave up their Husky overtime pay.

If you have reached the end of this article and wish to learn more, attend the next ATU 587 union meeting, Seattle Labor Temple, 2800 – 1st Ave. To obtain a copy of "Using Your Legal Rights at Work" or "Secrets of a Successful Organizer", email ShopFloor587@gmail.com. Learn more by reading: "Strike Breaking and Intimidation" by Stephen Norwood, "Reviving the Strike" by Joe Burns and "The encyclopedia of strikes" by Mayer Or subscribe to Labor Notes at www.labornotes.org and check out the new website: www.unionshout.com.

Upcoming Base Visits

**Your Fulltime Officers will be at
Ryerson Base on Friday, October 13
Operations: 4:30 — 6:00 a.m.
VM: 6:00 — 6:30 a.m.
to meet with the membership**

Fade of Humanity

By Joshua Laff, Retiree

Several weeks after the last day I drove a bus, a good friend of mine asked if I missed working. I barely hesitated in saying “no”. What an incredible change from whom I was when I started driving Part-Time (PT) in November 2003. Working as a Transit Operator for King County Metro made it very challenging for me to retain my sense of humanity. After journeying over three weeks to visit friends and move to an island on the East coast, I look forward to getting my humanity back.

Prior to driving transit I was the kind of massage therapist who expected to work until the day I died. Helping people feel better all day long feels awesome. It’s how I became a Shop Steward. Elaine Monzon saw me helping some other PTOs navigating sign-ups for vacations and suggested I become a Shop Steward. This was my first union job and the ideals of the role seemed a natural fit. PT was fun; I had plenty of time to drive my route, plenty of time to provide as much assistance to customers as they needed, and plenty of time to stay calm in the face of difficult customers. So I had plenty of positive energy to offer at the bases.

Around that time Kevin Desmond was hired as General Manager. Looking back one could view the first time I met Mr. Desmond as a portent of Metro’s direction. I was talking with then President Lance Norton at the East Base Safety Awards breakfast. I was in the middle of a sentence when Mr. Desmond approached and started talking to Lance. Our President fielded the interruption with grace then made introductions. I don’t write this to embarrass Mr. Desmond, but instead to indicate how I think his legacy may be perceived. Time/money is a premium resource that a business must manage properly if it is to succeed.

There was great hardship starting a few years later which Metro survived. I believe it did so by sacrificing humanity. The job of the Operator changed with the schedule cuts. It wasn’t simply that there was no longer time in the schedules to provide that extra bit of customer service. The schedules were blatant falsifications handed to King County residents and to Operators

who picked the work. As an example, I pulled AVL data in 2011 which demonstrated the route 8 consistently became 18 minutes further behind schedule upon leaving the Mt. Baker Transit Center and arriving at Rainier Beach. The scheduled layover of 19 minutes was therefore reduced to one. Despite passenger frustration and Operators not having time to eat or use the bathroom management kept reciting the mantra “run it late and put in for your overtime” as though that would abate the problems.

Schedules weren’t the only issue. As the nation’s economy tanked the public was becoming increasingly unsettled. Passenger interactions were becoming more difficult both directly and indirectly related to transit issues. Instead of finding ways to support employees during increasingly difficult times, management held Operators responsible for everything the Union couldn’t successfully fight. Decisions about discipline were being handed out from Human Resources instead of from the bases. In many cases discipline was excessive or clearly a contract violation. CAO complaints were being blown way out of proportion. Base Chiefs who didn’t know policy acted as though every Operator who came through their door was lying.

It was no surprise to me when we heard about an Operator in November 2013 who, after a difficult encounter and being spit upon, assaulted a passenger. Mr. Desmond commented to the press that the Operator did not call upon available resources to support efforts to remove the passenger from the bus. Of course he didn’t. After spending the several years prior creating an increasingly hostile relationship between management and Local 587 employees, it was not reasonable for Mr. Desmond to expect employees to feel Metro would provide a safe and humane response in a crisis. The Operator later acknowledged he “lost it” when spat upon. That’s what otherwise sane people do when exposed to an environment lacking compassion and humanity day after day, year after year.

Mr. Desmond has had a number of significant financial accomplishments. For example I’m aware he

has creatively secured a number of grants for KCM. Despite some of the stumbles, I suspect from a financial perspective KCM weathered The Great Recession better than it would have in the hands of someone else guiding Metro’s finances.

But the unanswered question is: what is the price of humanity?

My medical condition (ALS) grants me a unique perspective on that question. I can no longer speak. I use an app on my phone to covert text to speech. It is a cumbersome process that requires time and patience both for me and anyone I converse with. I attended an East Base fair a couple of months ago. It was a social gathering with minimal time constraints. When other Operators didn’t have the patience or time to “talk” with me I realized I have become a stereotypical nightmare passenger for Operators

in our agency. Such is the knee-jerk reaction of KCM’s front line of passenger interaction, a reaction I may also have had.

Two years ago Seattle was ranked as the country’s fastest growing city. It’s still in the top five. Rent is already starting to skyrocket. Both population and traffic density will increase significantly. Less space means more anxiety. There will also be more people like me who require extra humanity from the people and agencies around us. Metro Operators interact with more of the population each day at a hands-on level than any other agency. No other agency is in the same position to inject humanity into King County at the time when it is most needed. The General Manager of such an agency needs to be more than a financial manager, (s)he also needs the ability to lead humanely.

Self-Pride

Just AI 47389 CSC

Here I go again. Who am I? I’m a worker bee who has been here just about 18 years. Been a union man forever and been on strike 3 times. The longest was a year plus, not blowing my own horn. But I have just a little insight on the world—very little. A strike is not the same as a protest in front of someone’s office.

Now at the meeting the other day, I heard the same old “We need to protest in front of Dow’s office because the Public is behind us.” From the same old people. No, the Public is not. They just want to get to where they need to be on time, that’s it. Sure there are a few who support us but only for a while. Like at the start we had all kinds of backing with the exception of Susan Hutchinson and KIRO 7. Then all support just fades away and you start hearing cat calls to get to work, even though I would have had to take a \$4 an hour pay cut. It sucks.

I also heard a rumor that someone wants to add yet another meeting

to the cycle. So that more members can go. Well guess what: they have added more meetings and still no one goes. Either you go or you don’t. We have 4 meetings now and we have an average of 38 or so in total I would guess. Some people that I know say they don’t want to hear the “save the world and protest this or support that” group, or that they don’t have time. But this is who is going to the meetings and voting. So this is who is running the union and you keep complaining.

Now I am not the sharpest knife in the drawer but, Self-Pride. If you work to rule and runs are late, it’s not your problem it’s METRO’s. In VM we have the Lean program. It won’t work and we know it won’t work. All but some suck ups. We hoard parts away because they don’t have them in stock, so buses are still on time and running, so we are just as bad. It’s called Self-Pride. And they know it. So why would management change anything? Just some food for thought.



The 2nd Vice President's Report

One Maintenance

Under 587 with Liberty and Justice for All

By Mike Whitehead

LIBERTY; quasi definition: is the state of being free within your work site from oppressive restrictions imposed by less than adequate management on the way of work performance, behavior.

JUSTICE; quasi definition: just behavior or treatment, a concern of justice, peace and genuine respect for workers. Synonyms: fairness, justness, equity, objectivity, honestly, righteously, honestly, morals.

So what is my point? Simply put your Labor Agreement is just that, an agreement that spells out the wages and working conditions while employed. To say that it is as easy to surmise as "show up on time, leave on time and stay busy" would be pure, simple and redundant yet there a majority of members that do just that and the results are an agency that runs as smoothly as the members' careers, oh but there is more....

Let's start with Rail. What first comes to mind is the saying "Rail is Rail." Usually when I hear that term used it's implying, that's the way it is and it's not going to change. I have never been one to let wrong things go just because. If there are problems that negatively impact Labor and the CBA they need to be addressed, my job is to address and correct them to the positive. I am not going to lay blame solely on all Rail management in regards to current standing grievances; there has been some laxness on this Local's part with regards to allowances and enforcement of the Labor Agreement. With new Union Leadership come new labor relationships and a new way of enforcing the CBA as dictated by you the members. I am learning which managers in Rail are truly concerned about labor issues, by their actions of balancing work and members' needs. I acknowledge their actions with respect and thank

them, one of which just called to tell me how he was resolving a member's grievance with a positive outcome. As for the managers in Rail that care only for the accomplishments they make while riding on the backs of the members, I truly hope you change your course of direction.

—Let's get this ship to the harbor of labor relations and allow this Local to act as a tug assisting you on the right course—

Facilities: the often over looked department. So many in this work group work independently covering much ground day to day all over the county, all hours and in the case of the tunnel in the shadow of the public. So much of what they do is taken for granted. I have to praise the professional way the members in Facilities do their work in this independent fashion without haven't management

to ride on their shoulders. I have had limited interaction with Facilities management and so far there is an overall appearance of treating the members fairly. Currently there is a LARGE issue that is in the process of being addressed with regard to the new vacation language. It appears there was an attempt to bring the vacation pick process language that is currently used in Vehicle Maintenance into Facilities and it appears it has FAILED. Currently if this issue is not corrected it will have a Very Negative Impact on the work group. I am collecting the information, preparing to go forward to Facilities management this issue, and hopefully get it corrected.

—Let's keep this ship headed on a clear course—

Vehicle Maintenance: Overall things are fairly quiet at the bases;
continued on page 8

Who's Who at Metro? By Bill Clifford

A few weeks ago the manager of Bed, Bath & Beyond (3rd & Virginia) told me they would be closing their restrooms to the general public, but he wasn't sure that Metro Operators would also be excluded. My Base Chief said, "We have a new Comfort Station Coordinator, see what she knows."

I called the Comfort Station Coordinator number to get Ruthann Dunn. She is not only cheerful and helpful; she knows how to find things out and is willing to do so. These are special qualities in a bureaucracy as large as King County.

Ruthann answers some Questions about the Comfort Station Program

Bill Clifford: What are your duties and areas of concern?

Ruthann Dunn: My role is limited to all things relating to comfort stations. There are over 300 comfort stations that Operators use. Metro owns

and operates 50 of those locations.

BC: How much effort is it to maintain access to what we currently have?

RD: That varies. Some negotiations take weeks to work through. If I am lucky, we can reach an agreement and retain the comfort station. In many cases, I'm formalizing an agreement that already exists in practice. Sometimes we lose a comfort station location because of poor driver behavior. When situations arise and owners are outraged, I am the sounding board they use to vent their frustrations.

BC: What are the goals of the CS program?

RD: My goal for the Comfort Station Program is deliver a robust, well-rounded program for our Operators. I am working to address the biggest gaps in the system. We are developing policy to measure the comfort station standards for each route and terminal. We are working

to have a budget approved that will allow us to build comfort stations. My goal to be ready to deal with issues around restroom access and to address the concerns of drivers.

BC: How do you spend your day?

RD: My typical office hours are just before 8am to 5pm. However, issues with our comfort stations do not have office hours. If I have scheduled weekend work due to outages, I will be following up to make sure it happens the way it is supposed to. Most weekend issues can be dealt with by the TCC via a supervisor, but if they need me, I'm a phone call away.

In a typical day, I spend some time responding to the concerns I've received from Operators. I attend meetings at bases or in the field. I'm often looking to identify possible comfort station program participants.

I have been working on a layover

analysis to identify the distance from the current layover location to a comfort station. I am tasked with finding comfort stations for layovers without facilities. If one cannot be obtained, I engage other Metro staff to look for options. That may be a change in terminal or in scheduling. The only fast fix is obtaining a new location in the nearby community. Building a new comfort station takes a lot of time and resources, so if we can avoid that, we do. Sometimes it's the only option.

BC: Who do you work most closely with?

RD: I interact with a wide array of folks here at King County Metro. This includes facilities, scheduling and planning, and management. I also interact with our safety officers, committee members and base chiefs. My field work has me meeting with various managers and owners, de-

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The Financial Secretary/Treasurer's Report

August and Other Hot Issues

By Patrick Brady

Membership Census:

In the month of August we received 44 new members and had 23 members deducted due to voluntary withdrawal, suspension, death and/or retirement. Our total membership as of August 31st was 3894, up 18 from the end of June and down 42 from this time last year.

Even after sending a written notice to our Retirees on record who have allowed their monthly dues (\$4.50/month, \$2.50/month if pensioned prior to 1/1/1993) to fall into arrears, we have many who are at risk for Suspension or Removal. About 60 of these individuals wrote in and got "caught up." Over 250 Retirees have yet to correct this situation, to the tune of over \$15,000 in uncollected dues income. Unfortunately, the ATU International Rules on this are clear. I will make one final attempt to request full back payment. Should this not be complied with these Retiree Members

will be dropped. Whether they are still invited to attend Retiree events will be the decision of the Retiree Chapter Officers.

Income and Expenses for August:

Our August Income was \$307,328, up from the previous year's August's income of \$278,159. Once mandatory per capita fees to the International ATU and various Labor Councils were taken out what remained was \$234,676 to pay our expenses.

August Expenses were \$189,898. The previous August's expenses were \$185,947.

The total costs for specific legal bills labeled ULP, L & I Cases and Assessable Grievance Arbitration Cases for the month of August was \$30,980. For the first time in my 11 weeks here I "weighed-in" on a Member's request to take his Grievance to 3rd Step rather than accept a Settlement negotiated (with

that Member's input) between our Office and King County. Once I read our Attorney's summation of the merits of the case and the arguments we would be left to put forward I formed an opinion that further expenditures on this Case would be very unwise.

Other remarks:

At the four general membership meetings I attended in September I passed out copies of a graph I developed called, "2015 Running Income/Expense and YTD Accumulations." I use this as a way of reviewing our "trend" and placing a goal in front of all Officers, Executive Board, Members, Staff and the Rank and File: That we strive toward ending the year with a zero negative balance. This is an ambitious goal in light of the negative \$393,456 that was here when I arrived on July 1st.

While I write this I am preparing for my first "Six Month Compilation Report" required by ATU International. This includes a 3 day site

visit and "coaching" by our CPA, Herman Lindsey. Herman intends to retire after 2015 and this will be a great loss to our Local. I wish also to express my sincere thanks for the continued assistance offered by my predecessor, Paul Neil.

Finally, I have been nominated by our President, Kenny McCormick to serve as Co-Chair for the Customer Service Sub-committee of the joint working group between King County and ATU 587 which is called, PACE — "Partnership to Achieve Comprehensive Equity." I am pleased to announce that Judy Young has agreed to continue in her roll as co-chair as well. The Customer Service/Customer Complaint system that revolves around KC Metro and Operators is a hot...I mean HOT button issue. I am the newcomer to this project; many hard working members of this PACE sub-committee are continuing to serve in this way. I'll use my part of the *News Review* to keep you posted on my sub-committee's work.



The Recording Secretary's Report

2015-2016 Luther "Luke" Hall Memorial Scholarship

By Cheryl Rowe

The International has announced that they are accepting applications for the 2015-2016 Luther "Luke" Hall Memorial Scholarship. The scholarship is open to any member of the ATU in good standing who has never attended college, the children and stepchildren of members in good standing and the grandchildren of members in good standing. All eligibility and submission requirements are in the

application packet.

The scholarship is in remembrance of retired International Vice President Luther Hall, who passed away on April 28, 2014. Born in rural Tishomingo County, Luther Hall moved to Memphis as a teenager, eventually becoming employed as an operator for the Memphis Area Transit Authority, and joining Local 713, in 1961. He served as Vice President and briefly as President of his Local before assuming lead-

ership as the Financial Secretary/Business Agent in 1974.

In 1986, Hall was elected as International Vice President, where he served until his retirement in 2002.

The hope is that the recipients of this year's scholarships will use them in part to study union and community organizing, and grow to fight injustices everywhere.

This year, the International is awarding five scholarships each in the amount of \$8,000. In addition, a

\$2,000 scholarship may be awarded to a vocational school applicant.

The applications are available on the ATU 587 website under the "Member Services" tab. The application is listed under "Member Forms". You can also contact Local 587 office directly for an application packet. Application forms must be postmarked no later than January 31, 2016.



Who's Who at Metro, continued from p. 8

pending on the type of facility. Of course, the most important folks that I interact with are the drivers that stop by my office or I see out at terminals.

BC: What's the process for opening a new CS in a private business?

RD: Most of the time it starts with a site visit. There are times I am able to speak with the owner or manager right then. If I am lucky, they are open to participation immediately. If it is going to take more work, we may have additional meetings to answer questions and provide whatever information they need to make a decision. There are times I am referred to their corporate office. This process may be fast and other times it takes weeks to resolve.

BC: Who has the authority to sign up a Comfort station?

RD: I do. The only instance requiring approval higher up would be for entrance into a bar or a location that would be questionable and risk added scrutiny for Metro.

BC: How long have you been in this position?

RD: Since April 20th.

BC: Where did you work before?

RD: Prior to my current position, I was a Part Time Operator. I was scheduled to join a FT class starting at about the same time this position began — I miss driving. Prior to King County Metro, I owned my own small business. Perhaps more significantly I held positions within Corporate

Compliance at Washington Mutual, the most recent being a Regulatory Liaison. My background has equipped me with the skills necessary to interact with our program participants, drivers, management and regulatory entities such as Labor & Industries.

BC: Is this a permanent position?

RD: It is. The comfort station program is not going away. It's clear that Metro understands that this is an important piece of a top-notch transit system.

BC: What are the best ways for Operators to reach you

RD: I work in Service Quality at Central Atlantic base. The doors are open during business hours. Since I do work in the field there are times I am not in the office. I am available by phone or email. The comfort station reports are available at the bases and online.

BC: Where can we find information on Comfort Stations?

RD: In addition to the map notes in The Book, you will find a list of the comfort stations on page 604 [for the September service change]. You will also find a list of the CBD comfort stations on pages 555 & 556. Please take advantage of the QR code. By using this code you can sign up to receive the alerts directly.

BC: What else should we know about your program?

RD: If I could share one thing, it would be a reminder to show respect to the businesses and organizations that participate in our program. Treat these establishments with the same respect that you would want shown in your own home. Remember, not all of them are receiving compensation; some are participating out of a sense of being a good neighbor and community member. Thank them for their generosity and kindness and leave their establishment as good as, or better than, you found it.

Conclusion: What Happened to Bed Bath and Beyond?

It's closed. Ruthann said this was a company-wide decision by their corporate HQ. She tried to arrange a local exception but BB&B was not willing to open their restrooms to anyone but paying customers.

Considering the importance of the Comfort Station program to the health and comfort of Operators, District Supervisors and Maintenance workers on the road: we need to make the most of those times when management is paying attention. Ruthann is paying attention. Stop by or give her a call.



Ruthann Dunn
206.477.0347

Comfort Station Coordinator
King County Metro Service Quality
Email: Ruthann.Dunn@kingcounty.gov

2nd Vice President's Report, continued from p. 8

all with the exception of the south end properties (note the plural use of properties). The current big issues are for the most part residual from but not limited to a manager that has left VM. There has been a lot of member frustration at said locations around the revised process and way we do business accepting new coaches on property. Additionally members perceive current actions by management lean toward subcontracting our work. Interesting enough an outside vendor recently charged \$2900.00 for four hours repair on a coach; our labor cost would have been around \$500. While Metro did not pay the bill this is an excellent example of our cost effectiveness to the tax payers. This subcontracting

trend is alarming and frustrating to the members and this Local has been given a clear message from the members to address it head on.

—If this ship does not change course it will ground—

So what's with the ship metaphor? In a recently respectful conversation comparing the agency to a large ship, it was mentioned that when large ships change their course of direction it is not noticed by those on board, yet the course is changing. Now I like this and can respect it, but I starting thinking that only apply to ships in open ocean, and if this agency is in open ocean, is Metro a cruise ship or war ship? So I looked this up:

1 nautical mile (nm) = 2025 yards. A knot = 1nm per hour 30 knots = 2025 x 30 = 60750 yards per hour TD = 790 yards.

Therefore distance travelled is the circumference of a semi-circle of diameter 790 yards = $(\pi \times 790)/2 = 1241$ yards If 30 knots = 60750 yards in 60 minutes, then this = 1241 yards in 1.2 minutes.

Therefore with a TD of 790 yards at 30 knots it takes 72 seconds to turn a warship around 180 degrees.

—I hope it's a warship—

Keep your sticks sharp and your fires burning. Just not in your boat, you might poke a hole in it or catch it on fire!