Operator Fatigue

The recent use of a few Part-Time Operators on a Husky Saturday (in direct violation of our Labor Agreement) not only raised hackles, it begged the question of why what has long been the most desirable overtime is going unfilled and threatening the cancellation of some trips? Base Planners report far fewer Full-Time Operators seeking overtime. Anecdotal evidence suggests Full-Time Operators are experiencing heretofore unprecedented levels of workplace stress due to inadequate break time and forced overtime; resulting in an unwillingness to work voluntary overtime.

When I served as Local 587’s Recording Secretary there were months when I had no passing’s to report in our obituary column, In Loving Memory. Now we are reporting more deaths of active members than at any time in our history. Most notably, two of our Report Operators passed in the last year. When I learn a member is in the hospital I try to call or visit. Members are reporting job stress as a causal factor in heart attacks and other stress-related illnesses.

We’ve also seen an increase in the number of our Members with diabetes and/or complications from diabetes created by schedules which do not allow them to eat and/or exercise in a way that would help deter/manage diabetes.

Quarterly, we meet with King County Metro (KCM) senior management to review accident statistics. September 2011 statistics reveal a 43% year-to-year increase in pedestrian accidents and a 47% year-to-year increase in major accidents. It’s only by the grace of God that none of these recent accidents have resulted in a fatality.

Obviously, Operator fatigue is a primary factor in both Operators’ health problems and the increase in accident rates. Your Union Officers haven’t been sitting on their hands. Thus far, actions include:

- We made Local 587’s support of initiative campaigns contingent on funds being allocated to schedule maintenance. Although the recent passage of the Congestion Reduction Charge includes funds for schedule maintenance, it will take multiple shake-ups for schedule improvements to be realized. Local 587’s support of Seattle’s Proposition 1 was also based, in part, on funding being included for schedule improvements.
- Last year, I appointed Executive Board Officer Linda Anderson and Minority Affairs Officer Ray Campbell to serve on Metro’s scheduling committee. Although Linda and Ray have been successful in stopping additional cuts, little to nothing has been done to improve the present schedules other than an effort to shift recovery time from weekends to weekdays.
- Our Public Relations Committee has attempted to improve schedules by slowing the system down with its “We Put Safety First” campaign. We recently expanded that effort to include our members driving paratransit work.
- We brought our concerns before the King County Council with members testifying about their abysmal working conditions.

As much as I appreciate all of the efforts, I know Operators are still facing a public demanding to be taken to and from work or school on time somewhere near the pre-
Motion: By Bill Clifford to overturn the Board's decision to conduct a referendum vote of the four Transit Operator classifications (Rail, Streetcar, Full-Time Operator & Part-Time Operator) seeking the will of membership in determining if the union should sign a memorandum of agreement modifying the labor agreement between Amalgamated Transit Union and King County which would credit Part-Time Operators transferring to the Full-Time Operator classification, after having previously served in the Full-Time Operator classification, with seniority credit for previous time served in the Full-Time Operator classification, provided that any break in service was less than seven calendar days was not approved by the membership.

Editor’s note: The referendum vote will be done by mail in early December.

November pot draw winners are Anthony Byers at the Charter meeting, Fiona Frisch at the Morning meeting, Paul Hausman at the JTA meeting, Gerald Severance at the Afternoon meeting and Barbara Dixon at the CTS meeting. Terry Donovan lost the rolling pot; next month rolling will be $350.

The following Officers were present: President Paul Bachtel, Vice President J.Rick Sepolen, 2nd Vice President Don MacAdam, Financial Secretary Paul Neil, Recording Secretary Judy Young, Ray Campbell, Linda Anderson, Eric Butler, Clint DeVoss, Bob Eash, Kermit Gipson, Ninus Hopkins, Anthony Jeroninsky, Ray Mason, Chuck Miller, Lisa Nault, Hal Poor, Neal Safrian, Michael Shea, Patrick Stevens, Dan Thorne. Michael Moore was on vacation and Dee Wakenight is out ill.

Motion: By Clint DeVoss, that Amalgamated Transit Union, Local 587 (ATU) and its Officers are directed to notify King County and negotiate in good faith with King County involving overtime assignment in the On Board Systems (OBS) project Memoranda of Agreement (MOA). In negotiating in good faith with King County, ATU is further directed to seek a separation in the assignment of overtime between OBS project Employees and Base Employees including, Lead Employees to the extent that all Base Employees will be offered Base overtime before Base overtime is offered to OBS project Employees and all OBS project overtime will be offered to OBS project Employees before being offered to Base Employees.

Motion: By Kermit Gipson for ATU Local 587 to donate $500 to support Iowa, Minnesota, and North Dakota AFL-CIO State Federations. 1300 workers at American Sugar Crystal facilities in those states have been locked out of their jobs since August 1st. Bakery, Confectionary, Tobacco Workers and Grains Millers, AFL-CIO represent these workers.

Motion: By Linda Anderson, that the Executive Board endorse the “Occupy the Capitol” resolution submitted by Linda Avery as printed in the News Review and adopted at the Martin Luther King Jr. County Labor Council.

Membership Meetings:

Tentative Agenda

CHARTER MEETING
Thursday, December 1, 2011
8:00 p.m.
The Labor Temple, Hall 18
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, December 2, 2011
10:30 a.m.
The Labor Temple, Hall 16
2800 1st Ave., Seattle, WA

WEDNESDAY MEETING
Wednesday, December 7, 2011
3:30 p.m.
The Labor Temple, Hall 16
2800 1st Ave., Seattle, WA

Among Topics to be Discussed:
Grievance and Arbitration Update

Unfinished Business: None

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 subject to editing. Limit should be limited to 1000 words or less. Not all letters can be published due to space limitations. Cut off is the 15th of each month. Any submission from a member of Local 587 in the News Review deemed unprintable by the Recording Secretary shall be forwarded to the Executive Board for final decision to publish.

Send letters to:
Editor, News Review
c/o ATU Local 587
Seattle, WA 98121

AFL-CIO 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 refuse to answer accusational questions and any and all belief may lead to discipline.

In Loving Memory...

“He who doesn’t fear death dies only once.”

Giovanni Falcone

Vernon Adler, a retired King County Vehicle Maintenance Employee, whom last worked at Ryerson Base as a Mechanic passed away on November 3, 2011. Brother Adler retired on February 1, 2005. He joined Local 587 in November of 1988.

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

OFFICERS OF THE AMALGAMATED TRANSIT UNION, LOCAL 587:

P A U L  J. B A C H T E L  President/Assistant Business Agent - email: president@atu587.com
J. R I C K  S E P O L E N  1st Vice President/Assistant Business Agent - email: jricksepolen@atu587.com
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P A U L  R. N E I L  Financial Secretary - email: pmneil@atu587.com
J U D Y  Y O U N G  Business Representative - email: jyounger@atu587.com

Web site: http://www.atu587.com
December Labor History Calendar
Submitted by Bill Clifford

1945 — Division 587 Shop Steward Program initiated.
1 Dec
1914 — Famed labor song “SOLIDARITY FOREVER” written by Seattle’s Ralph Chaplin for a hunger march in Chicago (on January 17, 1915) to the tune “The Battle Hymn of the Republic.”
1959 — Rosa Park refused to give her bus seat in front to a white man, Montgomery, Alabama. She set off a successful bus boycott by blacks and sparked the Civil Rights movement of the next decade.
1966 — Comedian Dick Gregory convicted in Olympia, WA, for his participation in Native American fishing rights protests.

2 Dec
1899 — The state of Virginia hung abolitionist John Brown at Charleston, VA, for his leadership of a plot to incite slave rebellion. Brown’s poorly planned scheme to free the slaves, failed and Harper’s Ferry federal armory seemed desolate and pointless, yet within two years the nation was at war over the issue of slavery. Within four years slavery was officially abolished and Brown was hailed as a martyr to the cause of emancipation.
1956 — After a 10-day walkout, an injunction forced ATU 587 employes back to work. On the same day 587 members also rejected management’s offer of an additional 6 cents per hour for drivers. 587 wanted an across-the-board increase of 25 cents for all employees. After the vote, the Transit Commission unilaterally changed the handling of AC time, cashing out AC in excess of 40 hours. 587 got an injunction against that abuse of the contract.
3 Dec
1906 — US District Court sentenced American Federation of Labor (AFL) officer Samuel Gompers, John Mitchell and Frank Morrison to prison for violating an injunction against boycotting Buck Store & Range Co. On appeal, the Supreme Court ruled that the injunction was improper because it was sought by Buck Store and not by the court. Retried in 1912, Gompers was again found guilty but the Supreme Court later ruled that the statute of limitations had passed.
4 Dec
1867 — The Grange organized to protect farmers’ interests.
1970 — César Chávez jailed for 20 days for refusing to call off United Farm Workers lettuce boycott, Salinas, CA.
5 Dec
1953 — Two largest American labor organizations merged to form the AFL-CIO, with membership about 15 million. George Meany elected president. Asa P. Randolph and Willard S. Townsend, both African Americans, were elected vice-presidents.
1955 — The Montgomery Improvement Association (MIA) was formed to coordinate the Montgomerys’ bus boycott (see Dec 1) and Dr. Martin Luther King, Jr., was elected president. Boycott ended in victory 21 December 1956.
6 Dec
1860 — US District Court sentenced American Federation of Labor (AFL) officers Samuel Gompers, John Mitchell and Frank Morrison to prison for violating an injunction against boycotting Buck Store & Range Co. On appeal, the Supreme Court ruled that the injunction was improper because it was sought by Buck Store and not by the court. Retried in 1912, Gompers was again found guilty but the Supreme Court later ruled that the statute of limitations had passed.
7 Dec
1905 — In Chicago (on January 17, 1915) to the tune “The Battle Hymn of the Republic.”

Arbitration Update

1. Ray Beltran: Grieved forced upgrade. Settlement discussions underway.
2. Patricia Jackson: Grieved termination for alleged misuse of company funds. Settlement reached: as part of the settlement Agreement Union agreed to treat the terms of this settlement as confidential. In response to inquiries about the result of the Nelson grievance Union agreed to answer that “the grievance was resolved to the mutual satisfaction of all parties.”
3. Christopher McClure: Grieved suspension for alleged negligence in derailment, schedule pending.
4. Frederic Segelbaum: Grieved termination for alleged misconduct, schedule pending.
5. Thomas Miller: Grieved failure of Metro to upgrade a Mechanic to Lead enabling skimming of Local 587 work by a Local 587 member working in a Local 17 capacity, schedule pending.
6. Ernest Kirschmick: Grieved termination for alleged violation of Metro policy, schedule pending.

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December Labor History, continued

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very three years, APTA, the transit agency association, has a conference that we attend. I don’t know of any other locals or even the International being represented at this extremely important event. The purveyors of everything from coaches or parts to entire turnkey transit systems are there pimplying their wares. There are also presentations on issues like funding, the politics of transit and employees’ “ability to work.” Unfortunately, the presentation on ending employment for the half a million or so employees who due to disability was not offered along with anything covering preventing those tragic and often unnecessary outcomes. Nonetheless, attending helps us see changes coming and allow direct access to those who hear too little about what our members need to reduce industrial injuries, accidents, and other problems.

Unfortunately, the global economic downturn has resulted in our industry making little to no progress, over the last three years, on our members’ needs. Locally, however, testing at the University of Washington has shown that our high-tech looking air-ride seats deliver more shock energy to the operator than if we rode on the floor! Additional testing of alternative designs is needed and I spent quite a bit of time at the conference promoting more studies of both active seats which use motors to isolate us from whole body vibration and fixed seats which don’t bounce but use other methods to do a better job of real isolation. I obtained agreement from three manufacturers to supply new prototypes to the UW for testing. The University also has two new designs to test. Hopefully, KC will again contribute to this effort along with other funding sources. Federal research has shown that it costs 3 to 5 times the annual wage to replace each operator disabled and numerous other investigations indicate half of us will suffer that fate. This far beyond the risk of average jobs. I approached the director of TCRP, the gold standard in transit research within the US, and he was aware that it was nearing 20 years since they did a study on operator disabilities and equipment options for their reduction. He wants to assist us in generating a research proposal in this vital area. We have a huge confluence of interests here. Throughout the conference I found that surprisingly few of our nation’s transit managers or manufacturers are aware of the human or budgetary impact of these mostly preventable problems. The huge amount of revenue wasted is ironically the good news, as it represents savings available from research and making the changes needed to keep us healthy.

Several research institutes are also interested.

In the early days, management obstructed our involvement. The current management team is unusual in recognizing these problems and the imperative of promoting research while working together in getting manufacturers to listen to our needs. It is great to see a more insightful view which acknowledges our long-term interests being far more shared than in conflict. We are currently working with Metro to conduct a seminar at next year’s APTA conference, covering liability and disability reductions. Hopefully, we will be able to raise the visibility of problems long unanswered. The next procurement is beginning and I can hardly contain my delight at reporting our having gotten agreement from management to bring in an Ergonomist and a Human Factors Engineer to evaluate the next coaches. One does the physical interface to our work area and the other does the cognitive interface. Metro has understandably resisted viewing us as equipment developers and notable forays into that realm have been debacles. Just look at our history on radio systems… Nonetheless, with each procurement, we seem to customize everything but the frame and skin of the bus. Hence, we are in the complex system development business! We have finally cracked open the door to recognizing that fact and bringing in the experts needed to complement our extensive in-house skills.

In closing, all this cooperation with management about procurement needs uncooperative balance so, in your interest, I have put my wallet on the line and confronted our General Manager. I suggest that he drive the old “GM Fishbowl”, a coach designed in the late 1960’s from our historic fleet. The bet is to then drive anything in our current fleet and, show that it is either better to drive or safer. That is a span of over 50 years and in a show of weakness, I have already given away the fact that the seat design is what Europe is already going back to. So, help me out and don’t tell him about the windows or mirrors, or… 50 years of progress and a bet is on the line!
Around the base in recent weeks, I could hear the fear from a small number of full-timers, and though the complaints were often whispered, their agitation and dread was so thick you could cut it with a knife. I described putative part-timers, under current contract seniority as sort of a swarm of locusts about to attack the ranks of full-timers, devouring their work. At the recent union meeting in which full-timers announced their referendum to stop and punish this insect like invasion, one full-timer was almost choked up to tears as he described part-timers taking their own seniority and punishing this insect like invasion, announcing their referendum to stop and punish this insect like invasion.

A former recording secretary, describing this invasion of part-timers, clearly implied that 55 of them could move from part-time to full-time in the next 4 months. Their years of part-time seniority, shoots up the seniority list, and cut that number of full-timers down. But she lied. Actually, the number of part-timers who could do this is under the present seniority system is 8 and never more than eight. While under that same system, the potential number of full-timers who could move to part-time when they are bored, aged, burned-out, sick, disabled, or plain worn-down and in the process bum aside part-timers in their seniority is 1700.

The number 8 is trivial, it is nothing, but what was really showing itself, real offspring coming of age with the referendum sponsored by full-timers at the meeting was the same old ingrained discrimination that has engulfed us. The exposure of a common and chronic full-time belief that part-time was created only to take away full-time jobs and that part-time, in principle or practice, is always a threat. Under the referendum, the full-timers at the meeting expect to have the right to invade the ranks of part-timers at will, which shows again in gross terms that part-timers have always been vulnerable to being bumped, dislocated, laid off, and sacrificed for the benefit of full-timers on the high seniority-union agenda. The union meeting was about a group of full-timers making it clear yet again that part-timers have no right to full-timers’ seniority.

It was about their demanding that part-timers pay full dues years after they no longer be guaranteed anything in terms of fair representation equal to their numbers. It was about preaching seniority and union democracy, yet offering these things conditionally to part-timers and at the revocable—will of full-timers. Not one of the full-timers at the meeting would have shed a tear for part-timers if the whole lot of us were laid off tomorrow. So much for solidarity.

I recall very well when I was hired on in 93'. It took 4 years and 4 months to move from part-time to full-time, but after 17 years, I couldn’t see the end of waiting and I gave up and got another part-time job. I am the only one left from my transit class because all the others were starved out while waiting for the distant full-time promise to arrive. Many full-timers give up a crap? No way. I remember being homeless and living well below the poverty level while many full-timers who made 10's of thousands of dollars in overtime drove by my tired old van, with its broken heater and sagging mattress in back. On the recent meeting the full-timers cried about how they had paid their dues, as if the rest of us don't know what dues are; well, I'm 63 years old and I've paid my dues too and full-timers have been fairly paid, indeed, for paying their dues. I am asking for this and this is the right thing, as they have been starved out year after year after year. The referendum sponsored by the part-timers was about preaching seniority and union democracy, yet offering these things conditionally to part-timers and at the revocable—will of full-timers. Not one of the full-timers at the meeting would have shed a tear for part-timers if the whole lot of us were laid off tomorrow. So much for solidarity.

The referendum is about revenge, of raising the numbers that can be verified during working hours. Letters that cannot be numbers in all our workplaces and protecting our work on the ends of our careers. And this is also about what the full-timers are doing at the union meeting were doing, which is using full-timer seniority, just as bigots would use the color of your skin to deny fair and equal treatment to members who should instead be treated as brothers and sisters. The referendum is a kind of warfare against part-timers to end once and for all. I am asking for the hypocrisy, which by the referendum allows full-timers to move at will into part-timer ranks but prohibits the same opportunity for part-timers, to organize together in battles just about race, religion, gender and other protected-class categories; it is also about what the full-timers at the union meeting, doing, which is using full-timer seniority, just as bigots would use the color of your skin to deny fair and equal treatment to members who should instead be treated as brothers and sisters.

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“Unity” is the idea that, as a group we share common needs and goals. More than that, it is also the idea that if we act as one, we can achieve many of our shared goals. “Unity” is so hard because we are different people. Each of us has different cultural and racial backgrounds, different education levels, different knowledge, different religious beliefs, different political beliefs, and different personal needs. We also share the same need of food, shelter, and the other things, or the means of regularly getting enough money to get food, shelter, and other things.

Now more than ever we need to have a “Unity” of purpose to maintain our standard of living and keep the jobs and working conditions that support that standard of living. Yet, we are a house divided against itself. In Operations some Full-time Operators continue to pit themselves against Part-time Operators; in Vehicle Maintenance and Facilities Maintenance groups are making personal attacks against other union members. All of us as a group have serious problems facing us, problems that could change what our future looks like and not for the better. When we are a house divided against itself, we are our own worst enemy.

We have SERIOUS problems facing us. The economy tanked starting in 2007 and has yet to recover. Tax revenues that support our jobs have nose-dived and not recovered. Unionized workers have been forced to take a 3% pay cut, and may have to take another 3% cut. Transit employees at Community Transit and Pierce Transit have had massive layoffs (38% and 42%). If we were to have layoffs of equal size many of you would be back where you were 10 or more years ago; working nights at a base where you do not want to be and you would be the lucky ones. Around 107 Mechanics, 56 Equipment Service Workers, 15 Lead Mechanics, and 5 Dispatchers would have to be and you would be the lucky ones. Around 107 Mechanics, 56 Equipment Service Workers, 15 Lead Mechanics, and 5 Dispatchers would have to be and you would be the lucky ones. Around 107 Mechanics, 56 Equipment Service Workers, 15 Lead Mechanics, and 5 Dispatchers would have to be and you would be the lucky ones.

The biggest problem we face is the prospect of having our collective bargaining rights diminished or completely taken away. Before you say it, I am sure that the public employees in Wisconsin said the same thing again and again: IT CAN’T HAPPEN HERE! It did happen there and it could happen to you, here. Most years a bill is put before the Legislature that strips us of our collective bargaining rights. That number was 10 years ago and 8 years ago and who knows when it will happen again. Without the toleration of other people’s views and ideas, the knowledge that each of us is made better by the humility to understand that your co-workers have the patience to understand your co-workers, and the knowledge that each of us has. While Ramadan has passed we should give thanks for the blessings that we have. Back stabbing selfish behavior is diminishing the chances for a reasonable and good outcome for all of us to take into the future.

What you can do to stop this slide over the cliff and above all stop acting like someone else’s gain is your loss, even when you have gained something too. Back stabbing selfish behavior is diminishing the chances for a reasonable and good outcome for all of us to take into the future.

What you can do to support yourselves, your union, and union labor is to vote and vote for union. If a candidate does not support union issues, DON’T VOTE FOR THEM. Support and encourage your co-workers to do the same. Financially support the political arm of our union by generously donating to the COPE committee, that committee works to support candidates and issues, which furthers our common goals. The big companies and anti-labor people give big bucks to support candidates and campaign issues that would badly hurt us; we need to support our own issues. If we do not, then we have only to look at Wisconsin to see what will happen.

IT CAN’T HAPPEN HERE!

Without political action we would have already seen 15-20% layoffs because the CRC ($20 car tab fee) would not have been enacted.

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What you can do to support yourselves, your union, and union labor is to vote and vote for union. If a candidate does not support union issues, DON’T VOTE FOR THEM. Support and encourage your co-workers to do the same. Financially support the political arm of our union by generously donating to the COPE committee, that committee works to support candidates and issues, which furthers our common goals. The big companies and anti-labor people give big bucks to support candidates and campaign issues that would badly hurt us; we need to support our own issues. If we do not, then we have only to look at Wisconsin to see what will happen.

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IT CAN’T HAPPEN HERE!
The 2012 Election of Officers is fast approaching and your Election Committee is ready to go. We are working to make sure that all members have an opportu-
nity to participate and be informed about the upcoming elections.

The Election Committee is re-

sponsible for a number of important 
tasks throughout the election cycle. 
First and foremost, the Election 
Committee must make sure that 
each election is run fairly. This 
means that we are required to 
follow the rules and regulations for 
the primary election that are outlined in 
the Constitution and General Laws, and the 
Amalgamated Transit Union Con-
titution and Bylaws.

Nominations will take place during 
the March 2012 monthly meeting 
cycle. Campaigning for the Primary 
Election will begin on March 8th. 
The Primary Election will be held 
on April 17th.

The Election Committee is ready 
that all members have an opportu-

nity to participate and be informed 
about the upcoming elections:

All full-time Officer and Execu-
tive Board positions will be open. 
Nominations will take place during 
the March 2012 monthly meeting 
cycle.

Campaigning for the Primary 
Election will begin on March 8th. 
The Primary Election will be held 
on April 17th.

The Final Election (between the 
top two candidates for each office) 
will be held on June 5th. If there 
is a need for a Run-off Election (an 
electoral tie between two candidates), 
it will be held on June 25th.

As in the 2009 Officer Elections, 
the 2012 Elections will be conducted 
by mail-in ballots. It is important that 
electors keep their mailing address 
current and notify their employer 
and the Local 587 office of any changes.

Now is a good time for those in-

terested members to start thinking 
about becoming a candidate. If 
you would like to run for office, here 
are some things you need to consider:

All candidates and nominators 
must be members in good standing. 
This means that a member must have 
two years continuous membership 
in the Local and be current on all dues, 
fees and assessments in full to be eligible to be a candidate.

The Election Committee will 
be offering candidate information 
during the February monthly cycle of Union meetings 
to provide information and answer 
questions for all members interested 
in running for office.

We will have Candidate Packages 
available at the February meeting 
cycle. The packets contain impor-
tant information concerning rules 
and timelines for candidates to follow.

The Election Committee will be 
putting together the Voters’ Pam-
phlet to be mailed out during the 
Primary Election. The Candidate 
Packages also will contain important 
information about how to submit a 
candidate statement and photo, for 
the Voters’ Pamphlet.

Stay tuned and look for more 
information about the 2012 Elec-
tion in the January News Review, 
on your Union Bulletin Board, and 
on the Elections page of the ATU 
587 website.

We look forward to serving 
our fellow Union members, both as 
candidates and voting members.

Your 2012 Election 
Committee

Alana Sorem, Chair

Paul Tefft

Heather Raleigh

Questions? Please contact the 
Election Committee at the Local 587 
Office (206) 448-8588 or by email: 
ElectionCommittee@atu587.com

Mobilize for militant 
mass action at the 
November 28 opening 
of the special legislative 
session in Olympia

WHEREAS Washington has the 
most regressive tax system in the 
U.S., with the poorest individuals 
paying the largest proportion of 
their income in taxes and the rich-
est individuals paying the least;

AND WHEREAS Washington is 
facilitating a third year of severe cuts 
to education and human services, 
as well as layoffs, reduced hours 
and chopped benefits for public 
workers;

AND WHEREAS Governor 
Gregoire has called a special 
session of the legislature begin-
ning November 28 to implement 
another $2 billion in cutsbacks that 
could include throwing 450 people 
out of nursing homes, eliminating 
home care for 11,700 disabled and 
elderly people, and eliminating 
institutional care for people with 
developmental disabilities;

WHEREAS mass mobiliza-

tions in the Middle East, the 
U.S. Midwest, and the Occupy 
Wall Street movement show the 
power of unified action by unions, 
youth, working and poor people, 
seniors and the disabled;

THEREFORE BE IT RESOLVED 
that the Martin Luther King Jr. 
County Labor Council encourage 
its affiliates to organize their mem-
bers to participate in protests and 
occupations with other labor and 
community activists beginning on 
November 28 in Olympia. These 
actions should demand that state 
legislators:

Oppose all cuts to jobs, services, 
and education;

Restore services, jobs and ben-

efits by taxing Microsoft, Boeing, 
Starbucks, Amazon and other huge 
corporations and Washington’s rich-
est individuals;

Pressure the federal govern-

ment to end U.S. wars and redirect 
trillions in military spending to vital 
services and aid to the state;

If the cuts go through they will 
be brutal, especially on top of cuts 
already made. Highlights include 
elimination of Basic Health, Hun-
dred of millions of dollars in cuts to 
educational programs that fund kin-
dergarten, schools in poor districts, 
higher education. Home health for 
the elderly, assisted living for 17,000 
seniors, home and institutional care 
for nearly 3,000 people with develop-
mental disabilities will all be cut. 
And the list goes on.

For the last three years, Sisters 
Organize for Survival, a campaign 
of Seattle Radical Women, has or-
ganized protests to stop the cuts, 
and played a crucial role last year 
in pushing for protests, especially 
to save Basic Health. The result was 
a week of actions in April But it is 
quite clear that more staying power 
and clear demands are needed in 
order to change the Legislature’s 
game plan.

In that spirit, this year, SOS is 
joining with other community 
groups and labor in calling for go-
ing to Olympia and occupying the 
Capitol. SOS will raise the following 
demands to legislators:

• Oppose all cuts to jobs, services, 
and education;

• Restore services, jobs and ben-

efits by taxing Microsoft, Boeing, 
Starbucks, Amazon and other huge 
corporations and Washington’s rich-
est individuals;

• Pressure the federal govern-

ment to end U.S. wars and redirect 
trillions in military spending to vital 
services and aid to the state;

They say cutback, we 
say occupy the capitol!

Submitted by Linda Averill, Atlantic Op, 8816

A fter three years of brutal 
state budget cuts, Gov. 
Gregoire is announcing 
that more cuts are on the way. As 
the News Review goes to press, 
the Legislature is preparing a special 
session to axe $2 billion from the state 
budget. This, even as Boeing, 
Microsoft, Nordstrom and other 
wealthy corporations have enjoyed 
decades of generous tax breaks and 
subsidies.

If the cuts go through they will 
be brutal, especially on top of cuts 
already made. Highlights include 
elimination of Basic Health, Hun-
dred of millions of dollars in cuts to 
educational programs that fund kin-
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ment to end U.S. wars and redirect 
trillions in military spending to vital 
services and aid to the state;
As I have been known to oc-
casionally complain about
BAD Chiefs & Supervisors, you
should also be aware of some
GOOD things that are accomplished
behind the scenes. Most of these
will you never hear about.
Even now I cannot disclose the
names or issues for fear of possible reprisals
behind the scenes. He would actu-
ally come to the Union office to ask
for help in difficult situations. It
was also revealed to me that once
this manager disciplined you, there
was nothing the Union could do
to cancel the discipline because
so many opportunities had been
afforded to the Employee. A long
time ago, a Union president told me
the “system works.” If you screw up
enough, Metro will get rid of you.
So, for those of you thinking you
are bullet proof …you’re not!

Many times discipline is used by
unmerciful managers as a trophy
to hang on their wall. A good manager
will weigh the issue and consider
the intent of discipline. By using
the benefit of a doubt (also called mercy)
and in consideration of a good em-
ployee’s past record, managers will
build gratitude as well as loyalty. An
employee’s past record, managers will
be n e f i t  o f  a  d o u b t  ( a l s o  c a l l e d  me r c y)
hang on their wall. A good manager
will not look at what is politically expedient
but how this change will affect the
past practice, the current as well
as the future working conditions.
These agreements usually take a
long time to write. Maintenance
has, for years, lived in fear of secret
M.O.A.s signed by a Union Officer
who is now out of office; and, that
we are now bound to that agree-
ment without any say in the matter.
The cancellation or flush clauses
we have only recently put in these
agreements are for our protection.
They are for major disagreements
such as if we get “blindsided” by
Metro in an area we never discussed
and Metro wants to exploit. We can
always discuss changes needed with
Metro that make sense. But we
need to carefully pick our battles!
Everything may not need to be
cancelled. However, using M.O.A.s as
a bargaining chip with threats of
cancellation unless certain changes will
put an end to any future agree-
ments that may benefit the Union
work force. I have been concerned
that Metro may have involved itself
through our own Union members in
our Union business. In that I would
receive a call from Metro request-
ning that we change new contract
language which I would deny. Then,
motions would come to the floor
to cancel the M.O.A. with the language
Metro wanted to get rid of! Then
again, maybe it’s just a coincidence?
Due to the current cancellation (or
political) climate in Maintenance,
Metro is now demanding that these
future agreements must be harder
to cancel than a vote from the floor
of a Union meeting. Our intent to
protect maintenance with cancella-
tion clauses was never intended to
work that way. If it is my job to
advise you on these matters, I leave
the final decisions to you—good
or bad it’s your choice! I know that we
have not had much say in matters
in the past. As we will have to live
with the final outcome, I feel that
it is very important that you have
a say in your working conditions. I
have not designed any clever politi-
cal plans or “loaded” a meeting to
make sure the votes come out the
way I think is best. In times past,
we have turned down the better
contract, only to vote to accept a
lesser contract. Emotional issues
that are injected by politics or from
Metro appear to the driving cause
to overturn these agreements. It is
my hope that all of you will study
the topics as they come up, do not
believe everything you hear, and
have a little faith in your Union
officers and act appropriately.

What’s Going On!
Terminations: 2; Grievances: 23;
Arbitrations requested: 5; Retire-
ments: Rich. Zelinsky; Deceased:
“Roy” Vernon Adler (retired in ’05).

Amalgamated Transit
Union, Local 587,
Resolution of support
for Occupy Wall
Street/Occupy Seattle:

Whereas Wall Street investors
and CEOs have been making
record profits and bonuses while
millions lose their homes and
jobs in a continually worsening
economy,

Whereas deficits are projected
for public agencies and will
likely result in further cuts and
deteriorating working conditions
for ATU members, and

Whereas Occupy Wall Street
encampments highlight the in-
justice of the widening inequality
in the US, and

Whereas such individuals and
organizations as Seattle City
Councilman Nick Licata, TWU
100 in NYC, AFT Local 1904, Phil-
adelphia 1199, AFSCME Council
5, the AFL-CIO Young Worker
Summit, the Teamsters, AFL-CIO
President Richard Trumka, WSLC
Executive Director Jeff Johnson,
MLKLC Executive Director
David Freiboth, the UAW, the
Seattle Education Association,
the Inland Boatmen’s Union/ILWU,
the mayors of Min-
neapolis, LA, Lansing, Portland
and Arcata, have expressed sup-
port for Occupy Wall Street and/or
Occupy Seattle,

THEREFORE be it resolved
that ATU 587 stands in support
of the protestors at the Occupy Wall
Street/Occupy Seattle en-
campment efforts to highlight
this widening inequality.

Be it further resolved that
the ATU 587 leadership will cooper-
ate with other labor organizations
of the Martin Luther King County
Labor Council in assisting the
Occupy Seattle effort and in
sharing labors’ concerns with
Occupy Seattle.

Be it further resolved that
ATU 587 will sponsor a portable
bathroom for use of Occupy
Seattle for one month (not to
exceed $250), and

Be it finally resolved ATU 587
will encourage its members to
gogo to Occupy Seattle whenever
possible.

And…

November 18, 2011
By Channing McFadden

The ATU 587 go on record in
support of Occupy Seattle.
Write a letter of solidarity to
be read to the General Assembly,
Write to the Mayor that ATU
587 supports the free speech and
freedom of assembly of Occupy
Seattle and expects these rights
to be recognized and that ATU 587
will encourage members to attend
and participate wearing unionjackets,
patches, etc.
The Financial Secretary’s Report

December 2011
Thank You

Thank you to all of you who donated to the ATU Food Drive. You helped make the holidays a little better for your ATU Brothers & Sisters in Pierce and Snohomish counties where hundreds of our Union brothers and sisters have been laid off or had their hours cut. The idea for the food drive was totally Recording Secretary Judy Young’s and she was the one who put it all together so please thank her the next time you see her.

Starting December 24th, all King County METRO members will receive a 0.7% wage increase. They will see this increase reflected in the paycheck they receive on January 19, 2012. Top step for Operators will be $29.13 and for Mechanics $33.33. There will be a bulletin out shortly detailing all of the steps for all classifications. The next COLA & wage increase will occur during the pay period that includes November 1, 2012. The wage increase will be 0.6% and the COLA will be 95% of the cost of living increase per the formula negotiated in the contract.

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All financial figures are subject to the review of the Executive Board. In October total income was $230,551.25 which is a decrease of $17,392.79 or 7.0% compared to last October. The primary reason for the decline in income compared to last October is that members at King County METRO paid ½ month’s dues plus half of the Grievance Arbitration Assessment instead of a full month’s dues.

Per Capita payments totaled $58,021.38 for the month which is an increase of $1,332.08 or 2.4% over the same period last year.

Other bills for payroll, rent, legal, etc totaled $210,266.94 which is an increase of $22,747.89 or 12.1% over last October. This amounts to a deficit of $37,737.07 for the month compared to a surplus of $3,735.69 for October 2010.

As of the end of October, the figures for this year compared to last are: Income up 0.3%. Per capita’s up 3.7%, all other expenses are up 1.2% and the surplus is $97,020.70 this year versus $133,165.44 or a 27.1% decrease over last year.

My activities for the month:
Went on 5 base visits at Bellevue, North, South, South Facilities, Central-Atlantic and East. At all bases I spoke with members in both Operations & Vehicle Maintenance. I also visited NRV. Spoke for the Union at the Operator of the Month luncheon on 10/12.
Unlike all the transit agencies around us who are laying off 100’s of ATU members, KCMETRO is hiring again thanks to the CRC passing. I signed up 29 new PT Operators in October as well as Radio Installers and Operators at SPT. Several of the new PT Operators have been laid off or been reduced to a part time status at other properties. I presented Kristopher Osgood his assault reward of $1500.00. As you may recall he was the citizen who came to the rescue of a member’s family who was assaulted on a Rt. 120 coach at 3 & Pine by a knife wielding maniac. If he had not intervened, there is a very good chance someone would have been killed. As it was the brother of our member was knifed and had to be taken to Harborview Hospital. Kristopher is a former Marine who saw 2 tours in Iraq and is a father. He is also a Boston Red Sox fan.

New Member Applications submitted to the ATU International in October:
In the month of October 2011, we reported 20 new members to the ATU International. 1 at Clallam Transit, 4 at SPT and 15 at King County METRO. This brings are total active membership to 4078. This is a decrease of 111 members compared this time last year when we had 4189 active members.
Recently, members employed at First Transit completed a management evaluation where they were asked to comment about their working environment. The evaluation concluded that management is bias and has no genuine interest in its employees. The majority of the comments made depict numerous accounts of retaliatory, unfairness, favoritism, disrespect, and management complete disregard for policies/procedures and the union contract.

Listed below are a few of the comments made by our First Transit members:

“Upper Management does not care about any one of us here and is okay with making rules to suit their personal needs with regard to their employees.”

“This company does not appreciate its employees and does not have the employees’ interest in mind. This place has no structure and poor leadership.”

“We want to keep the switch shift policy. This will allow for us to take care of personal appointments without being penalized with points.”

Managers are unfair, they have no sense of decency, and do not respect the employees. Please we need help to save our employees and their families.

“This has turned in to the worst place I ever worked! Upper Management is the worst Management I have ever worked for. Two faced just plain evil. I love my co-workers and enjoy my job, but the poor unfair management is forcing me to seek employment elsewhere.”

“Rules are made “Just because”...and speaks down to everyone; she is on a power trip. She has temper tantrums and makes unusual requests of certain Employees that she has chosen to target.”

“Thank you for doing this. Many of us are not clear on what the Union really means. Management clearly blames the Union for the decisions that they make and when they cannot blame the Union, they blame Corporate for their own decisions. Many employees are so confused because of how misinformed they are. We want to see more Union presentation in the office so we can ask our questions directly. Rather than listening to the garbage from Management.”

“The morale of the employees has sunk to an all time low due to the management. People are singled out to be examples in discipline, there is favoritism and discrimination. When the GM has to deal with reality she becomes defensive and lethal. GM is a Jekyll and Hyde at the drop of a hat and encourages her managers to act the same. Since the Union came on board she has clearly drawn the line that it is us the employee against the company, in every instance. No one in management can be trusted and it is our livelihoods at stake! Everyone is leaving some really good people. Those who have been devoted to working at First Transit loved their jobs and the people they worked with have been forced to leave due to the hostility and mistreatment of employees.”

I have included an Evaluation chart which shows that of the 42 responses 34 “Strongly disagree” that First Transit has a strong and fair leadership and 33 “Strongly disagree” that upper management is genuinely interested in its employees. She has definitely earned it when 67.50% of the responses “Strongly or moderately agree” that the working conditions at First Transit are so hostile that they are actively seeking alternative employment.

Disagree” that upper management is genuinely interested in their success. The results conclude that of the total employees surveyed, 90.48% “Strongly or moderately agree” that First Transit has a strong and fair leadership and 90% “Strongly or moderately agree” that upper management is genuinely interested in its employees. The majority of the comments made depicted numerous accounts of retaliatory, unfairness, favoritism, disrespect, and management complete disregard for policies/procedures and the union contract.

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September 22, 2011, Metro Transit Safety put out a “Safety Reminder” for all tunnel Operators. This flyer implied a threat of suspension for any Operator stopping past a stop bar on a red light in the tunnel. Even while the flyer identified this as “a light violation,” the threatened discipline is not in accordance with our Contract. Suspensions can be given for two types of infractions, Major Infractions and Serious Infractions. Major and Serious infractions are explicitly stated in the Contract (Article 4, Section 3 – p.15), and this clearly is not one of them. Some terms that might be considered amorphous, such as “misconduct,” “negligence,” or “serious performance problem.” Stopping a couple of feet in front of a stop bar does not meet any reasonable interpretation of those terms, regardless of the effect it has on tunnel sensors.

And management knows better. Metro management routinely attempts to re-write and/or circumvent the Contract through threatened discipline, especially in “amorphous” areas. Shop Stewards and Union Officers see this regularly and this kind of disregard has been tried in particular in the tunnel before. It seems management’s strategy is, if you throw enough crap at the wall, some of it eventually will stick. Any Union member receiving discipline will find it in their best interests to always at least discuss the issue with someone knowledgeable about the Contract (e.g., current/former Shop Stewards, E-Board members, some Supervisors). You never have to accept unjust discipline; you always have the right to file a grievance.

THE BURIEN ELK’S LODGE • 14006 31ST AVENUE • BURIEN, WA
Reception: 10:00 a.m. – 12:00 noon • Lunch: NOON – 2:00 p.m.
The cut-off date for reservations is Friday, December 2, 2011. Please call or write the following to make your reservations and include your name and number of people attending, also include your menu selection of either Prime Rib or Chicken Cordon Bleu.

Your annual $5.00 Local 587 Retiree Chapter fee for 2011 is now due. Mail your check to:
Dave Carter
9626 31st Place NE
Lake Stevens, WA 98258
425-377-2019 or 206-910-6311

The Other Side of the Coin
I am not entirely unsympathetic to management’s position. By combining bus and rail service in the tunnel, we are doing something very complicated. We are not simply combining two completely different modes of transportation, we are also combining the state and federal guidelines that regulate each and the engineering necessary to make it all fit together. This requires a great deal of precision and professionalism to make it work. Causing the wrong signal to get triggered creates problems throughout the entire tunnel, creating delays while Supervisors track down and correct the issues occurring.

And Operators know better. Especially in the staging area where it seems most of the problems are happening. The stop bar is not moving. It is not changing colors. It is not throwing out decoys or playing hide-and-seek. It just sits there in the same location 24 hours a day, every single day, meaning the same thing as it meant on the first day of Operator training: “Stop three-to-five feet behind me.” Since the Operator is in the staging area, the bus is not traveling so fast that an Operator is likely to misjudge braking distance. There are no hills where an Operator might not correctly anticipate braking power. The signal light isn’t suddenly changing from green to red, catching Operators off guard. Going over the stop bars at I-90 staging might not be misconduct, negligence, or a serious performance problem, but it is most definitely a lazy lack of professionalism and Metro has the right to issue a minor infraction for it.

President’s Report continued
KCM contract doesn’t expire for two more years and continuing to work under current conditions simply isn’t tolerable. As much as I don’t want to anger the public during an economic downturn, the time has come to turn up the heat.

KCM managers are you listening? Do we have to begin active work actions to solve this problem? Is your inaction a call for the Union to park buses? Would a one-day strike convince you a problem exists? The ball’s in your court, I see no other options.

In solidarity,
Paul J. Bachtel
President / Business Representative

<table>
<thead>
<tr>
<th>WORK SITE VISITS</th>
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</thead>
<tbody>
<tr>
<td><strong>Paul Bachtel, President, and Paul Neil, Financial Secretary, will be visiting various work sites during the month of December. Below is a list of times, dates and locations:</strong></td>
</tr>
<tr>
<td><strong>December 13th</strong></td>
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<tr>
<td>Bellevue Operations: 4:00 am – 6:30 am</td>
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<tr>
<td>Bellevue Vehicle Maint. 6:30 am – 7:00 am</td>
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<tr>
<td><strong>December 19th</strong></td>
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<tr>
<td>East Operations: 4:00 am – 6:30 am</td>
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<tr>
<td>East Vehicle Maintenance 6:30 am – 7:00 am</td>
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<tr>
<td><strong>December 20th</strong></td>
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<tr>
<td>North Facilities: 5:30 am – 6:15 am</td>
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