On June 18th, at the King Street Center, our union presented its unfair labor practice (ULP) complaint against Metro over the right to distribute leaflets at the worksite in non-work areas on non-work time without management interference.

The ULP charge stemmed from an incident that occurred almost two years ago, on the eve of our August 1999 contract vote, when operator Linda Averill was ordered off the base by management for handing out a leaflet that raised concerns about working conditions and safety, and urged members to reject Metro’s contract offer. The contract was subsequently rejected by a 52 percent margin.

The incident is not the first time that management has stopped union members from leafleting their views about contract proposals at the worksite, but a strong decision from the Public Employment Relations Commission (PERC) could prohibit management in the future from thwarting our right to fully discuss and consider the pros and cons of a contract offer.

The hearing was presided over by PERC Examiner Paul Schwendiman, and a contingent of operators, including Linda and Craig Anderson, Nate Chappelle, Nancy Clark, Kevin Hendricks, and Warren Yee attended the hearing to show their support for the union’s position.

During their testimony, Metro admitted under oath that they violated state law when they ordered Averill off the base under a contract provision that requires employees to obtain written consent from management if they solicit on non-Metro related business at the worksite. Metro also admitted that they strictly enforced the contract provision even though she was not disrupting work or causing interference of any kind.

Since there is no dispute over whether Metro violated state law, PERC’s ruling will center on the remedy requested. Under the Public Employment Collective Bargaining statute, it is unlawful for employers to interfere with employees’ rights to organize. In an attempt to circumvent this law Metro has concocted a policy that says employees won’t be barred access to leafletting the worksite – as long as the material is first previewed by management and deemed in “good taste”!

Given Metro’s history of selective enforcement, and of interfering with union members who are leafleting about contracts or other vital workplace issues, their new policy is not acceptable. Moreover, it still constitutes interference since management must first “approve” all material. Our union’s position, articulated expertly in the hearing by attorney Jon Rosen, is that PERC direct Metro management to “cease and desist” its interference and harassment of union members who are exercising their rights under state law.

Briefs were filed by Metro and the union in mid-July and Rosen urged a timely resolution of the case since the issue is likely to come up again with the current round of contract negotiations.
The Month at a Glance

Executive Board Report

J July 24, 2001

Officers present: President Lance Norton, Vice President Glen Travis, Financial Secretary Paul Griffin, Linda Anderson, Paul Bachtel, John Bellinger, Lisa Carter, Chris Daniele, Ninus Hopkins, Dan Linnville, Garth MacCoy, David Magidman, Brian Sherlock, Dee Wakenight, Shirley Walker.

The Recording Secretary and John Farrell were on vacation, Katherine Eckhardt was on jury duty, Joe Mangiameli was out ill, and Mike Whitehead and Mike Rochon were the following arbitration:

• Motion by Lisa Carter to recommend approval of proposed bylaw change for Article IV, Section 1.
• Motion by Dee Wakenight to request COPE funds for the maximum allowable contribution for the Dwight Pelz re-election campaign.
• Motion by Garth MacCoy to have an Executive Board retreat as soon as reasonably possible to discuss union strategy and philosophy.
• Motion by Chris Daniele that the Executive Board recommend that the resolution to eliminate objectionable language allowing political witch hunts from AFL-CIO Constitution be forwarded to the next AFL-CIO convention for its adoption.
• Motion by Lisa Carter that Local 587 support the Charlotte Five and donate $500.00 to the “Dockers defense fund” in their fight against the state of South Carolina.

The following members were July pot draw winners: Warren Yee at the Charter meeting, James Miles at the morning meeting, Paul Haussmann at JTA. CTS pot draw winner was Melissa Luebke. Rolling CTS pot draw of $275.00 was lost by John Bisatti. Next month’s rolling pot will be $300.00.

In Loving Memory

James Gardner passed away July 6, 2001. Brother Gardner was active in the retiree group and attended as many of the retiree functions as his health would allow. He joined Local 587 in January of 1946 as a Transit Operator, and retired in May of 1986.

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

Business of the Membership

At the July cycle of membership meetings, the following business was conducted:

• Motion approving the postponement of the September JTA and CTS meetings by one week, due to the timing of the International convention. The meetings will be held on September 17th and 18th, 2001, respectively.

The following members were elected to fill the following positions:

Kenny McCormick, John Bellinger, Lisa Carter, Eric Biasotti.

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Arbitration Update


4. Lyntte Rostollan: Grievied separation of employment due to vision obstruction with fareboxes. Schedule pending.

Tentative Agenda

Officers present: President Lance Norton, Vice President Glen Travis, Financial Secretary Paul Griffin, Linda Anderson, Paul Bachtel, John Bellinger, Lisa Carter, Chris Daniele, Ninus Hopkins, Dan Linnville, Garth MacCoy, David Magidman, Brian Sherlock, Dee Wakenight, Shirley Walker.

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Attention all Seattle Chapter of the Latino Caucus Members

Election of Officers and Bylaw Revisions

SCLC Chapter Meeting

Thursday, August 2, 7:00 p.m.
IBEW Hall Executive Board room
(next to the parking lot entrance)
2700 First Avenue (between Cedar and Clay)

The Seattle Chapter of the Latino Caucus will be submitting Chapter bylaw revisions for membership approval, and holding an election for the position of Chapter Recording Secretary/Treasurer at this meeting. Any Chapter member wishing to run for this position must be in good standing with the ATU Latino Caucus. All Chapter members are eligible to vote. Any member in good standing of Local 587 may join the Seattle Chapter. Hope to see you there!

Letters to the editor

Letters/contributions must include signature, work ID number, addresses and telephone numbers that can be verified during office hours. Letters that cannot be verified will not be published. All articles/letters are subject to editing and should be limited to 350 words or less. Not all letters can be published due to space limitations. Cut off date is the 15th of each month.

Send letters to:

Jennie Gil, Editor
clu ATU Local 587
News Review
2700 First Avenue, Rm 204
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One of the best ways to become involved and stay informed about the goings on here at Metro Transit is through the shop steward program. Often union members serve as stewards, and are exploring a possible new role as shop stewards. They are looking into the upcoming dance details, and we attended the International Women's Caucus Conference, which was held June 7-10 in Atlanta, Georgia, and was hosted by ATU Local 732's Women's Committee. Five workshops were offered—Financial Investment, Coping with Terminal Illness in the Workplace, Communication to Success, Parliamentary Procedure, and Mock Arbitration. We also heard many wonderful speakers and discussed organizational business.

I took two classes, Communication to Success and Mock Arbitration. The communication class covered both verbal and non-verbal ways to communicate, as well as speaking and listening skills. If I had to pick out the most important point to remember from this class it would be that the only message that counts is the message that is received. When we talk to another person, or are listening to someone, it is very important to make sure that you are giving/receiving the message that was truly intended. This means that the person giving the message needs to be very specific and on point. The person receiving the message should repeat back to the other party the message they thought they heard.

The second class I took, Mock Arbitration, stressed how important it is to write clearly and properly, thoroughly investigation of grievances, and "just cause." It is extremely important to remember when you have a grievance with management to have a shop steward present. A grievance is a legal document, the way it is written definitely has an effect on the outcome of arbitration. Our local has given some high quality classes to our shop stewards, please use them any time you speak with management. We covered "just cause" as related to discipline, and were given a list of questions to consider before and during a first step hearing. I am again reminded that the best arbitration is the one settled at a first step grievance hearing.

We heard many inspiring speeches made by our International Officers, local politicians, and remarkable local women. The speaker I remember most was Goldie Criscuolo, President of the ATU Local 587 Women's Committee. Mrs. Criscuolo is a small woman, well under 5 feet tall, who is in her 90's. She has led a remarkable life so far and has lived through and participated in a lot of union history. She reminded us of where we have come from and encouraged us to continue to make life better through political and social action.

At our last meeting we welcomed a new member to our Women's Committee, April Quinonez. April was a Part-Time Operator who has recently hired on as an Equipment Service Worker in Vacaville, California, and "very informative", "very informative" and "very good".

Almost all worksites have their full entitlement of stewards at the moment, but being an alternate steward is a good way to start. To sign up to be an alternate shop steward, send a memo or e-mail to Recording Secretary Jennie Gil requesting to be appointed. Please include your full name, ID, classification and work site. To sign up to be a shop steward during the next shake-up send a memo or an e-mail to Jennie during shop steward nominations following each pick. The dates for shop steward nominations are posted on the union bulletin board following each pick. Training dates are posted shortly thereafter. Recording Secretary Jennie Gil's mail stop is "ATU Local 587" and her e-mail address is gif@atu587.com. I hope to see you at the next shop steward training.

By Minority Affairs Officer Shirley Walker

This picture may not be worth a thousand words, but to many of us it is certainly worth a smile!
Letters to the Editor...

**ATU Vending**

Dear Editor:

Why don’t we do our own vending machine service and “cut out the middleman”? Instead of holding so many fund raising events, we might have the money to sponsor more events.

It would be easier than ever to do our own vending. To start with, Costco’s business center in Lynnwood sells most of the vending items we buy from machines. They even sell the machines. They can deliver orders to all of our worksites. If you shop Costco, you already know how good their prices are when you buy in quantity. For example, grandma’s Cookies for which we pay 65 cents at the machine have a per unit cost of 23 cents at Costco.

I think we could take care of all aspects of vending service. We could detail operators or create a new position responsible for stocking the machines. Revenue Coordinators (cashiers) could collect the money, and mechanics might be able to repair the machines, or we could carry a maintenance contract.

I don’t know if we have ever considered doing our own vending service before, but it seems to me that it would be a win for everyone, except our present vendor (sorry, Delicos!). It would be an excellent cooperative project between our union and management. And with our contract expiring, this is a great time to consider such a venture.

Fred Jennings #2394

**Editor’s Response:** I passed this question on to Financial Secretary Griffin, who responded to this question on to Financial Coordinator, non profit, charitable organization for King County. With the money from the proceeds, METRO hosts two holiday parties, an “employee” picnic and a Christmas Party. Additionally, MERAA pays for some items in the operating bases.

Except for the clause in the labor agreement, Page 18, Article 3, Section 11, Paragraph A and B, there is NO connections between Metro, Local 587, and the vending machine company. Neither METRO nor Local 587 contracts or negotiates with the vendor company. Negotiations with the vendor company is done by MERAA. And occasionally, the vendor company changes. If someone is interested in MERAA and how it operates, they should get involved and run for a position on the MERAA board. But even after doing that, Local 587 is not going to take over the care and feeding of the vending machines. Even if MERAA ceased to exist, Local 587 would NOT participate in managing the vending machines. First, because we are a non-profit, tax exempt organization and cannot make a profit. Second, and perhaps most importantly, it is King County’s property and we do not have the authority or freedom to do so.

With regards to fundraising, in the event of an Operating Base Social/Events committee decides that funding is necessary and holds a fund raising event, that is a base decision. MERAA and Local 587 are not part of that decision. What we have now is a well defined partnership that is working. Our current system is a Win-Win-Win for Metro, Local 587 Support/Retirees Group, MERAA, and all the employees of PDQ. Anything else is a LOSE-LOSE-LOSE.

Contract

Mr. President, brothers and sisters of Local 587:

My name is Donna Whitehead, Utility Laborer with Facilities. I am writing in concern for our upcoming contract.

A C.D.L. is a job requirement just like a transit operator, to keep my job. How can that be?

I have to take a drug test just like the transit operators. How can that be?

I have to keep myself in good physical condition to pass my physical to keep my C.D.L. How can that be?

I have worked here 18 years and make less than $18.00 an hour. Mr. President, how can that be?

Mr. President, I am requesting the laborers be negotiated separately.

Local 17 has a tentative agreement with chiefs and supervisors for 100% medical, 3.5% raise per year, and they get back pay from 1996, for reclassification.

The Laborers should of got back pay from 1996 with their F.D.Q’s to be brought up to parity with the laborers at King County. Mr. President, how can that be?

Mr. President, I am requesting we get a $4.00 an hour raise and 100% medical.

Mr. President, if we do not get a livable wage on this contract, I will be living in my car and pan-handling on the weekends to make ends meet.

Mr. President, how can that be?

Donna Whitehead, #52647
Lake Union Facilities

**Editor’s note:** The following editorial was aired on KOMU 4 News on July 20, 2001. Below it is a response sent in by member Rick Gleason. I wonder if Brother Gleason has heard back from Mr. Schram.

Forget Mass Transit, Fix The Freeways

By Ken Schram

SEATTLE - Let’s cut to the chase.

Traffic and transportation have to be dealt with. And the problem is too big to fix by “cutting and pasting” the state budget. Anyone who says differently is fiscally delusional.

Nothing comes free. We’re going to have to pay. The question is how much, and for what.

Well, not for more HOV lanes. They may work great for moms and dads with kids, but they aren’t worth squat for the on-the-way-to-work commuter.

Not for more mass transportation studies. Mass transit is a good enough idea, but it’ll take too long and cost too much. Put mass transit on the back burner and fix 405, 520, 167 and I-90.

Not for more park-and-rides. Metro is basically worthless and I’ll bet most of us are tired of politicians using our tax dollars to try and entice us out of our cars.

I’m also tired of being made to feel like we’re not getting our fair share of state transportation dollars, and we help pay for their federal farm subsidies. They need some extra economic help over there, fine. We need some extra help over here with traffic. Let’s do it and quit belly-aching.

If the state is going to put its hand back in our pockets, the politicians better first get their heads out of... wherever their heads are at.

Let’s cut to the chase. Start fixing traffic without the emphasis being mass transit, park and rides, and HOV lanes.

Editorial Response:

Mr. Schram,

to discover that the “100 %” benefits the chiefs enjoy are the same as ours. For more information on benefit negotiations see the article titled “Benefit Of The Doubt - Benefits In Doubt”.

**NOTICE TO ALL READERS**

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

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Jennie Gil, News Review Editor c/o ATU Local 587
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SEND IN YOUR OPINIONS
Some Picnic Photos...

Above: Leo and Elizabeth Godinez and their daughters enjoy their meal. Photo submitted by Ed Carter

Right: Chris and Angela Wick with children Nathan and Samantha. Photo submitted by Paul Griffin
Maybe even next year... A Picnic Committee report

By Dee Wakenight

SATURDAY, JULY 14th WAS THE day for the event of the millennium. ATU Local 587 held its annual picnic at Lincoln Park. Even the West Seattle Street Fair couldn’t cut in on our fun. We had the opportunity to meet with our co-workers in a non-work setting and even meet some of their families. Our horizons were also expanded by the chance to meet new friends from other work locations and transit agencies. Many retirees showed up to let us know first hand how they have been doing since retirement. We had a surprise visit by some of our areas’ celebrities, the SeaFair Pirates. They landed right at our picnic site and proceeded to join in the festivities to the delight and amazement of all present.

There was also a surprise birthday celebration for President Lance Norton, who is not telling which birthday this one was. I believe we really did surprise him, as we had been keeping him busy on the grill for most of the time before the cake arrived. The raffle was a great success. Our grand prize was a $500.00 gift card for the Bon Marche, a good Union store. The rationale behind a gift card was that the winner could choose something they really needed or wanted, as opposed to getting what someone else had chosen at random. There were many great prizes raffled off and members did not need to be present to win. Subsequently there were many prizes drawn for members who had to go to work. Following is a list of members who won a prize and need to make arrangements to pick up their prize at the union office:

- Angelina Elleby
- Cesario Marquez
- Dan McLung
- David Moore
- Diana Oudlen
- George Aragon
- George Shields
- Hoang Tran
- James Wade (Ret.)
- John Morrow
- Larry Lusins
- Luther Hunt
- Mike Haley
- Mike Queree
- Mike Starr
- RC Rothwell

All prizes will be held for sixty days and then raffled off at the membership meetings as part of the pot draw.

A very special thank you to all the volunteers who made this event happen. This list includes, but not limited to: Liz White, James Reese, Ron Dunn, Larry Moss, Mr. And Mrs. Bill Harding, Mike Haley, Jerry Kahn, Chris Wick, Cathy Donalds, Ben Apo, Howard Gorlick, Debbie Green, Ed Carter, Milton Merkle, Lisa Nault, Liz and Leo Godinez, Gene Allen, Steve Webb, Prakash Chand, Executive Board Officers Dee Wakenight, Linda Anderson, Paul Bachtel, Brian Sherlock, and to our President, Vice President, Financial Secretary and Recording Secretary for also taking their turn at the grill or the registration table or the raffle or just plain old hauling and toting. Please pardon any omission. There were many who stepped forth and we did not always get all the names.

Executive Board Officer Lisa Carter, Facilities Representative, was roped into the position of chair for this years’ picnic by President Norton. I am sure that without her this event would have never happened. Thank You Lisa. Officers, Shop Stewards, members, retirees, without all of you, there would have been no amount of planning or preparation that would have made this event come together. Together we all made the event of the millennium a reality. For those of you who attended, thank you for coming and sharing the fun and festivities. Who knows, Local 587 might decide to do this kind of thing again, maybe even next year.

Michael Grady, President Norton and Ritchie Goltzsch take a break after the exhausting raffle. Photo submitted by Paul Griffin

President Norton cuts a piece of birthday cake. Photo by Paul Griffin

Mayoral candidate Greg Nickels stops in to chat it up with the members. Here he and President Norton talk with Executive Board Officer Brian Sherlock. Let their talking Gillig mirrors! Photo submitted by Paul Griffin

The SeaFair Pirates joined the crowd for some added fun and excitement. Photo submitted by Paul Griffin

“Are you sure this will improve my reception?” Greg Patterson gets the latest in cell phone technology. Photo submitted by Paul Griffin

Mayoral candidate Greg Nickels stops in to chat it up with the members. Here he and President Norton talk with Executive Board Officer Brian Sherlock. Let their talking Gillig mirrors! Photo submitted by Paul Griffin

This picnic is so much fun we come no matter what shape we’re in! photo submitted by Ed Carter

Robert Edwards

Bob Vanderwaadt

Suzanne Burgess

Warren You

Howard Gorlick lectures Paul Bachtel on proper burger turning. Photo submitted by Paul Griffin

Prakash Chand and Milton Merkle arrive to lend a hand. Photo submitted by Paul Griffin

Foodline.jpg: Milt Merkle, Cathy Donalds, Debbie Green, Ben Apo and Paul Bachtel work the foodline like pros. Photo submitted by Paul Griffin

Milt Merkle, Cathy Donalds, Debbie Green, Ben Apo and Paul Bachtel work the foodline like pros. Photo submitted by Paul Griffin

Prakash Chand leads the kids in a sack race. Thank you Brother Prakash for stepping forth and volunteering to lead games. Photo submitted by Paul Griffin

Photo submitted by Paul Griffin

Photo submitted by Paul Griffin

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ATU LOCAL 587
WOMEN'S COMMITTEE
Presents

1ST ANNUAL
“DANCIN’ TO BEAT CANCER BASH”

SATURDAY

OCTOBER 6, 2001
6pm to 9pm

KID'S GAMES!

FAMILY FUN!

IBEW HALL
2700 FIRST AVE BETWEEN CLAY & CEDAR

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PRIZES!

Entertainment/Music provided by
KBSG - 97.3 FM

Tickets: $8 Single $15 Couple $25 Family (up to 5)

Includes
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“FUND THE FIGHT - FIND A CURE”

All proceeds donated to The American Cancer Society
All are welcomed - For more info call ATU Local 587 (205) 448-8588
**The President's Report**

by Lance F. Norton

Lance F. Norton

**Contract Update**

Your officers have been meeting with Metro-King County representatives Rick Walsh, Mary Peterson, Jim Patrick, and King County Labor Negotiator Rick Hayes going through Articles 1 through 14. Currently we are about half way through those articles. Both sides have submitted their revisions and/or proposed modifications to existing language, as well as both sides tentatively agreeing which sections are acceptable as written. As we all know, of course, everything is subject to change until the entire thing is signed off on. Sub-committees from all classifications have met with their respective department managers and their teams in order to narrow the issues and negotiate the specifics within their classification’s sections. Talks have been amicable and we remain optimistic that this will continue.

**Picnic**

We have a wonderful group of members here at Local 587. This year’s picnic committee co-chairs, Executive Board Officers Dee Waknent and Lisa Carter, put the call out for volunteers hoping for a few folks to step forth. So many members stepped up to help our committee chairs put on this summer feast that all went extremely well. As many as we were able to get names for will be acknowledged. I want to personally thank Dee and Lisa for all the hard work and effort they put in to making sure all of our members, their families, and guests were well fed and had a wonderful time. Unless you have run a picnic of this size we put on, or have been on the committee, very few know how much work goes into it. We received so many compliments on how well run and organized it all was. All the credit belongs to Dee, Lisa, and those who assisted. My thanks to all of you. We enjoyed a record-setting attendance of our members, and all who came, enjoyed.

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**The Vice President's Report**

By Glen A. Travis

**Benefit of the doubt or benefits in doubt**

...management is intent on making multiple changes to save money.

Keeping the current level of benefits will increase County costs an additional $25,000,000 over what was previously budgeted for next year. The proposal to increase deductibles from $50 to $100 will save the county less than $1,000,000 per year. So management is intent on making multiple changes to save money.

**SICK LEAVE VERIFICATION**

The good news is that this is a negotiation. The County must get an agreement. The unions, including ours, have proposals including the elimination of unnecessary office visits to get sick leave verifications. However it would be good to remember that doubling the deductibles barely touches the deficit, so stopping the verification form will not serve as some silver bullet. It should, however, be part of an effort to cut costs instead of simply shifting the outrageous increases to the back of workers.

May be we all have to get sick for management to get the point?
Democracy at work

by Financial Secretary/Treasurer Paul L. Griffin

At the International Convention large decisions that affect all union members are made.

Our union, the Amalgamated Transit Union, is an organization whose members, over many years, have exercised their right to participatory democracy. Over many years “we”, starting back with our forefathers, have developed a process of decision-making that seems to work well for the majority. We have a central collection or authority that issues charters to “local” divisions. Each local elects their individual leaders and all conduct their business specific to conditions at their location, in accordance to their own bylaws yet in compliance with the International Constitution. While the majority of union business is performed at the local level, the Constitution provides for a “coming together” every three years to conduct the business of the larger body. We call this gathering the International Convention.

At the International Convention large decisions that affect all union members are made. The process is an interesting exercise in democracy. The Amalgamated Transit Union’s International Convention this year will have nearly 600 delegates in attendance from across the United States and Canada. Clearly this is too large a group for every individual to participate fully and completely on every decision no matter how large or small. Therefore, there are sub-committees that have responsibility for various issues. At the sub-committee level smaller numbers of delegates discuss issues and arrive at decisions or recommendations for the body of the whole to vote on.

Local 587 President Lance Norton will serve on the Laws Committee at the upcoming Convention. This committee reviews the issues coming before the Convention and makes sure we and the other committees conduct their responsibilities consistent with the Constitution. My favorite committee is the Resolutions Committee. Resolutions which call for positions or action on various issues by the union leadership are sent to the Resolutions Committee. This includes making recommendations for any modifications to our International Constitution and Bylaws. The power of debate in these committees is real democratic power. Recommendations from the Resolutions Committee go before the entire delegation that either votes concurrence or not. Votes to the affirmative become part of our International Constitution. My favorite committee is the Resolutions Committee. Recommendations from the Resolutions Committee go before the entire delegation that either votes concurrence or not. Votes to the affirmative become part of our International Constitution.

Often members at the local level ask, “Why attend?” First, it is required in our Constitution. Attendance was part of the quid pro quo when the local was chartered. It is a responsibility of participatory democracy, one of those small sacrifices. Members sometimes ask, “Cannot this wait until after negotiations?” No matter when the convention is scheduled there are always locals elsewhere engaged in negotiations. There just isn’t a “good time”. Another small sacrifice. “But it costs money”. So do “we”, meaning Local 587. Everything has a trade-off. If it wasn’t for the combined energy of “the union” you can bet that employers would divide and conquer until individuals were paid less and employers would spend less on benefits. Only the most selfish individual or someone who is totally intolerant and narrow-minded fails to understand and appreciate the benefits of union membership. Sometimes each of us has to make a small sacrifice (called “dues”) to realize a larger gain. And then the dues are invested in the process of conducting business, which include democratic activities such as conventions.

Being a democratic organization that provides for ALL the participants, including the critics, without comprising the rights of individuals, even the narrow-minded and selfish, your union will continue to meet its responsibilities. Your elected representatives will be headed to Toronto in September to participate in the ATU International Convention. A few are attending for the first time. Others have attended several. All of your delegation will participate in the events and assigned committees, and vote when necessary. The International Convention only comes around once every three years and we will make the most of it. Because, after all, We are all in this Together.
I'm time to pick. What does this mean? What do you mean I have to show up? What happens if I don't show up? But I have to have an a.m. piece work! After all, I was asked to come on as a.m. driver! But it's my time to pick right now, what do you mean I have to wait? These and other questions have come up time and time again. Hopefully this will give some basic information to make it through the upcoming pick.

The first and foremost thing a new part time Operator needs to know is to show up on time. Seniority lists are out at the worksites. You are allowed into the pick room twenty minutes ahead of your pick time to look around. When you arrive, do not wait to be called into the room, check in at the front door. If things are not going well, or there is some problem with the pick, you may be asked to wait outside, possibly even after your pick time. Just be patient.

Restriction forms

One of the biggest problems we have with part time pick is over restrictions forms. As a part timer, you have the right to restrict to either a.m. or p.m. work. You do not get to restrict to base, route or report times. Restrictions amount to usurping the seniority of those ahead of you who did not have the need to restrict, so the Union takes these forms very seriously. All deadlines for restriction forms are strictly followed. The pick crew verifies the information on the forms. An a.m. restriction form is for those who MUST have a.m. work, and a p.m. restriction form is for those who MUST have p.m. work. Please make sure you use the correct form. If you submit a restriction form and we reach lockout, you will be required to honor that restriction.

Lockout is when there is the exact number of slots for either a.m. or p.m. as there are restriction forms. For example, if we have 100 a.m. slots available system-wide, and 100 restriction forms on file, we go into a.m. lockout. This means that unless you know you have restricted for that shakeup, you may not pick a.m. work, regardless of your seniority. If something comes up after you submit your form, you need to contact the pick coordinator or the Recording Secretary and rescind the restriction form. You may rescind a form all the way up to and when we go into lockout. Usually it's a.m. goes first, but we have had occasion where we hit p.m. lockout, or don't get to a.m. lockout until almost the very end of pick. But we do our best to lockout. If you have a permanent restriction, PLEASE, fill out and submit a form.

How to do a no-show pick

There are many, many reasons people do not make it to pick on time, most are unforeseen circumstances beyond our control. Traffic is often a culprit. Part-time pick is held in the Central Base quiet room. Central Base is located just down the street from the baseball stadium. Soon there will be a football stadium there as well. Pick often runs concurrently with other civic events. Factor in any special events you could be looking at the stadium and plan to arrive early.

If there is even the slightest doubt you may not arrive in time for your pick, submit an absentee pick form prior to pick. The absentee form will only be used if you do not report to the pick room in person. If you do not make it in person, and you have not turned in an absentee pick form, and you're not lucky enough to reach the pick room by telephone just prior to your pick occurring, a union representative will pick for you.

The union has a long-standing policy to make a no-show pick based on your current assignment. If you do not arrive by ten minutes prior to your scheduled pick time, your pick will be handed off to the union representative, who will look up your current assignment. We use the ten minute mark because it can take time to research an assignment, and we do keep pick going on schedule. If your current assignment is open, it will be picked for you. If it is not open there are certain guidelines and restrictions used to pick for a no-show with no absentee pick form on file. As the union rep does not know why you picked the assignment currently, they may or may not have a conflict with a second job or a daycare issue, the union representative will usually select work that reports on or after your current report time and quits on or before your current quitting time. You will be placed at your current base as long as it is still open, and if not, at the base closest, if the trip is open. Due to these guidelines and restrictions, often the tripper picked is substantially shorter than the trip you may have picked yourself. Occasionally there is no basic information available as to what you are currently working and often there are no similar assignments left, especially as we get on down the seniority list. If there is time and an open phone line, the union rep may attempt to call you, but if the pick sheets do not list your current address/phone number, and the current assignment sheets do not list your current assignment, the union representative has little recourse other than to pick an assignment completely at random.

Once the union rep picks your assignment it may not be changed if you arrive late. On occasion, if you arrive immediately after the union rep has picked for you, AND, if the people who have picked below you are still in the room, the pick may be stopped and your piece offered to those who picked behind you if you are so very opposed to working it. But this slows down the pick and is not a popular option with those behind you. And while you may be allowed to give up your piece and choose something else, the pick still goes on around you and those with lesser seniority who did arrive on time will continue picking their assignments. If, however, even one person below you that has already picked has left the room, your pick will not be altered for any reason. A second recourse for those who did not arrive on time and their union-picked work heinous is to hang tight till the next move up.

Last but not least, Article 16, Section 5, Paragraph “E”, on page 96 of the Labor Agreement, states in part: “Selections made by the UNION will not be subject to the grievance/arbitration procedure.” Your union representatives are only human. In your absence they did the best they could give the circumstances they had at hand, and the union will not be held liable for any picks made for someone who could not or did not show up to do their own pick.

If you still have questions, please contact the pick room during preview week, or go down there and ask. Preview week for fall shakeup is August 13 through 17, in the Central/Atlantic quiet room, and the number is (206) 684-2697. If there is no one available, you may also contact me at (206) 448-8588, or send your question through email at gil@atu587.com. Pick commences August 18th. Hope to see you there.....on time.

Part-time Pick—Don’t Call Us And We Won’t Call You!

By Executive Board Officer Paul Bachtel

A new trend seems to be developing in the part-time pick room. More operators are electing to phone the pick room at their designated pick time rather than attending the pick in person. Telephone picking works fine as long as the pick is running on schedule and the phone line is not busy. The pick can be delayed for any number of reasons, and if delayed, your current pick time will be placed at your current base as long as it is still open, and if not, at the base closest, if the trip is open. Due to these guidelines and restrictions, often the tripper picked is substantially shorter than the trip you may have picked yourself. Occasionally there is no basic information available as to what you are currently working and often there are no similar assignments left, especially as we get on down the seniority list. If there is time and an open phone line, the union rep may attempt to call you, but if the pick sheets do not list your current address/phone number, and the current assignment sheets do not list your current assignment, the union representative has little recourse other than to pick an assignment completely at random.

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In the beginning, clerks were to maintain a variety of VM work order records on a mainframe computer system, verify and submit VM employee time slips to payroll, answer phone and route calls, take messages, maintain stock of office supplies and forms, plus other related duties in support of the Chief of Vehicle Maintenance. Today, our job consists of all the above plus working with the PeopleSoft System. This means understanding and usable knowledge of no less than 7 to 10 computer programs and reports. This fall we will get a new relational database called the PeopleSoft System. This means we will be RESPONSIBLE for the entering of all information for YOUR checks! This has been a program that has been and still is complicated, complex and demanding.

There was a classification/compen- sation study conducted in 1996 by King County and the clerks asked that our classification be reviewed. In doing so, it was concluded that the appeal request be granted and King County recommended that we be reclassified from TIPS (Technical Information Processing Specialist) II to TIPS III in 1999. The reason for this reclassification had to do with the law: equal pay for equal work. If we work for another agency within King County, we would be paid more for the same work. We were actually reclassified technically as TIPS III, but without the pay at this time. The recommendation never happened, as it was not brought to the table during the last negotiations so the pay adjustment was never made.

We believe that technology changes and will have a much greater impact on our classification. We are asking our Union Brothers and Sisters that are negotiating for our classification to consider this among the issues when you are at the negotiation table. We should receive the wages for this TIPS III classification.

Now, many of you may wonder how we became Senior Clerks. This came about because of a grievance and resulted in a Memorandum of Agreement (MOA) between King County Metro Transit and the Amalgamated Transit Union Brothers and Sisters that we could network with. We knew we needed eyes and ears at all our work sites and that we could network with. We felt that we needed to build a strong shop steward program in VM by recruiting and encouraging members to be involved. It’s worked very well; currently we are at our maximum amount of stewards per base, with a few exceptions. A few times we did nominate a member who had a strong background in VM. We were able to focus on the working conditions in the VM section of the contract... any money issues are going to be automatically bumped up to the core committee. We will not be focusing on the working conditions in the VM section of the contract... any money issues are going to be automatically bumped up to the core committee to be negotiated there. Recently, Recording Secretary Jennie Gil put out a memo asking that any classification that felt equity adjustments were justified, to please submit their justifiers (i.e.: wage comparisons, class/comp study, technological changes to your job) to the Union office. We want to encourage any and all classifications that have concerns and feel they deserve equity adjustments to forward this information.

C ONSTITUTIONAL CHANGES - Currently there is a bylaw change submitted by Jennie Gil that will be brought before the membership at the August meeting. This change in Article IV covers the Shop Stewards Committee, JTA Shop Stewards, CTS Shop stewards, CPTS Shop Stewards, SPT Shop Stewards, MV Shop Stewards, MV Transportation, and finally Metro/King County Shop Stewards. For the most part the changes are house keeping that currently reflect the way we do business. One of the changes in the bylaw proposal will affect the way we nominate Shop Stewards. Currently you can nominalate yourself, or a member can nominate you. This practice will stop if this bylaw passes. In our first term in office your VM E-Board officers took on the task of nominating members. We actively went out and sought. She felt that by only having the person who wants to be a shop steward nominate themselves it would simplify the process. We feel that this has been done in the past worked just fine and there isn’t a need to change this part of the process. Any member who is interested in being nominated at Metro shop steward nominations? By law, pro...
The View From the Buses


I have received a communication from Lance Pierce informing me that he has moved into a retirement facility in Edmonds, Washington. [Please call the union office for his address and phone number. I know he would like calls and visitors.]

At the breakfast at the Colonial Pantry on the 2nd of June I was pleased to see Roger Renando, Service Supervisor, in attendance. Roger is the latest retiree to retire from Transit. Roger came over to Transit back in 1973 when Seattle Transit and Metropolitan Transit merged to form Metropolitan Transit.

Bob Allison, Clint Heinz and Dick Amos are the latest to retire from Transit.

I received a call from Larry Bark, retired Base Chief. Larry promised to be at the next Mechanics/Supervisors luncheon at Andy’s Diner on the 11th of July. I also had a call from Maurice Wilkinson. Maurice made the same trip to Australia during WW 2 [that I talked about last month]. When I made the trip we were transporting three secret airplanes, the North American P-61, Black Widow night fighters. Maurice said his ship, the U.S.S. Fanshaw Bay, were transporting P-38 fighters...

I was very pleased to see that the attendance at the Colonial Pantry has sky rocketed to 15 at the breakfast on July 7, 2001. I received a nice card with a picture of Alki Point Light House from Bruce Tiebout, [part time operator, North Base] He passed along a few words of praise on my last article. I’m not sure if he saw it in the ARTSCe paper or on the Internet. A few words of praise are always welcome. Thanks Bruce! New I know that someone is reading my articles. I am very pleased that Local 587 has included “The View From The Buses” in the News Review. [You can also find it on the web at http://www.atu587.com/retireecorner.html]

I received a phone call from Reinhold Nicklaus from down in Lacey, Washington. Nick lives a short way from Ervin Brueckner and the two of them are planning a trip to visit Bob Sokol, who now lives in Morton, Washington. Nick is in his early eighties, and is getting along just fine. I received a nice note from R.C. Rothwell [active] about the addition of this [column] ...in the News Review, Local 587 publication...

I was attending a fiftieth wedding anniversary celebration of Paul and Flora Trippitt, and ran into Remo Armstrong. Paul was Manager of the Power section at Metro and Remo was Supervisor of Power. Both are retired from Metro. Also on the same day I ran into Roger Higbee [active]. Roger’s mother was retiring from being the organist at the church I attend after serving there for forty years.

Bill Daniels and wife Billie were in town for several days in the middle of July. Bill and wife reside in Taylor, Arizona. Bill made an appearance at the breakfast at Mr. Bill’s for the Tuesday morning. Bill said that he would be visiting with Duane Mier later on that day. Duane now lives in Winthrop, Washington. It is always good to see Bill. At the same breakfast Mary and Tom Lile informed me that they have visited with Mike and Marilyn Carr up in the Bellingham area. It is nice to hear from the retirees and find out they are visiting one another in their travels.

Binnacle List

I received a call from Don Cook via cell phone and he informed me that he had been in the Veterans Hospital for several days. Don was under going several medical procedures and expected to be sent home soon and should be up and about by the time this article is out. Warren Jones has also been down, suffering from several heart attacks. Warren is expected to be released from the hospital soon. Best wishes and good health to both.

TAPS

I received notice that Ben J. Smith passed away 3/30/01. Ben was 84 years old and had been retired 36 years. Harry Waier’s obituary appeared in the local papers. Harry was in the Mechanical Department at Seattle Transit and was 85 years old at his passing ... I received word from Johnny Sisk that Jim Gardner passed away on July 6, 2001. Jim has had some severe medical problems over the last several years. Jim was 78 at his passing. He was a World War Two veteran and was a driver of a half-track vehicle during the Battle of the Bulge and had General George Patton as his Commanding General. The ATU In Transit list five memorials in death benefits awarded from January-February 2001. They are: Lawrence Fishel, Ann Pattee, Carl Wiern and Mary L. Wyatt.

Our sympathies go out to those families that have lost loved ones. We should remember that the survivors need support in their time of sorrow and we should extend that support to the best of our ability.

Keep in mind, if you have news you want to share with others call me after e-mail me at— Dennerle1@juno.com, or call the union office and leave a message. I will get back to you.