



ATU Local 587

NEWS REVIEW

Vol. XXXVIII, No. 12

December 2015

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The President's Report

Rebecca Friedrichs vs California Teachers Association

By Kenny McCormick

The case of Rebecca Friedrichs was brought forward by ten individuals opposed to paying union dues. The terms for those who oppose contributing to their Union's Political activities, causes, or Union support are: free riders, fee objectors and religious objectors. The state of California, much like the state of Washington, allows unions to have closed shops or agency shops with one requirement: that the Unions must represent everyone. The Unions have the right to charge the objectors for any money spent in representing the Union as chargeable Union Activities.

This case is with the Supreme Court now and will be decided on in the middle of next year. If the decision is against the Teachers Association, it could change labor relations with all government unions across the United States. To begin with, we could see an end to closed shops or Agency Shops, meaning that we may see people work next to us that do not belong to the Union. If this happens, this could create tremendous strife in the workplace and a dramatic change in our working conditions. The rules we currently have would be challenged and we may not have the finances to fight the changes. *Aboud vs Detroit Board of Education* upheld that Unions have the right to charge mandatory Agency Fees to

nonmembers for representation costs related to the collective bargaining agreement.

Members may not wish to be associated with union activities for fear of being retaliated against, skipped over for promotional opportunities or fired for any union involvement. It is illegal to hold an individual's right to organize against them; it has been done and it may be done again in the very near future. This is a very important decision coming our way next year and we must prepare for the outcome, favorable or not.

The question is, why would anyone challenge the rights of Unions to get involved in political campaigns? This is not just about government unions supporting labor candidates,

this is about our ability to raise money in small denominations to compete with these giant political PACs and their millions. The recent success of grass roots campaigns have threatened the political privilege of the wealthy and given a voice to the middle class.

Our jobs have become more political and funding requires lobbying for more revenue just to keep service for the public. ATU International spent tens of thousands of dollars to help in the Prop 1 campaign to get funding for Transit; though it failed in King County, it passed in Seattle. The ability to get involved through C.O.P.E. is becoming the norm and we need to have the right to raise money to meet the challenges of the future.

"This is a very important decision coming our way next year and we must prepare for the outcome, favorable or not."

Business of the Membership

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

Bylaw change proposal by Tzur Wilfand concerning Article V. Proposal failed.

PROPERTY	YES	NO
KCM	4	23
CTS	0	3
JTA	0	3
Total	4	29

The following members were November pot draw winners: Scott, Charter meeting; Joseph Calloway, morning meeting; Mike Burr, Saturday meeting; Geanna Dumonceaux, afternoon meeting; Lloyd Eisen-

man, JTA meeting; Grace Johnson CTS meeting. The next rolling pot will be \$350.00.

Turkey draw winners: Doug Frechin, Richard Yount, Tzur Wilfand, Michael Shea, Harold Batson, Tore Lydersen, Tyler Zimmerman, Randy Sanders, Patti Taimi, Esther Hankerson, Ninus Hopkins, Joseph Calloway, Michael Marti, Chuck Lare, James Reese, Randy Lewis, Dillard Craven, Mark Bell, Ricardo Pena, and Geanna Dumonceaux. JTA and CTS turkey draws will be at the December meetings.

Executive Board Report

November 24, 2015

All members of the Executive Board were present except Kevin Banks (ill) and Patrick Murray (vacation).

MOTION: By Mary Newton that the Executive Board approves a replacement of the spousal benefit President McCormick lost in his employment by ATU 587. In light of the fact that he saves ATU 587 the KCM "flex rate" of \$1,405.00 per

month, we replace his spouse benefit of \$65.00 per month. Motion passed.

MOTION: By Lisa Carter to donate \$2,000.00 to the Transit Rider's Union. Motion passed.

MOTION: By Mike Whitehead that Tzur Wilfand research alternate locations for 1 membership meeting per cycle, to be given to the Executive Board at the December 22, 2015 meeting. Motion passed.

In Loving Memory...

"Friends come into our lives and friends leave our lives. But friends never leave our hearts. And best friends always get to stay in the best places in our hearts."

~ John M. Simmons,
The Marvelous Journey Home

VM retiree **Richard B. Green** passed away on October 6, 2015. A celebration of life was held on November 15, 2015. Brother Green worked at Metro for 28 years.

Retiree **August Holzer** passed away on October 29, 2015. No services were held. Brother Hol-

zer began his career at Seattle Transit around 1940 and retired from Metro in 1977.

Former Transit Operator **Michael C. Graham** passed away November 2, 2015. The services were held November 16, 2015. Brother Graham worked at Metro for 27 years.

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

WEINGARTEN RIGHTS STATEMENT

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

Membership Meetings

Tentative Agenda

CHARTER MEETING
Thursday, December 3, 2015
8:00 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, December 4, 2015
10:30 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

SATURDAY MEETING
Saturday, December 5, 2015
11:00 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

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

CLALLAM TRANSIT
Tuesday, December 8, 2015
7:00 p.m.
Vern Burton Memorial Bldg
Port Angeles, WA

WEDNESDAY MEETING
Wednesday, December 9, 2015
3:30 p.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

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

Arbitration Update

- Andrew Price:** Grieved a picked report being split on a Saturday in violation of contract; heard November 11, 2015; waiting for decision.
- Mark Kelly:** Grieved union work being performed by a subcontractor (bus wraps); scheduled August 26, 2015. Postponed pending ULP filed by Metro.
- John Marx:** Grieved creation of swing shifts for Millwrights; scheduled September 1, 2015. Postponed pending ULP filed by Metro. ULP briefs have been filled, should have a decision by the first of the year.
- Elaine Monzon:** Grieved termination for alleged falsification of a Metro document; schedule pending.
- Tim Brickell:** Grieved vacation pick conducted in violation of contract language. Member has withdrawn the grievance.
- Jerrold McKenna:** Grieved numerous contract violations in the subcontracting of work historically and traditionally performed by King County Metro Vehicle Maintenance Mechanics; Final offer sent to Metro; This is same issue and grievance as #10 Dan Kenny. A settlement has been reached; the MOA is available to read at the Union web site.
- Gary Archer:** Grieved improper assignment of overtime; scheduled October 26 & 28, 2015. Hearing complete, should have a decision around the first of the year.
- Dan Kenny:** Grieved subcontracting of work historically and traditionally performed by bargaining unit members; schedule pending. Member has withdrawn the grievance.
- Michael Maw:** Grieved historical practice and contract language regarding assignments of Millwright shifts and assignment of overtime; schedule pending. On hold pending ULP filed by Metro. ULP briefs have been filled, should have a decision by the first of the year.
- Michael Maw:** (same issue as above) Grieved historical practice and contract language regarding assignment of Millwright shifts and assignment of overtime; schedule pending. On hold pending ULP filed by Metro. ULP briefs have been filled, should have a decision by the first of the year.
- Carey Watson:** Grieved a suspension for alleged Serious Misconduct; schedule pending.
- Katherine Cartwright:** Grieved alleged insubordination with six day suspension; schedule pending.
- Ray Moore:** Grieved non-revenue work being subcontracted out; schedule pending.

syn·er·gy

By Jennifer Blackstone, Atlantic VM Admin Specialist

Synergy is the creation of a whole that is greater than the simple sum of its parts. The term *synergy* comes from the At-tic Greek word *συνεργία synergia* from *synergos, συνεργός*, meaning “working together.”

Coming from the private sector just 4 years ago, I have seen something here at METRO Vehicle Maintenance that I have never really experienced. True Synergy. Something so fluid that people that work here may not even notice it because to them it's routine.

People in VM truly work together and by doing so, are serving the public, day in and day out unconditionally. In the forefront, there is the usual hustle and bustle. However, constantly running in the background is a machine built from hard work. This organizational machine grinds those buses out to the waiting public non-stop, 24 hours a day, seven days a week.

The way all the moving parts in VM come together on a daily basis is amazing. Before coming here, I rode the bus, never thought much more about it. What it took to get that bus and driver to the bus stop I was standing at was not even considered. I know better now. I

have great respect for the “synergy of people” that is in place here. It is what makes it all work. Sure, an “official” process is in place, but it's the people and their willingness to work together, that gets it done. The pieces all come together because the people that work here care about their co-workers and they care about the public. Sounds cliché, but it is true. It is reflected in their actions.

If you are ever on a bus, stranded, on the freeway, in the dark, in the rain, our folks in VM are coming to get you. No matter what. Whether you are a co-worker or the riding public, it is something we take very seriously. We will lie on the freezing ground, in driving snow or the pouring rain to make sure that bus and passengers are delivered to their destination safely, whether it be home or work. In my experience, there are many times in the private sector when the responsibility to the customer is more selective. In METRO VM, we treat every customer with the same respect and response. We do not choose our work selectively. We prioritize, manage and work together to get our job done. We just do it.

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

Proposal To Change Bylaws ARTICLE V, Section 5

Submitted by Bruce Tiebout

November 24, 2015

In accordance with the Article XV, pertaining to bylaw proposals, the following proposal will be published in the December and January editions of the *News Review* and will be voted upon through the January cycle of Union meetings.

Current Language: Article V – Salaries and Compensation

Section 5. Officer Vacation

OLD: Salaried officers shall receive the same vacations that the membership receives from their employer.

New Proposed Language: ARTICLE V Salaries and Compensation

Section 5. Officer Vacation

CHANGES: Each salaried ~~o~~Officers shall receive the same vacations ~~that the membership s/he would~~ receives from their his/her employer. However, no

salaried Officer may cash out more than 60 hours of vacation each calendar year.



NEWS REVIEW

ATU Local 587

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Minority Affairs Officer
Vehicle Maintenance Position #1
Vehicle Maintenance Position #2
Vehicle Maintenance Position #3
Facilities Maintenance
Supervisors
Special Classifications
King County Units Outside KCM
Transit Operator Position #1
Transit Operator Position #2
Transit Operator Position #3
Transit Operator Position #4
Transit Operator Position #5
Transit Operator Position #6
Transit Operator Position #7
Transit Operator Position #8
Clallam / Jefferson County
Rail Representative

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

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

Articles/Letters to the editor

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

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

Vacation Arbitration Update

By Bruce Tiebout, 6477

Last March, Local 587 and King County Metro went to contract (interest) arbitration. These kinds of arbitration are a win-some/lose-some process. One of the Union's wins will become effective in 2016. No longer will members accrue vacation in one payroll year to be used in the next payroll year, what is commonly referred to as the "bucket system" of vacation accrual. Instead, the arbitration panel awarded the Union proposal of an "earn-it-and-burn-it" system, whereby vacation accrues to the employee each paycheck and can be available for use immediately "within the restrictions that currently exist on vacation usage." [From "King County Metro and ATU Local 587 Interest Arbitration Award, 4/13/2015, pg. 12"] The "bucket system" will cease at the end of 2015 after all "Future" balance hours accrued during 2015 are "dumped" into the "Beginning Balance" for 2016. Then, as vacation is earned in 2016, those hours will be added to the hours accrued in 2015 for use in 2016. On your paychecks, there are six categories for "Vac/Ben time": "Beg Bal", "Earned", "Taken", "Adj.", "End Bal", and "Future". Previously, "Earned" vacation went into the "Future" balance to be used in the next year. Now, with last spring's win in arbitration, "Earned" vacation will be added to the "End Bal" for immediate use.

After the arbitration panel's award, the Parties agreed to new contract language [wherein underlined words are new language and words are deleted old language] for Article 9: Vacation, Section 1 – Vacation Entitlement, Paragraph H, "Until the beginning of the 2016 payroll year, an Employee may take any vacation earned in a payroll year, in the next payroll year. At the beginning of the 2016 payroll year, Employees will accrue vacation each payroll period, and that

vacation, along with un-picked vacation, will be available for use as provided in the AGREEMENT and the practices of the PARTIES."

There were two related changes in contract language. One was in Article 9: Vacation, Section 4 – Vacation Carryover, Paragraph D, "Except as otherwise provided in this AGREEMENT, an Employee desiring to use accumulated vacation which s/he has not picked may use it in single- or multiple-day increments with the prior approval of his/her immediate supervisor. The other change was in Article 15: Full-Time Transit Operators, Section 7 – Selecting Vacations, new Paragraph H, "With METRO approval, an Operator may use his/her accumulated carry-over vacation, which s/her has not picked, in single-day increments." Thus, FTOs now have three new pathways to vacation usage:

Unlimited use of single-day vacations; something heretofore provided only to PTOs,

Use of vacation accruals through the FTO day off book; something heretofore provided only to PTOs, and,

The ability to request weekly blocks of vacation throughout the year from what was the future bank.

As for new PTOS, in the past they had to wait a year before they began to accrue vacation which they couldn't take until the NEXT payroll year. As part of the negotiations for the 2013-2016 Labor Agreement, King County Metro agreed that PTOs would accrue vacation just like any full-time Employee beginning with his/her first paycheck and with the same ability as full-time Employees to be able to "bank" accumulated carry over, e.g., banking 30 hours a year for eight years creating an accumulated carry over bank of 240 hours in addition to hours earned the following year. As part of the arbitration panel's award, "New

employees must wait six months before they can use any of their accrued vacation." [Ibid. p. 13]

Again after the arbitration panel's award, the Parties agreed to new contract language for Article 9: Vacation, Section 1 – Vacation Entitlement, Paragraph K, "Employees shall not be eligible to take or be paid for vacation leave until they have successfully completed their first six months of service with METRO, and if they leave METRO prior to successfully completing their first six months

of METRO service, shall forfeit and not be paid for accrued vacation leave."

PTOs have unlimited use of their accrued vacation via the day off book by requesting to be paid a one-day vacation for each day when putting in for days off. Now, those who have been Local 587 members for six months can take paid days off to attend family functions or just recuperate on a long weekend.

Time-off via vacation use will be improving beginning in 2016. Enjoy!

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

Proposal To Change Bylaws Article X, Section 2

Submitted by Harold O. Batson, Jr

November 24, 2015

In accordance with the Article XV, pertaining to bylaw proposals, the following proposal will be published in the December and January editions of the *News Review* and will be voted upon through the January cycle of Union meetings.

**Current Language:
ARTICLE X - MEETINGS**

Section 2. Time of Morning Meeting

The morning meeting shall be held on the Friday after the first Thursday of each month to convene at 10:30 a.m.

**New Proposed Language:
ARTICLE X - MEETINGS**

Section 2. Time of Morning Meeting

The morning meeting shall be held on the Friday after the first Thursday of each month to convene at 10:30 a.m.

Section 2. Time of Saturday Meeting

The Saturday meeting shall be held on the Saturday after the first Thursday of each month to convene at 12:00 p.m.

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

Proposal To Change Bylaws: Article XIII, Sections 1–9

Submitted by Cheryl Rowe

November 24, 2015

On April 1, 2015, Local 587 received notification that Article XIII is not consistent with the International Constitution and General Law, and is therefore void under CGL Section 13.2, Bylaws. Bylaw XIII has therefore been rewritten to bring us into compliance with the CGL. In accordance with the Article XV, pertaining to bylaw proposals, the following proposal will be published in the December and January editions of the *News Review* and will be voted upon through the January cycle of Union meetings.

Current Language:

ARTICLE XIII GENERAL ELECTION - ELECTION OF DELEGATES

Section 1. Delegate Eligibility

All full-time officers shall be delegates to the ATU International Convention by virtue of their offices. All other delegates must be Executive Board members and must be elected from the membership at large according to the election laws of the Local.

Section 2. Dates of Nomination and Election

The election of delegates for the Local shall be held in the month of October and three years thereafter on or before the 25th day of the month. The regular three-year election of delegates shall be by the plurality system. Nominations shall be held at the meetings of the Local in the month of September.

Section 3. Ballots

Balloting shall be by mail with ballots due back in the Post Office Box by the close of business at that Post Office the third Thursday of the month. Ballots shall be mailed out with instructions and double return envelopes at least 15 days before they are due back.

Section 4. Collecting and Counting Ballots

The election shall be supervised by the Recording Secretary. The ballots shall be picked up from the Post Office Box at the close of business at that Post Office on the third Thursday of the month by the

Recording Secretary, in the presence of any observers and returned immediately to be counted in the presence of the membership.

Section 5. Ballot Approval

All ballots must be approved by the Executive Board.

Section 6. Record of Nominations

The name of the member making the nomination shall be made a matter of record.

New Proposed Language:

ARTICLE XIII GENERAL ELECTION - ELECTION OF DELEGATES

Section 1. Delegate Eligibility

All full-time officers shall be delegates to the ATU International Convention by virtue of their offices. All other delegates must be Executive Board members and must be elected from the membership at large according to the election laws of the Local. members in continuous good standing as defined in Article XII, Section 5.

Section 2. Dates of Nomination and Election

The election of delegates for the Local shall be held in the month of October and three years thereafter on or before the 25th day of the month: at least six 6 weeks previous to the Convention. The regular three-year election of delegates shall be by the plural-

ity system. Nominations shall be held at the meetings of the Local, ~~in the month of September and shall be announced in the News Review the month preceding nominations and the month of nominations.~~

Section 3. Ballots

Balloting shall be either at the worksites or by mail, as determined by the Executive Board. If voting is to be done by mail, the with ballots will be due back in the Post Office Box by the close of business at that Post Office the third Thursday of the month. Ballots shall be mailed out with instructions and double return envelopes at least 15 days before they are due back.

Section 4. Collecting and Counting Ballots

The election shall be supervised by the Recording Secretary. ~~The ballots shall be picked up from the Post Office Box at the close of business at that Post Office on the third Thursday of the month by the Recording Secretary, in the presence of any observers and returned immediately to be counted in the presence of the membership.~~

Section 5. Ballot Approval

All ballots must be approved by the Executive Board.

Section 6. Record of Nominations

The name of the member making the nomination shall be made a matter of record.

Section 7. Acceptability of Nominations

No member's name shall be placed on the ballot unless the member is present and accepts the nomination at the meeting when the member was nominated, or has signified in writing in advance of the nomination a willingness to accept the nomination. All written acceptance must be received by the Recording Secretary before the close of business on the first Thursday of the month when nominations will be held.

Section 8. Self- Nomination

Members may self-nominate at any of the meetings of the Local in the month nominations are being accepted. All written self-nominations must be received by the Recording Secretary before the close of business on the first Thursday of the month when nominations are being held.

Section 9. Requirement of Attendance

All delegates are required to submit an article of at least 300 words for publishing in the News Review within thirty (30) days of attending the ATU International Convention.

New Timers ...Hang in there; it's not Your Fault

Andy Price 20048

That's the message that I had to state over and over again to one new Full Time Transit Operator who found themselves struggling with the demands and responsibilities of a Full Time Transit Operator with less than 6 months Part Time experience before being recently promoted.

King County Metro Full Time Transit Operators have always begun their first shake up near the bottom of the Extra Board where they are assigned work for up to 13 hours per day. You will have an inconsistent work schedule that changes from day to day. This can bring additional stresses to new drivers who may have family responsibilities that are tough to meet when tied to an inconsistent work schedule.

This new FT Operator was ready to pack up and quit after little more than a week of full time driving. They were from out of State, new to Seattle, and had no previous commercial driving experience. And someone from King County Metro Management decided that they should cut down FTO training to "one week."

As a new FT Driver you are expected to know "all" of the routes at the base that you are assigned to regardless of whether or not you feel comfortable with the equipment, are new to the area, and don't really know the routes that you just spent the last week or two qualifying on; you are required to drive them on your own and with very little support.

The message that I would like to get out to all of you New Timers is, hang in there and, it's not your fault that you have not been given equal opportunity for training. Until recently, full time training class consisted of at least two weeks. We had a supervisor take us out in a bus and train us on all of the major routes near the end of training; the new trainee full timers are not getting that advantage.

WHY? Transit Training. Who's in Charge? Are they suffering from

cognitive disconnect?

The term, cognitive disconnect, applies to the condition where reality and one's understanding or perception of reality differ. Perception that differs from reality is often referred to as delusional. However, in the case of a cognitive disconnect, sanity is not necessarily an issue. For example, checking the mailbox on a national holiday would be a minor cognitive disconnect. One knows that no mail delivery occurs on a holiday. One knows that a certain day happens to be a holiday. There is no reason to expect mail on that certain day (reality), yet one still looks in the mailbox (perception). This behavior could be explained as simply forgetfulness or habit, but it is still a disconnect of reality and perception. Another possible cause of a cognitive disconnect could be being put in charge of training employees for a position of which you have limited knowledge, and not had the experience or training for the job which you are in charge of teaching. Placing such a person into a position as head of training for a safety sensitive job such as a Transit Operator is a questionable decision.

Who was it who decided that it would be a good idea to cut down the training of Transit Operators who are newly hired into Full Time Transit Operator positions to a single week? Some of these newly hired Full Time Drivers have only 4 months of Part Time driving experience and are not prepared for the demands of the job. Apparently whoever made the decision to reduce their training to one week is unaware of the demands placed on a Transit Operator for King County, and has little or no respect or understanding of the "craft distinctions of Full Time Transit Operators and Part Time Transit Operators" Is the person in charge aware that a newly hired Transit Operator has to go the bottom of the extra board? And what that entails? That they are

required to drive up to 13 hours plus unscheduled overtime daily? That they are required to operate through the Seattle Transit Tunnel in sync with Light Rail sharing the same roadway, stops, signal systems and terminals?

I was not surprised when I learned that the person placed in charge of Transit Training has never driven a bus. Why would I be surprised? When I have recently observed the phenomena of Part Time drivers with no operational experience in Transit Operations management, not even a single day of Full Time Transit operations experience, being hired as a Base Chief? Jumping over seasoned Metro supervisors with several years' worth of driving and Transit supervisor experience! What a dichotomy there seems to be with this new P.A.C.E. club! When people are moved to the top without even cutting their teeth. And those at the bottom are not even given a fair chance to succeed at the start of their careers!

When the Top Dog of Metro has gone on the record as stating that his goal is to as much as possible allow other classifications to do each other's work in the name of "LEAN" cost efficiencies, it betrays his lack of knowledge and respect for the demands of the individual crafts.

Another question I have is how does this decision to cut down on the training of newly hired Full Time drivers fit in with the concept of Equal Employment Opportunities? I don't think it squares up with the stated objectives of P.A.C.E.

Last but not least: the safety objectives of Metro are being put at risk by these practices, putting drivers behind the seat of equipment and on routes they are not ready to drive. Remember the Metro Motto?

Safety, Service, Schedule.

King County Management, it's time to do a re-set on your established values! Come back! Who is running the show?

Major Religious and Secular Holidays

December 2015

Dec. 6 Saint Nicholas Day (Christian)

Dec. 6 Sundown – Dec. 14 Hanukkah (Jewish)

Dec. 7 Pearl Harbor Remembrance Day

Dec. 8 Feast of the Immaculate Conception (Catholic)

Dec. 8 Bodhi Day (Buddhist)

Dec. 12 Advent Fast begins (Orthodox Christian)

Dec. 12 Feast of Our Lady of Guadalupe (Catholic)

Dec. 22 Winter Solstice

Dec. 22 Yule (Christian and Wicca)

Dec. 24 Prophet's Birthday (Islam)

Dec. 24 Christmas Eve

Dec. 25 Christmas Day

Dec. 26-Jan 1 Kwanzaa

Dec. 26 Zarathosht Diso (Zoroastrian)

Dec. 27 Feast of the Holy Family (Christian)

Dec. 26 Feast of the Innocents (Christian)

Dec. 31 New Year's Eve

Dec. 31 Watch Night (Christian)

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

**“Save the Date”
Saturday, December 12, 2015**



2015

Metro Employees Recreation Activities Association

Annual Holiday Event

Sea-Tac Crown Plaza 17338 International Blvd

Sea-Tac WA. 98118

Happy Hour: 6:00 – 7:00 PM

Dinner: 8:00 - 9:00 PM

Dance the night away with local DJ

Free parking

\$35.00



See your MERA A representative for details.

A Message From Your Critical Incident Stress Management Team (CISM)

By Jim Busby, Mechanic North Base Maintenance and CISM Team Member

I have the honor of belonging to a small group of dedicated individuals that represent the CISM team. On October 14 - 18 our team, with financial backing from the Union, was able to continue our ongoing training requirements for our annual re-certification by the International Critical Incident Stress Foundation Inc. This Foundation is a nonprofit group that got its start in 1989 by Emergency Services personnel and first responders. It is dedicated to the prevention and mitigation of disabling stress. CISM members attended five days of very intensive, hands on classes, workshops, and seminars. Some of the classes were: Assisting Individuals in Crisis, Group Crisis Intervention, Suicide Prevention, and Trauma to Addiction. The instructors were fire fighters, police officers, EMTs, and psychologists.

Fortunately, some time back in 1993 the Union and Metro realized the growing concern about the psychological needs of its members' following a couple of traumatic incidents, and set up the CISM

team. It has taken some time to prove that being a transit operator in a large city can be every bit as dangerous and stressful as being a police officer. But of course a police officer is given arresting power, a weapon, and self-defense training. A transit operator has to use a large helping of street smarts, wit, and common sense to defuse a situation. And the whole time the driver is piloting through heavy traffic a vehicle that is 60 feet long, almost 13 feet wide at the mirrors, full of gang bangers, punks, drunks, and whoever else wants to come and get out of the cold. And, of course, let's hope that the coach the driver gets that day has a camera that works. After 36 years at Metro in maintenance, I have spent a lot of time in the wreckers and have seen that the most successful operators are the diplomats, not soldiers.

At a time when our leaders feel the need to lock themselves in buildings with metal detectors and armed guards, operating a transit coach can sometimes feel like ground zero, and you're on your own until help can arrive.

Stress is different for everyone, but it's the physical reaction to the body from events we deal with on a day to day basis that causes the wear and tear on our bodies. This helps to accelerate the aging process. A positive attitude goes a long way toward minimizing this process.

The CISM services are free to all King County employees and are totally confidential. Supervisors and Chiefs are encouraged to help identify personnel that might need a debriefing after a significant incident. A debriefing is most effective within 24 to 72 hours after the event, but can still be helpful at a later time. The request for a debriefing should be made as soon as possible after the incident. Some of the things a debriefing can help with:

- Helping an employee feel back in control;
- Describing the routine and necessary procedures to make the post event process as predictable as possible;
- Normalize the employee's immediate and delayed reactions;
- Assist the employee with obtaining support from family and friends;
- Provide referrals for peer support and counseling;
- Help structure an employee's re-entry to work.

I would like to stress the fact that we CISM team members are not therapists, but are available as peer support for all Union and Transit personnel. If you need help call 206-263-3761 and a team member will return your call.



SHOP STEWARD CLASS

is coming!

Back by popular demand!

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

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

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

KEEP YOUR ADDRESS CURRENT!!

(A request from our Local 8 Union office staff)

Throughout the year Local 587 mails letters to our membership. With each mailing sent, the union receives a small percentage of letters returned due to improper address.

Local 587 maintains a database that in part includes the names and addresses of our King County Metro members. The King County Metro section of the database is updated monthly from data provided by King County Metro.

If you are a King County Metro employee and your name and address is not current with King County Metro, you may not receive Union mailings. Please keep your name and address current with King County Metro.



The Vice President's Report

Blanching the Political Mind

By Nathanael Chappelle

Seattle is a world-class innovator in doing business in new ways. Just ask Bill Gates, Paul Allen, Steve Ballmer, Jeff Bezos or Howard Schultz: their success — and their billions — was not achieved by following the “tried-and-true” of former eras. But can Dow Constantine and Kevin Desmond make the same claim? Are they innovating how King County develops, produces and delivers its transit services to the public? Or, have they chosen to double down and rely on old, out-of-date thinking and methods, forcing them onto an evolving workforce and work-place culture?

The answer begins with looking at management's use of discipline. It is increasing. And that's a challenge to every one of us alike, individual members and collectively as the Local.

Discipline always involves in-

vestigation, by management and the union both. Investigations are followed by meetings, meetings perhaps by grievances, and grievances — sometimes — by binding arbitration.

It's a natural impulse to want to go to the final step, especially if we think that management is acting capriciously or vindictively, or are just plain wrong in their assertions. And management knows this. It counts on this being our reaction. They also know just how much arbitration costs, and that they can afford it while we must manage our financial resources very carefully and wisely if we are not to be driven into bankruptcy.

In the past, when they have pushed us into taking the final step, we have chosen to meet them shove for shove. But that approach is just not as sustainable now as it once was. It is no longer the smartest way for

us to do business. Metro's increase in disciplinary actions is a ploy to lure us into taking cases before the arbitrator. Given the agency's use of this tactic, we need to rethink how we go about protecting our members' contractual and civil rights and even — fundamentally — their very jobs.

We all need to understand what is and is not grievable from a practical, realistic standpoint. *Nothing* perceived by a member as unfair treatment of them by the Company should be overlooked, and it should *always* be logged. [Start with your Shop Steward.] Any serious transgression, or sustained pattern of even minor abuses, may need to be actively pursued. But what we choose to grieve, and especially to arbitrate, must be issues that are major and well-documented — the type of punishment against us that leads to the loss of our reputations, our

remuneration or even our employment and benefits.

Service is expanding with the re-activation of previously mothballed routes. And every day our service region becomes ever more congested, our coaches ever fuller, and our schedules more and more difficult to maintain. Against all this, what is Metro's stance? To cut training to a minimum that once — when the agency had a national reputation for new employee preparation — would not have been believed and taken seriously (20 years ago, it took almost a month to ready a new hire for the road, and for what was at the time a much simpler job).

Does Metro think that this will lead to an increase in safety? An improvement in service quality? No. Not at all. Does it expect to be able to compensate for the mistake of using this old-fashioned, outdated style of

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The 2nd Vice President's Report

MOAs The Good, the Bad and the UGLY...

By Mike Whitehead

Memorandum of Agreement/Understanding; MOA's or MOU's are one in the same, loosely defined as a document written between two parties to cooperate on an agreed project or meet an agreed objective. In the arena of labor relations revolving around 587 and King County the MOA is a necessary way of doing business. How this business is conducted is the fruit of the MOA (ripe or rotten) and of this article.

"The GOOD"

In the negotiation process of our current CBA (collective bargaining agreement) the vacation pick process in VM was brought over into Facilities. The problem was, a few

words were left out and as a result, all 587 members in Facilities were left with a pick process in the CBA that severely limited their ability to pick guaranteed vacation. To correct this error a MOA was created to resolve the issue by acknowledging the missing words. So members in Facilities do not freak out when you read the new CBA which is due out soon, there is a "Good MOA" to correct the mistake, and all MOA's are available to review on the 587 web site.

Additionally there are four new MOA's in VM, two resolving grievances (subcontracting out NRV engine work and subcontracting out RV work). The finished MOA's supported the member's concerns

and established a clear process with the intent of eliminating future indiscretions. Additionally the "Internship" MOA was extended with some additional caveats, requested by 587 that allow more involvement in a cognizant effort to better the program.

"THE BAD"

A few shakeups back in VM a MOA appeared around pick time that was crafted to address an ongoing problem of new hire mechanics and their lack of a class A CDL. The intent of the MOA was to address training, the result was an overriding of seniority rights of mechanics, a right earned with time on the job, working off shifts

with midweek RDO's, something a majority of management does not have to do. OK staying positive, management and the Union agreed it was not serving the purpose it was intended to do so the MOA has been cancelled. Currently the Union is working on a proposal addressing the class A CDL training issues that if implemented will be *cost effective and long term; we will keep you posted on this.*

THE UGLY

Four days prior to the newly elected officers taking their office there were 6 MOA's signed by the outgoing officers that are still a topic of concern. While I am very aware of the rights of free speech I will

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The Financial Secretary/Treasurer's Report

Attempting to hold the tiller steady through the rough water

By Patrick Brady

I wish to express my appreciation to our Officers, Office Staff, and Executive Board who all support me in my mission to bring our expenses in line with our income. In 2014 our Local had nine out of twelve months

in the red. The first six months of 2015 also had five out of six in the red. October's report shows we are four for four in the black and November looks to be the same. Rough times are ahead, but we're on course.

Membership Census:

In the month of October, we received 49 new members and had 29 members deducted due to voluntary withdrawal, suspension, retirement and/or death. Our total membership as of October is 3,929, up 20 from the end of September and up 29 from the previous October.

Income and Expenses for June:

Our October Income was \$297,940, up from the previous year's October income of \$249,002. Once mandatory per capita fees to the International ATU and various Labor Councils were taken out, what remained was \$226,479 to pay our expenses.

October Expenses were \$196,500. The previous year's October expenses were \$213,438. With the close of October we were able to add back \$29,979 toward our YTD loss. At the end of October we are roughly \$194,104 to the negative for the year.

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

Other remarks:

We were all pleased to receive the final COLA adjustment of 1.05% on our hourly wage starting at the end of October. Any adjustment in wages, especially in King County, can or will have an effect on our Union dues. This will be brought up in front of the Executive Board at their December meeting.

Finally, your Officers have set the stage for our Local to return to the coalition of King County unions, specifically as it relates to our health care benefits for KC employees. In 2013, our Local President and the Executive Board chose to leave the JLMIC, and put ATU 587 into its own insurance pool. JLMIC stands for Joint Management Labor Insurance Committee. ATU is a much smaller insured pool which started with a reserve designated by the County of 10.2 million. The larger group started with a reserve of 25.8 million. The larger JLMIC reserve has grown to nearly 38 million, while ours fell from 10.2 to 5.5 million. Reserves are depleted when our claims exceed the money our employer puts in as our "flex rate". The reason King County ATU employees enrolled in King Care are now seeing higher out of pocket costs in 2016 is because of this decision made in 2013. It has been a mistake.

Through negotiation we have stepped back to the edge of re-joining the full JLMIC in 2017. This should lower our out of pocket costs back to where it is with the rest of the Unions who are in the coalition. I promise to keep you informed.

1	WARREN LOUSHIN	CLALLAM TRANSIT SYSTEM	Driver
2	MOHAMED A. ABDI	METRO/KING COUNTY	Transit Operator
3	ASEGID M. ANBESSO	METRO/KING COUNTY	Transit Operator
4	JAMICHAEL J. BAILEY	METRO/KING COUNTY	Transit Operator
5	EARNEST L. BARR	METRO/KING COUNTY	Transit Operator
6	KATRINA S. BECKWITH	METRO/KING COUNTY	Transit Operator
7	NICOLE D. BELL	METRO/KING COUNTY	Transit Operator
8	AMARJEET S. BHAMRA	METRO/KING COUNTY	Transit Operator
9	SONG BOUNYAVONG	METRO/KING COUNTY	Equipment Svc Wkr
10	LARRY C. BOWLES	METRO/KING COUNTY	Transit Equip Svc Wkr
11	TANISHA D. BRISCOE	METRO/KING COUNTY	Transit Operator
12	LARRY S. CALAWAGAN	METRO/KING COUNTY	Transit Operator
13	TROY R. CANTINI	METRO/KING COUNTY	Electronic Technician
14	LAWRENCE A. DURAM	METRO/KING COUNTY	Equipment Svc Wrkr
15	TERRY L. FARDEN	METRO/KING COUNTY	Transit Operator
16	GARY T. FETUI	METRO/KING COUNTY	Transit Operator
17	CURTIS R. FOSTER	METRO/KING COUNTY	Electronic Technician
18	LUIS GARCIA SALINAS	METRO/KING COUNTY	Rail Laborer
19	MIGUEL A. GASPAR	METRO/KING COUNTY	Transit Operator
20	TODD L. GEANS	METRO/KING COUNTY	Transit Operator
21	GERALD C. GORDON	METRO/KING COUNTY	Electronic Technician
22	NOOR I. HUSSEIN	METRO/KING COUNTY	Transit Operator
23	PETER K. IRUNGU	METRO/KING COUNTY	Transit Operator
24	TYLER L. JENICEK	METRO/KING COUNTY	Pass Sales Representative
25	KYLE A. KIEHNLE	METRO/KING COUNTY	Transit Operator
26	RICHARD A. KNUTSON	METRO/KING COUNTY	Transit Mechanic
27	DESIREE J. MAYO	METRO/KING COUNTY	Transit Operator
28	GLYNN E. MCCARTER	METRO/KING COUNTY	Transit Operator
29	JEREMY S. MILLER	METRO/KING COUNTY	Transit Purchasing Specialist
30	ERICK K. MOA	METRO/KING COUNTY	Rail Laborer
31	BUNY NHIM	METRO/KING COUNTY	Transit Operator
32	EDWARD G. NJAMA	METRO/KING COUNTY	Transit Operator
33	BRIAN D. ORKNEY	METRO/KING COUNTY	Transit Mechanic
34	VICTOR K. PATTERSON-STOVALL		METRO/KING COUNTY Transit Operator Transit Mechanic Transit Operator Maintenance Constructor Transit Mechanic Transit Operator Transit Operator Electronic Technician Transit Operator Transit Operator Transit Operator Transit Operator Rail Electro-Mechanic
35	ROBERT A. PAYSENO	METRO/KING COUNTY	Transit Operator
36	PATRICIA PERRY	METRO/KING COUNTY	Transit Operator
37	SCOTT A. RAWSON	METRO/KING COUNTY	Maintenance Constructor
38	KEVIN M. RESINTO	METRO/KING COUNTY	Transit Mechanic
39	BRE'ANNA E. ROBINSON	METRO/KING COUNTY	Transit Operator
40	TELTON J. SEARCY	METRO/KING COUNTY	Transit Operator
41	MARK A. SNYDER	METRO/KING COUNTY	Electronic Technician
42	PO TAUILILI	METRO/KING COUNTY	Transit Operator
43	CHRISTOPHER L. TOPPS	METRO/KING COUNTY	Transit Operator
44	WARRICK L. TULLOSS	METRO/KING COUNTY	Transit Operator
45	REUBEN R. WHITEN	METRO/KING COUNTY	Transit Operator
46	ZEKARIAS Y. YIRDAW	METRO/KING COUNTY	Rail Electro-Mechanic
Reinstates, Retired to Active, Return from Military, Dual Property, Dual Local, Temporary, Admit by Card			
1	SARAH E. TROLLSPLINTER	JEFFERSON TRANSIT AUTHORITY	Transit Operator (Admit by Card)
2	KEVIN M. HAPTONSTALL	METRO/KING COUNTY	Transit Instructor (Return from Military)
3	BERNI L. HENDRICKSON	METRO/KING COUNTY	Transit Info Distributor (Admit by Card)
4	MARIANNE H. WARD	METRO/KING COUNTY	Pass Sales Representative (Admit by Card)



The Recording Secretary's Report

Website Updates

By Cheryl Rowe

We have been busy upgrading our ATU587.org web site. The biggest change is that Policies and Procedures for most work groups are now located on the "Bargaining Agreements" page; Facilities and CTS are still missing, but I expect to have them posted soon. Highlights of other information on the site: Labor Agreements for each of our work groups, MOA's, pick

information, bulletins generated by the Full Time Officers, back issues of the News Review, grievance forms, shop steward information, address change forms and much, much more. Please take a look!

We have also made a change to our "Registration" page. We recently experienced a spambot cyber-attack that resulted in 15 fake users receiving login privileges. Now when you go to the "Registra-

tion" page, you must check the box "I'm not a Robot." New registrations are checked every work day; if you register over the weekend, you will not receive a response until the next business day. If you have already registered, but are experiencing problems logging in, please enter your user name and then select "forgot password." An email will be sent to you providing instructions on how to change your password.

Finally, we have replaced our former web developer. The new group is charging a quarter of the price of the old, and is much more responsive to our needs and requests. I am very excited by this change and anticipate positive improvements to the site!

If there is other information you feel should be on the web site, please contact me. I want to make our site a valuable resource for the membership.

Grab the Stick

Atlantic Base Shop Steward Chuck Lare

Once upon a time there was a student locked in a room studying to become a monk. The chief monk entered the room with a stick and told the student that tomorrow would be the last test and if passed the student would be granted full-time monk status. Fail the test and the student would be beaten inhumanely with the stick.

That night the monk student pondered what could be this last test. The next morning the chief monk entered the room with the stick. The monk student rose up and grabbed the stick from the monk. And the monk student was granted full-time monk status.

Grabbing the stick away from chiefs is the Duty of Fair Representation provided by Shop Stewards - your first line of defense. And defense is exactly what our ATU 587 members need when dealing with Metro management. Metro management is locked into the previous generation's draconian practice of "managing" with the stick. This "stick mentality" is evident in management's undervaluing transit workers with an in humane work environment, e.g.

wage-theft, unfair customer complaint system, "See-me's" guilty until proven innocent, turning a blind eye to workplace hazards ...

Fortunately the public values our members, the transit workers they have come to depend on for enabling the economy to grow efficiently and reliably by moving people, goods, services and ideas. ATU 587 members provide transit coverage to 87% of all King County residents and 92% of all jobs. Today, approximately 35% of households in the county are "regular riders," taking at least five transit trips a month and nearly 45% of all households use Metro at least once a month. Additionally, more than 1,900 local employers provide monthly passes to approximately 300,000 employees and students.

These employees and students save hundreds of dollars from not having to drive. Instead they depend on our ATU 587 members to deliver them safely to their job, education, healthcare, getting something to eat ...

Leveraging public support, we can protect our own from the stick of management. Shop Stewards and Shop Floor 587 Caucus

participants for the last 6 months have been strategizing on how best to "grab the stick". ATU 587 Shop Stewards and Shop Floor 587 Caucus participants attended the Labor Notes Troublemakers School and acquired tools for Shop Stewards and members to use in protecting our livelihoods. Here are just a few:

Attend union meetings and put forth motions directing your protection, e.g. filing Unfair Labor Practices (ULP);

Conduct information requests through your Shop Steward and/or the KC Public Records Officer;

File with Labor & Industries, Public Employees Review Committee (PERC) and Equal Employment Opportunity Committee (EEOC);

File a group grievance or circulate a petition in support of the grievance - *expose the issue before the light of human conscious and the bar of public opinion. Regardless of whatever tensions that exposure generates. Injustices must be brought out into the open where they cannot be avoided. A crisis situation can open the door to negotiations. And use that crisis*

so that pressure of public opinion becomes an ally in our just cause. If that can be done, influence of the people could be brought to our side in a way they never had before. (ref. "Bearing the Cross" by David Garrow, excerpts from Martin Luther King);

Post and distribute a video for member and public exposure of your issue(s), e.g. see the Shop Floor 587 Caucus videos. For video production assistance, email: ShopFloor587@gmail.com.

Form your own caucus of members interested in your issue(s) and "grab the stick".

Ask yourself: **How will your issue build the union and build leadership? How will this effort build workers' capacity for future fights? How will this solution lay the groundwork for future improvements? Will the effort strengthen the solidarity, empowerment, and involvement among members?** (Reference "The Legal Rights of Union Stewards" by attorney Robert M. Schwartz and "Using Your Legal Rights for Work" by attorney Julian Gonzalez)

Life and Limb

By Lisa Carter, Facilities E Board Representative

A fair portion of the County's bus shelters are cleaned at night, and the employees generally work by themselves. This normally isn't an issue, but in addition to it being a dirty job, it can also be dangerous. As good as our people are, they do not have eyes in the back of their heads.

In recent months, we have had several of our members assaulted. This is not acceptable for us in Facilities Maintenance, just as it isn't for any other department.

We are told to pay attention. To be aware of our situation. To notice people around you. But, when you are performing your job duties, and someone rides up behind you on a bicycle and clocks you in the head, I'm not certain how being aware would prevent this from happening.

We know this is what happened to one of our members. We know this, because the biggest portion of the attack was caught on camera.

It shames me to say that the camera was on one of our bus-

ses. And no help was given by the driver. Whether they didn't see the attack, didn't want to get involved, or just didn't care, I don't know. I just want to remind everyone that Local 587 is not only drivers. We are the people who build your bus shelters and clean them. We maintain your bases, repair, clean and stock many of your comfort stations at the transit centers. We fix your buses and the NRV cars that get you to your work. We respond to and repair a variety

of plumbing issues, from plugged toilets to the water supply at your base. We regulate the temperature in the bases. We tell people which bus to catch, paint the curbs red and yellow and install signs.

We are your union brothers and sisters. Please look out for us, please pay attention to us, and please help us in situations like this that may occur. Contact the Control Center, call the police or offer assistance. Our jobs should not require us to risk life and limb.

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

contain my words and only address one of the six MOA's, the one that introduced the "Laborer" classification into Rail maintenance. Again I am making an effort to contain my words for as I write this, I have received a call from Rail management and positively enough they want to talk about this classification in one of the two divisions that are having Labor issues post-implementation of the position.

Currently this Laborer classification has been implemented in three maintenance divisions in Rail and post-introduction labor issues have arisen resulting in filed grievances in two of the three divisions. I find solace that there are no labor issues in the third division and I sincerely hope it is the fruit of good management/labor relations, if so I will respect and support that group and their efforts. As for the recent

phone call from Rail management and the offer to find resolution in one of the two troubled divisions, I truly hope the intent is resolution and labor harmony and acknowledged this positive conversation and direction. And if not and things go south I can finish this article like I had originally intended.

So I got to go, got a Rail meeting to attend and hopefully as a result Labor and management can take a step forward, serving the public and being proud of what we do, together. And before I get too choked up if you are reading this IB-D1, we should have a meeting some time soon...

"I believe in the dignity of labor, whether with head or hand; that the world owes no man a living but that it owes every man an opportunity to make a living."

~ John D. Rockefeller

1st Vice President's Report, continued from p. 9

management by an increased reliance on punitive discipline? Yes. Absolutely. It is doing that right now, and everyone is a potential victim of this strategy.

Our profile as members of Local 587 is changing. Some of us come from a "hands-on" background, doing complicated physical and socially interactive jobs as a full-time way to earn a living wage. Now, many newer members come to transit-operations work from a tech-savvy position. They may never have done a "blue-collar" job before. And they may have never worked in a large-scale workplace, or pursued a full-time promotion track. Metro itself admits that this new employee profile is one which they are not used to working with. It can be reasonably assumed that management personnel in disciplinary positions — many of

whom have worked for the agency for decades — are unsure of how to relate to this very different type of younger rank-and-file employee, and this can have the unintended impact of further increasing disciplinary actions. As employees of the agency, we need to bridge the gap between our own internal divisions — these age-based cultural differences — and stand in unity with each other in front of Metro and King County.

Local 587 is in constant dialogue with management. We try to help them understand their work with us to provide public transit to King County. We also need to help each other in our own union to understand how to relate effectively with management when we must confront them over serious issues. It isn't an easy challenge, but we are capable of doing it.