



ATU Local 587

NEWS REVIEW

Vol. XLIV, No. 10

October 2021

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The President's Report

Safety and the Contract

By Ken Price

We're tired of being front page fluff. Called us "heroes" and are now turning around making cuts. *We helped save this economy, and you want to make cuts?* This is an attack on Unions. ATU 587 has been serving King County for over 100 years.

This is wrong in many ways. There aren't enough drivers; many are already working 13+ hour shifts with no days off. Members are risking their lives and sacrificing their well-being. The solution is if you don't do safety their way then "terminate!". At the cost of transit workers' livelihoods, tax payers' \$\$, so KC Metro can re-hire (during a labor shortage of bus drivers).

Is this because we spoke out?
From Department of Labor and Industries

King County Metro Base

Dear Employer:

Enclosed are the results of the safety and health inspection of your workplace.

Citation Invoice- The total assessed penalty is \$ 13,200.00

Citation and Notice of Assess-

ment- Washington Code (WAC) Violations. 296-800-14020(1)

Violation: Repeat Serious WAC 296-800-14020(1)

The employer did not develop, supervise, implement, and enforce safety and health training programs.

You must immediately post this Citation and Notice of Assessment at or near where the violations occurred, where employees can easily find and read it.

According to King County Metro's Accident Prevention Program, departments are responsible for making available training on the issues of workplace violence. However, after reviewing training

records, interviewing employees, and interviewing management, it was determined that training was not given to all drivers. This was cited previously as part of DOSH Inspection # 317957386.

If you ignored your passengers' safety, and had two serious safety violations, would you still be working here? Nope, you'd have been terminated. King County has ignored operators' safety for years, yet in the worst pandemic in history, their solution is to terminate essential workers. Terminate UNION Members! Think about it. They go hire management during these times of un-

continued on page 12

Business of the Membership

During the September cycle of meetings, the following business was addressed:

DURING THE SEPT CYCLE OF MEETINGS, THE FOLLOWING BUSINESS WAS ADDRESSED: INFORMAL MEETINGS WERE HELD

ON THE AGENDA... take the... MOTION by Grady... for...
 grievance of Alex Nichols... to the Black Caucus in Denver...
 arbitration... carried...
 PROPERTY... registration, per diem, wages, and travel, the...
 motion carried...
 KTA 15 9
 CTS 5 2
 JTA 0 2

PROPERTY	YES	NO
KCM	68	0
CTS	15	0
CTS	7	0
JTA	2	0

Arbitration Update

- Lisa McShane:** Grieved a reasonable accommodation. Arbitration was approved by the membership. A pre-arbitration settlement was offered, a response is pending.
- Tony Anderson:** Grieved termination for violation of a discriminatory retention agreement. Arbitration held July 19th and 20th. Closing briefs due on September 3rd, arbitrators decision/award to follow.
- Rodrick Demmings:** Grieved termination for violation of Gross Misconduct. Grievance was approved for arbitration by the executive board in April. A Hearing was held September 21-22, 2021, results are pending.
- Randle Kencayd:** Grieved a 20-day suspension based of surveillance. The membership approved the grievance in the August cycle of meetings. Scheduling Arbitration is pending.

Major Religious and Secular Holidays

October 2021

LGBTQIA+ History Month	11 National Coming Out Day (NCOD)
4 St Francis Day- Catholic	13 Navy Birthday
11 Indigenous Peoples Day	31 Halloween
11 Columbus Day	

*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: tcook.recsec@atu587.org

Executive Board Report

September 28, 2021

The Executive Board met on September 28, 2021. All members were present... except: Cory Rigtrup, Janet Novotny, Ninus Hopkins.

MOTION by Andy Price that the President request that management request that all ATU 587 members who have been granted exemptions be granted accommodations. 18 FOR 0 OPPOSED 3 ABSTAIN 3 ABSENT

MOTION by Latrelle Gibson that the president request that management pay all 587 members for receiving the COVID vaccination and to retroactively pay those who received the vaccination prior to August 10th. 21 FOR 0 OPPOSED 0 ABSTAIN 3 ABSENT

MOTION by Paul Neil that the Eboard recommend a "YES" vote on the proposal to change Bylaws Art III, Sect 2. 13 FOR 6 OPPOSED 1 ABSTAIN 4 ABSENT

MOTION Johnathon Futch that the EBoard approves \$6000 to cover cost to provide Diversity, Equity, Inclusion and Belonging training of the ATU 587 EBoard as well as the Diversity and Inclusion Committee provided by Dr. Donald Grant, not to exceed 15,000 once we are able to return to in person meeting. 20 FOR 0 OPPOSED 0 ABSTAIN 4 ABSENT

MOTION by Ron Anderson to recommend taking the grievance of Emmanuel Bautista to arbitration. *UNANIMOUS CONSENT*

MOTION by Mary Newton that 587 donate funds in the amounts listed to foods banks Port Angeles \$500, PT Townsend \$500, Sequim \$250, Forks \$250, Puget Sound \$2000, Bremerton foodline \$1000. *UNANIMOUS CONSENT*

MOTION by Mary Newton to move that the EBoard approve the COPE recommended endorsements for the following candidates: Kiara Daniels – Tacoma City Council Position #6, Dexter Borbe – Bellevue City Council Position #2, Carmen Rivera – Renton City Council Position #2, Karen Howe – Sammamish City Council, Peter von Reichbauer – King County Council Position #7. *UNANIMOUS CONSENT*

MOTION by Paul Neil that ATU 587 join Transportation Choices Coalition in their Fall campaign to promote a transit strong transportation package to state elected officials. 18 FOR 0 OPPOSED 0 ABSTAIN 6 ABSENT

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 October 2021 MEETINGS

CHARTER MEETING

Thursday, October 7, 2021
8:00 p.m.
ATU 587 Office
13028 Interurban Ave S
Suite 116
Seattle, WA 98168

SATURDAY MEETING

Saturday, October 9, 2021
12:00 p.m.
ATU 587 Office
13028 Interurban Ave S
#116
Tukwila, WA 98168

KITSAP TRANSIT

Saturday, October 9, 2021
6:00 p.m.
IAM Hall
822 Park Ave
Bremerton, WA 98337

CLALLAM TRANSIT

Monday, October 11, 2021
6:30 p.m.
Vern Burton Comm. Ctr.
308 East 4th St.
Port Angeles, WA 98362

JEFFERSON TRANSIT

Tuesday, October 12, 2021
6:30 p.m.
Port Townsend Comm. Ctr.
620 Tyler St.
Port Townsend, WA 98368

AFTERNOON MEETING

Wednesday, October 13, 2021
3:30 p.m.
ATU 587 Office
13028 Interurban Ave S
#116
Tukwila, WA 98168

Unfinished Business:

None

In Loving Memory...

"It is not length of life but depth of life"

~ Ralph Waldo Emerson

KCM Parts specialist **Richard (Bryan) Mortensen** #99409 passed away Aug 28, 2021. Bryan had been a with VM since 2016, working at CSC and Central Base. There was no information regarding services at this time.

KCM Transit Operator **Antwone Harris** #22563 passed away August 31, 2021. Antwone began working at KCM in 2017. Antwone leaves behind a wife Shannon Harris. Services were held for family and close friends only.

KCM Transit Operator **Theodore Scheschy** #14609 passed away September 6, 2021. Theodore had been an operator since 2015 and has a brother-in-law Johnathan Scheschy #23081 who is also an operator. Theodore's wife passed away September 12, 2021. They leave behind 5 children. There is currently no information regarding services.

KCM Transit Operator **Cheryl Rae Cerney** #21989 passed away September 7, 2021. Cheryl began as Part-Time Operator in 2015 before going Full-Time Transit in August of 2016. There was no information regarding services available at this time.

Rest Easy... You all will be missed

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



NEWS REVIEW

ATU Local 587

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Minority Affairs Officer
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
Vehicle Maintenance Position #1
Vehicle Maintenance Position #2
Vehicle Maintenance Position #3
Facilities Maintenance
Special Classifications
1st Line Supervisors
Rail Operator
Rail Maintenance
Clallam & Jefferson County
Kitsap Transit
KC Units Inside Seattle/SGT

JOHNATHON L. FUTCH
ZEMATRA BACON
MICHAEL MACKAY
MONIQUE LOWE
ANDY PRICE
JANET NOVOTNY
PETER SCOTT
MARY NEWTON
LATRELLE GIBSON
ARVIN VULLIET
STANLEY STRAKER
NICK HENRY
DERRICK HUNTER
ERIC BUTLER
REGINOLD CHAVIS
JUSTIN SWANSON
JAKE SELTVEIT
RICK BURTON
JUSTIN BOLLINGER
NINUS HOPKINS

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. Members must be in good standing to make submissions. 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 Tamieko Cook at: tcook.recsec@atu587.org



The 1st Vice President's Report

Let's Not Lose Respect for One Another Here at METRO

By Ron Anderson

Respect is one of those subtle lubricants that keep the engine of management and its employees running smoothly. But when, like oil, it gets low, parts start grinding. I was reminded of this through a series of conversations about a change in management an old friend of mine recently experienced. He is a long-time employee—the industry doesn't matter; the same dynamics can apply anywhere—who knew his job well and had long been regarded as a valued member of the team. But the company was in transition and a new management team had been installed. His new manager was about half his age, from a different region, and viewed him as, well, somewhat “ancient.”

While my friend had been doing his job successfully for years, his new manager didn't place much stock in his history at the agency and wasn't much interested in his experience. As is often the case, new managers often see themselves as change agents—whether or not change is necessary. At first an uneasy truce prevailed, but the bottom line was a long-valued employee no longer felt respected. The lack of respect gnawed at him. “I get no respect, so I give no extra effort” was what it boiled down to. The end-result. He's no longer committed to the

organization, and he began to feel unappreciated.

I offer this story not just to illustrate how fragile employee engagement is, but also to show what a key piece of the puzzle respect is. And make no mistake; employee engagement is a management puzzle. If it weren't, we wouldn't perennially have **70% of the workforce in various states of disengagement**, at annual productivity costs in the millions.

No, keeping employees engaged isn't always simple. And respect is one of those foundational puzzle pieces that make all other pieces easier to fit. Without it, it's hard for employees to stay upbeat too long.

Following are three basic reasons why respect (or lack of it) is such an emotional difference maker.

I offer this story not just to illustrate how fragile employee engagement is, but also to show what a key piece of the puzzle respect is.

It makes employees feel a natural part of the organization. As my friend described above, for years as a well-respected employee he felt he was an integral part of the operation, appreciated for his skills and track record. It was easy for him to feel motivated; it just came naturally.

Employees want to do their best for people they're respected by. This of course is common sense, but as I often say about management: Just because something is common sense doesn't mean it's commonly practiced. When my friend fundamentally felt respected by management, he was invariably well-disposed toward them and ready to “go the extra mile” to make sure his job was done as well as it could be, which is what engagement

is all about.

Without respect, employees feel disconnected, and this creates an environment where morale problems quickly fester. This is the flip of the engagement coin. The management-employee bond is a delicate one. Once my friend felt this bond had frayed, it didn't take long for his attitude to change. Despite years of harmonious management relationships, it only took one seriously problematic relationship for morale issues to set in. As he said, it gnawed at him constantly.

The lubricant was gone, and the machinery of management was grinding.

One thing you can count on: When respect is absent, employee engagement — and full productivity — won't be far behind. Employee engagement is a powerful communication tool for management looking to both catch and keep their employees' attention.

One of the biggest and most wonderful benefits of respecting one another in the workplace is that you begin to **improve your relationships** with people around you. If you respect one another at work, automatically you will be able to respect everyone around you.

In that way, your relations with others will definitely show a sign of change. It will become

continued on page 5



The Maintenance Vice President's Report

Vaccine Mandate

By Cory Rigtrup

As of today, September 20th, we have not reached an agreement on the Executive's vaccine mandate. We are one of the last Locals in the County to not reach an agreement. It is certainly not a lack of effort, rather the unwilling position the employer has taken to address the host of issues you've asked us to address.

Knowing this article won't be printed for two weeks and that it will be October before you read this, it is likely you've either read we ultimately reached an agreement, or the world is shit.

I support employment.

*We are one of the last Locals
in the County to not reach
an agreement.*

I support vaccination.

I support keeping others safe.

I support choice.

I hate being told what to do, but sometimes I need medicine rammed down my throat, because I'm too proud to ask

for help.

In the last month, I know of five maintenance members who reside in hospitals, a handful more that I am uncertain if they will ever return and one passing due to covid. I have written more leave donations

request than ever before, and the Union "In memory" section in this *News Review* has over doubled in passing this year alone.

If the Union was successful in reaching an agreement you will see some key provisions in an agreement.

The term "involuntary separation" is not defined by the state as misconduct, meaning unemployment claim eligible. Timelines extended. Return rights spelled out. More paid time off than any other local in this county has gotten. And accountability for side effects.

Choose wisely

VP1, continued from p. 5

more positive. Bonds will be strengthened, and people will work in harmony with one another. Isn't that what a happy and healthy workplace is all about anyway?

A second benefit that comes with respecting others at your workplace is that it reduces stress greatly. It makes you a stress-free person and also reduces the work pressure at the same time.

If you respect one another at work regardless of the differences, you will be able to understand and communicate with each other in a better way and that will help you **balance**

work life and take care of stressful situations easily. At this point, you will be working together as a team instead of working separately.

Respect is highly essential in a workplace as it improves the environment in which you are working. The thing with mutual respect and understanding also means you will not discriminate against others. You will not show any signs of prejudice or racism.

Instead, you will try to sort things out without much fuss and chaos. And that's what sets people apart! To establish a fair and good working environ-

ment, it is essential to treat one another like they are of your own. Only that can help in **developing a healthy workplace.**

Respect can also boost productivity. The idea is quite simple. When people work with one another with peace and harmony, they don't have the time to focus on other shallow and petty ideas.

People will be more interested in finishing their assignments and boosting the levels of **productivity at work.** Nobody will be worried about what the other person is thinking. The goal will be to the company itself and that will definitely

help the company improve significantly over time.

Management needs to show more respect to their employees.

We need to respect ourselves and each other better.

As we all continue to figure out the future of COVID-19, Try hard not to lose that respect for one another.

RESPECT!



The Financial Secretary/Treasurer's Report

By the Numbers

By Paul Neil

Income and Expenses for August

Our August's income was \$342,434.98, down \$49,513.69 from the previous year's August's income of \$391,948.67. Once August's mandatory per capita fees to the International ATU and various Labor Councils were taken out, what remained was \$253,558.33 to pay our expenses. August's expenses were \$236,143.47 down 41,166.88 last year's August expenses of \$277,310.35. At the close of August, we ended with a month-end surplus of \$17,414.86 and a YTD positive balance of

\$159,542.12.

Membership Census:

In the month of August, we received 30 new members. We had 26 members deducted due to voluntary withdrawal, suspension, death, or retirement.

Our total active membership is now **4,391**, up 4 from the month before. A year ago, our active membership was **4,828**. Our dues paying Retiree Membership is 800, up 2 from the month before.

Race Consciousness *The need for leadership*

By Alim Abdullah, Atlantic base 20864

Leadership is as natural as it is critical for the survival of our societies by orchestrating the harmony of people working together. In this respect a leader is to execute their given powers for the wellbeing of the contributing and the interested supporting parties.

Individuals embarking and or occupying leadership roles must adhere to the principle that understanding the people is critical for servicing them, so that the people may render their best output for the good

of the collective. By acting in contrary of good will to the masses and for the good of personal gain and or a single groups self's interest erodes the life of society.

A piece of a whole cannot be for its own self, but a representation of the role played. In other words, Leadership represents the role of organizing its societies culture, policy, and procedure and its they're part to understand the people that are the power that runs the engine.

Do for self.

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 Recording Secretary's Report

What Happens Next

By Tamieko Cook

The Fall 2021 pick season at KCM has almost come to a close, as I write this there are a few still to hold. Many members were glad the Fall 2021 Bus Ops pick was back to in person. While operators were able to view the work and make a selection in the pick room. However, there were many members who chose to still utilize the absentee forms and request a phone call in order to pick over the phone. More Union reps were detailed in anticipation of an increase in the number absentee forms received. While absentee forms have always been available it was unknown following the previous two picks and the intentional usage of absentee forms how many members would choose to use them.

While the Bus Ops pick is the largest and most complex to conduct, not including the one week of pick preview, all other classifications hold picks as well. Since being in office, I have made an effort to become

more familiar with and part of conducting picks for various other classifications, like Rail Ops and VM, Streetcar Ops and O&M Sups, Special Classifications and First Line supervision. That has not always been possible because there are times when some picks are held on the same date.

Looking towards the end of this pick season next up are generating the KCM shop steward lists for Fall 2021. A bulletin regarding the KCM Fall 2021 shop steward nominations is coming soon. A new KCM list of shop stewards is generated

each shake up for all classifications. At our smaller properties such as Kitsap, Solid Ground, Clallam and Jefferson transit shop stewards are elected for a one-year term of office per the Bylaws. Each smaller property has a nomination and voting period and shop steward lists are generated following these. In September Solid Ground held their shop steward elections. I am happy to announce that Solid Ground elected 5 shop stewards for a one-year term. KUDDOS!!

Information about Shop steward training is question I

get often. I know much work has gone into shop steward trainings, such as classification specific modules and focus on small property trainings. I always let members know training announcements are posted as bulletins on the Union bulletin boards and website, so keep an eye out. As the recording secretary, I maintain the lists of shop stewards, but trainings are handled by the vice presidents. Members also ask what it takes to be a shop steward. I always state the desire to help others, reading and learning the contract, reading, and learning the ATU 587 Bylaws, and attending Union meetings for a start. I also like to suggest that newer shop stewards engage with senior shop stewards, chief shop stewards, and Executive Board Officers. They may also shadow these members to gain knowledge.

To Be Continued...
Be Well

There were many members who chose to still utilize the absentee forms and request a phone call in order to pick over the phone.

Letter to the Editor:

Dear Editor:

It was great seeing the letter the Union sent to Mr. White. It presents Management with another way to show just how much they care about our health and safety; in addition to the fine way, they currently enforce the Federal, State and County mandate for ALL passengers to

wear mask while riding transit!

It's also nice to see that the KCC has given Metro \$5 million for safety. I'll make a prediction here. There will be \$5 million in new signs that no one will read. Stating policies, that are not and will not be enforced. If I am wrong and I actually see Security officers on the bus I really hope they are actually given

the authority to do something other than tell people to behave.

And last I read in the Metro Ops Bulletin that Management is receiving "a lot of calls" complaining that drivers are not wearing masks. I guess they are not getting calls about passengers not wearing mask. It's just we drivers that get those complaints from passengers. That

sounds about right. We all know that one driver not wearing a mask on a bus with no passengers is more dangerous to the public than the 9 out of 13 passengers not wearing mask or not wearing them over the nose and mouth I had on one trip last week.

Richard S. Thompson #3847
South Base Ops

No Where to Run, No Place to Hide

By Janet Novotny, #22073, Shop Steward & E-Board Rep, Ryerson Base

“Our workplace is a circus! We don’t have the choice to stay home because our workplace is ON transit. There is no place to hide from assaults!”

That was the opening salvo by President Ken Price firing up the ATU brothers and sisters at the Rally for Safety on September 2 at the Maleng Regional Justice Center in Kent. He went on, “Essential transit workers have an increased risk of illness, hospitalization and even death from COVID-19. We just want a safe workplace.” The ATU members cheered his message, loud and proud, echoing President Price’s demand to King County Metro for safe working conditions.

The alarming upsurge in COVID infections has most of us in transit very nervous. As I am writing this on Sept 14, the *New York Times* reports today’s new COVID infections were 152,177 and the deaths today were 1,888.

We don’t like being in the fray with a busload of strangers. How many times has an unmasked passenger defiantly strolled past you, past the farebox and past the shield? The shield will prevent a glob of spit from landing, but airborne germs can go over, under and around the shield. If a passenger is not wearing a mask properly—or at all—we can assume they are not vaccinated either. We cannot leave our seats, enforce the mask mandate, refuse service or put someone off the bus. A flimsy shield will not deter a hostile passenger intent on assaulting a driver.

ATU 587 is proposing a return to emergency policies that were effective and very popular with drivers in the early days of the pandemic. Front door loading of disability riders who need the ramp and cordoning off that section, rear door boarding for all others, and eliminating fares did, and will, minimize COVID-19 exposure and avoid passenger conflict. Reducing passenger conflict will reduce employee discipline, save jobs and improve morale. If Metro really cares about safety, they will do this for the drivers. If not, their message is that we are expendable.

A situation on a bus can go from bad to worse to critical in moments. Drivers are expected to de-escalate any situation,

though we are not trained social workers, law enforcement or mental health professionals. Yet we manage unstable situations all the time with no guarantee of rapid response by security, if any. How can this be safe for us or the public?

While bus operators sustain the most security incidents, all classifications have had issues. Facilities Maintenance workers have been attacked. Vehicle Maintenance personnel have surprised sleepers who come up swinging. Rail Operators have been accosted on the platforms at terminals. Solid Ground drivers face physical and verbal abuse daily. Security and safety incidents pervade all of King County Metro. Even the supervisors want to go out in pairs when called to de-escalate a situation. Who can blame them? We all just want to go home safely.

Brother Larry Brown, President of the Washington State Labor Council, AFL-CIO, joined the speakers and had this to say, “Washington state law requires all employers to provide a safe workplace. It is unacceptable for ATU members to face the threat of assault and insult just because they report to work. We all depend on you to do your job. Your labor movement family demands better for you!” Thank you, President Brown for your support and showing up for our Rally for Safety.

Pro-transit candidates Kim-Khanh Van (for King County Council) and Carmen Rivera (for Renton City Council) attended the rally and engaged anyone who had questions or concerns. Several ATU members brought their kids and significant others who pitched in to help set up, break down, run for coffee and batteries, and stand with us in solidarity. Everyone working together for the benefit of the ATU family was a powerful thing to see. By the end of the rally, every attendee got a patch pinned on their safety vest or collar (photo courtesy of Chuck Lare, ATU 587) that identified them as an Essential Worker, Local 587 ATU.

Some handmade signs were blunt in calling out Metro management and the King County Executive. They cited direct quotes from Metro’s attempt to reopen the CBA last spring and Metro’s own safety policy:

• My Dad is an Essential Worker. Keep



Him Safe!

• We Need to Have an Adult Conversation About Our Safety, Dow!

• Terry White—Bus Drivers Aren’t Getaway Vehicles, Shelter Managers, Spitoons, Mental Health Workers, Addiction Specialists, Punching Bags

• Equity?? Dow: “Violence against any employee is unacceptable—unless you are a Metro driver!”

We drove, and continue to drive, every day of the pandemic as front-line, essential workers. We take other essential workers to their jobs at hospitals, clinics, grocery stores and schools. Safety affects every one of us, whether driving or riding the bus. Metro owes it to transit workers and the public to make safety a priority. As President Ken Price said, “We have no place to hide.” We can’t work from home or lock ourselves in an office out of harm’s way. We are proud, dedicated professionals and we deserve a safe place to work. Come to the next rally and be heard. Use your outside voice! YOU are ATU 587!

NOTE: None of your ATU 587 dues go to political candidates. Any candidate endorsements or funding happens through COPE, the political arm of ATU. You can support pro-transit legislation and candidates by becoming a COPE member. Email copecmte@atu.org for details.

**To: All Members of Local 587
From: Recording Secretary Tamieko Cook**

Proposal To Change Bylaws ARTICLE III, Section 2

Erica Julius-Rizvi on January 31, 2021

In accordance with the Article XV, pertaining to bylaw proposals, the following proposal will be published in the **July and October 2021** edition of the *News Review* and **will be voted upon at the October 2021 cycle of meetings.**

Current Language:

ARTICLE III OFFICERS

Section 2. Executive Board

(a) Members of the Executive Board shall be elected from the membership within their respective departments as follows: Eight Transit Operators, from which

a representative will be appointed to each operational base; three members from the Vehicle Maintenance Department; one member from the Facilities Maintenance Department; one member from the Supervisors Department; one member from the Rail Operations Section: one member from the Rail Maintenance Section; one member from the Special Classifications; one member from the organized units within King County and outside the King County/Metro bargaining unit; two members from the organized units outside the King County/Metro bargaining unit (one representing Kitsap Transit and one representing Jefferson Transit and Clallam Transit) ; and one Minority Affairs Officer from the membership at large.

(f) Employees in the Rail Operations Section shall consist of all job classifications listed under the following Articles in the current labor agreement with King County/Metro: Streetcar Operator, Streetcar O&M Supervisor, Link Light Rail Operator, Link Light Rail Supervisor, and Rail Technical Trainer.

(g) Employees in the Rail Maintenance Section Shall consist of all job classifications listed under the following Articles in the current labor Agreement with King County/Metro. Streetcar Maintenance Employees, Link Light Rail Vehicle Maintenance Employees; Way, Power and Signals Employees; and Link Light Rail Facilities Employees.

New Proposed Language:

ARTICLE III OFFICERS

Section 2. Executive Board

(a) Members of the Executive Board shall be elected from the membership within their respective departments as follows: Eight Transit Operators, from which

a representative will be appointed to each operational base; three members from the Vehicle Maintenance Department; one member from the Facilities Maintenance Department; one member from the Supervisors Department; ~~one~~**two** ~~members~~ **(2)- members** from the Rail Operations Section; ~~one~~ **(1) member from the Streetcar Operations and Maintenance Section**; one member from the Rail Maintenance Section; one member from the Special Classifications; one member from the organized units within King County and outside the King County/Metro bargaining unit; two members from the organized units outside the King County/Metro bargaining unit (one representing Kitsap Transit and one representing Jefferson Transit and Clallam Transit) ; and one Minority Affairs Officer from the membership at large.

(f) Employees in the Rail Operations Section shall consist of all job classifications listed under the following Articles in the current labor agreement with King County/Metro: ~~Streetcar Operator, Streetcar O&M Supervisor, Link Light Rail Operator, Link Light Rail Supervisor, and Rail Technical Trainer.~~

(g) Employees in the Rail Maintenance Section Shall consist of all job classifications listed under the following Articles in the current labor Agreement with King County/Metro. ~~Streetcar Maintenance Employees, Link Light Rail Vehicle Maintenance Employees; Way, Power and Signals Employees; and Link Light Rail Facilities Employees.~~

(g2) Employees in the Streetcar Operations and Maintenance Section consist of all job classifications listed under the following Articles in the current Labor Agreement with King County/Metro: Streetcar Operator, Streetcar O&M Supervisor, Streetcar Maintenance Employees.

The ATU 587 Salutes Our Fallen Members

The COVID-19 Delta variant is spreading quickly throughout our membership and infections and deaths are rising across the State. In the past month, our Union has lost four members to Covid-19. The loss of these fellow frontline workers has brought us to a grim total of 6 members killed by this devastating virus. ATU 587 is distraught that COVID-19 continues to leave a troubling path for our Union and Families. President Ken Price sends

our Union's deepest condolences to the families, extended families, friends, and all the members of this Local. The call to honor the lives of those we've lost is renewed by ATU 587 demanding our governments and transit agencies stay on course to protect our members. We are keeping our communities moving. Please honor the memory of our fallen by continuing to fight to ensure our brave members can safely go home to their families.

Richard Mortenson, Transit Parts Specialist

Antwone Harris, Transit Operator

Theodore Scheschy, Transit Operator

Mike Winkler, Transit Operator

Samina Hameed, Transit Operator

Halloween!

Beware of Goblins!

*Sunday,
October 31st*



Switch to Kaiser for 2022 and Get \$1,000 for Health Care Expenses!

Kaaiser Permanente offers high quality health care at an affordable price. Kaiser's Washington HMO plan ranked number one in the country for helping members stay healthy and manage chronic conditions like diabetes, asthma, and heart disease. (See report link below.)

Kaiser is easy on your pocketbook too. ATU members in the Kaiser plan spend, on average, only \$215 per person per year out of their pockets for medical care and prescriptions. That's about a third of what members in the Regence KingCare or KingCare Select plans pay.

That's why the ATU negotiated a deal that allows members

who switch from a Regence Plan to Kaiser during Open Enrollment to receive \$1,000 in an HRA (Health Reimbursement Account) in 2022. You can spend the money on all the same medical, dental and vision expenses that are allowed for health care FSAs. The only requirement is you need to stay in the Kaiser plan in 2022 and 2023. You'll have until the end of 2023 to spend the \$1,000.

The ATU is offering this one-time deal because money saved on health care means more money is available during bargaining for pay and other benefits. And because Kaiser offers high quality care and lower costs for you, it's a win-win for all of us.

If you're already in Kaiser, you may be wondering why you can't take advantage of this offer. Since nearly half of our members are in the Kaiser plan already, the cost of offering this to everyone are too high and would deplete the funds we hold

in reserve to pay for possible catastrophic medical costs.

Open Enrollment runs from November 1–15. See the links below for more information and to sign up for your benefits next year.

Important Links

King County's Open Enrollment Website:

<https://kingcounty.gov/audience/employees/benefits/open-enrollment.aspx>

WA Health Alliance Report on Health Plan Quality Scores:

<https://wacommunitycheckup.org/highlights/2020-evalue8-results/>

Retirees Corner

Hello all,

Southend Retirees breakfast meets on the 3rd Saturday of the month 8:30am at Little Pat's Place in Burien, 13621 Ambaum Blvd SW. The Northend Retirees breakfast meets on the 1st Saturday of the month at Family Pancake House in Edmonds, 23725 Hwy 99. Coffee and breakfast can be purchased. All ATU 587 members are welcome to attend. We look forward to seeing you there!!

President's Report, continued from p.1

certainty, with no office space available for these newly hired. Think about it: reasonable accommodation for a bus driver with an exemption = *Sorry, no*. Reasonable accommodation for management with exemption = *Yes, work from home*. Equity in the workplace?

I mentioned in a recent safety bulletin, *Transit Workers have been placed in the middle of providing safe bus service to the public, while also trying to maintain their own safety*. More concerning is that while we fight for safe buses, thousands of Transit members, Federal, State and County workers are facing termination over religious or medical exemptions for the vaccine mandate. A recent lawsuit by State Troopers, Correction Officers and other government agencies brings up the already concerning issue, "What's going to happen if thousands of workers are pushed out?". Who's going to protect the citizens, let alone the transit worker? Is it going to be safe to ride a bus in King County?

Scary stuff—and just one of the issues causing a extremely stressful past few weeks for all of us. The vaccination deadline is looming, as we go head-to-head with King County Metro. As a Union, we are protecting the contract. We are protecting

Reminder, the deadline for securing Long Term Care insurance is coming up

members on both sides of the vaccine mandate. It's a tough situation to be in because it cannot be a fight based on our personal views, it has to be a fight for the contract. I've heard from many members about their frustration and disappointment with the Union on this vaccine mandate. The frustration is from members, both for and against. But as a Union we stand together for equity in the workplace. We are a workforce of all political and religious views. We have many members with medical or religious exceptions that must be respected.

We've been in negotiations with King County on all the impacts of the vaccine mandate, and we should probably have an agreement by the time this goes to print. There will likely be situations that can extend the date, due to various factors.

Safety, safety, safety for All! Please be safe out there, because infections are at an all time

high. Always wear your mask, always social distance. Wash your hands!

The ATU587 Officers recently started contract negotiations for Jefferson Transit. We currently have three dates set up and hope to have our proposals accepted without much pushback from Jefferson Management. We have a responsibility to our members to have a plan in place for getting a successful contract. Our goals for Jefferson Transit are to be completed by December 31st, 2021.

Kitsap Transit negotiations are now open and we're now clear to schedule negotiation dates. We'll be reaching out to negotiation team members to go over the proposal and determine if we need any additions. We will then share this with members to confirm we have all the information you wanted included in the proposal.

Recently, Metro Supervisors met for discussions impacting

their classifications. These conversations were about safety, contract issues and health and security. It was great to hear that the meetings were well attended. Reggie Chavez, the E-Board Representative is doing a good job taking notes on your issues and concerns. Let's continue with these discussions and meet regularly, so we can better our communications. I hope to be able to attend the next scheduled meeting.

Reminder, the deadline for securing Long Term Care insurance is coming up! In Washington State, you must have a private LTC in effect by November 1, 2021, in order to opt-out of the State's program. Payroll deductions for Washington State's plan begin January 1, 2022. This means Long-Term Care Insurance tax will be coming out of your paycheck at the rate of .58 for all hours worked, starting January 1, 2022.

Only you and your family can determine the best and right coverage for Long-term care Insurance.

Please try to listen to those who have gotten the vaccine and also to those who have not. It's an important decision that impacts us all in a variety of ways. Let's remember to respect your brothers and sisters of ATU587.