

APRIL 2004

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# ATU LOCAL 587 News Review

52

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www.atu587.com

VOL. XXVII, NO. 4



## PICKING TIPS 101 *Shakeup is Coming!*

**Warning! Any efforts to ignore this will article may result in the summer of your discontent!**

*By Recording Secretary Jennie Gil*

**T**HE OLD ADAGE "INFORMATION is Power" applied for this particular circumstance is better said "Lack of information is powerlessness." Many people mess up when they pick, from the highest seniority full-timer to the newest part time operator. Please take a few minutes to review this information to lessen the possibility it will be you this time.

### WHEN?

Part-time pick will take place May 1, 2, 8 and 9, Full-time will happen May 3 through 13. Part-time preview will be held April 26 through 30. Full-Time preview will be held April 27 through May 2. Both rooms will be open around 8:00 a.m. to 4:00 p.m. Please see your Operations Bulletin boards for the exact times.

### NOT JUST FOR OPERATORS

Vehicle Maintenance will pick May 18, 19 and 20. At the time of this writing, no lead pick has been scheduled. Specific pick information will be posted in the contractually mandated manner. Vehicle

Maintenance Executive Board Officers ask that phone calls during pick be for emergency purposes only.

### RESTRICTION FORMS (Part-Time Operators)

Restriction forms were sent out to the bases and South Training March 15<sup>th</sup>. The deadline for turning in restriction forms is April 22<sup>nd</sup>. **Absolutely no restriction forms will be accepted past this date.** Restrictions amount to usurping the seniority of those ahead of you who did not have the need to restrict, so the Union takes these deadlines very seriously. Please see pick personnel or call me at the union office for an alternate strategy if you are caught in this bind. Also know that if you submitted a restriction form and we reach lockout, you will be required to honor that restriction.

Lockout is when there is the exact number of slots for either a.m. or p.m. as there are restriction forms. For example, if we have 100 a.m. slots available system-wide, and 100 restriction

forms on file, we go into a.m. lockout. At that point unless you had a restriction form submitted for that shakeup, **you may not pick a.m. work, regardless of your seniority.** If something comes up after you submit your form that frees you from needing to be restricted, please contact the pick coordinator or call me at the Union office and rescind your restriction form. You may rescind a form all the way up to that point where we go into lockout.

### ABSENTEE FORMS REVISED

Is there is any reason you won't make it? For that we have absentee pick forms. Some wise and cautious members fill out an absentee form even if they fully plan on being there, in the event that a flat tire or an alarm that did not go off curtails their plan. You will not be bound by your absentee pick form if you do show up, it

*continued on page 6*

## AN INVITATION TO ALL LOCAL 587 MEMBERS

*You are invited to an Open House*

*Saturday, April 3 • Noon to 4:00 p.m.*

*2815 Second Avenue, Suite 230*

*Come celebrate the move to new office space!*

AMALGAMATED • TRANSIT • UNION

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# The Month at a Glance

## Executive Board Report

March 23, 2004

The following business was conducted:

- Motion by Paul Bachtel to set the prime time Transit Operator vacation periods for 2005 as follows: periods 22 through 35, inclusive, and period 51.

- Motion by Rick Gleason to donate \$1,000 to the ATU Local 1005 strike relief fund.

- Motion by Marc Auerbach to send up to three members to the Summer School for Union Women at The Evergreen State College, June 23 through 27, 2004, paying registration, and \$25 total per member travel and per diem.

- Motion by Marc Auerbach that Local 587 support the "Quality Health Care: It's Everybody's Right" campaign by the Puget Sound Alliance for Retired American's by:

Endorsing the petition being circulated by the PSARA.

Directing President Norton write a letter to Jan Drago, presi-

dent of Seattle City Council, informing her of this endorsement and urging her to support the idea of placing the message of the petition on the November city ballot as a referendum.

Authorizing a contribution of \$250 to the Puget Sound Alliance for Retired Americans, in support of this campaign.

- Motion by Paul Neil that the Financial Secretary solicit bids from union firms to provide our computer services and bring those bids to the board and that their performance history be part of the bid process. The results of the bid will be presented to the Executive Board before any action is taken with our current service provider.

- Motion by Paul Neil to authorize the purchase of three thousand lapel pins at the cost of \$1.50 each.

## Business of the Membership

At the March 2004 cycle of membership meetings the following business was conducted:

- Motion requesting the officers bring forward the concerns of the ESW at Atlantic and Central regarding the proposed merger of the crews due to concerns over their seniority was finalized at the Charter meeting and approved by the membership.

- Motion to accept the budget as presented by the Budget Committee was approved by the membership.

- Motion to send a letter to Mayor Greg Nickels and the Seattle City Council to adopt the Code of Conduct for Metro riders into their municipal code was approved by the membership.

- Motion to contribute \$1,000 to the A. Phillip Randolph Institute was approved by the membership.

The following members were March pot draw winners: Paul Bachtel at the Charter meeting, David Earle at the morning meeting, Ray Larsen at JTA. CTS pot draw winner was Bob Eash. Rolling CTS pot draw of \$25.00 was won by Ed Stanard. Congratulations Ed! Next month's CTS rolling pot draw will be \$25.00.

The Seattle Chapter of the Latino Caucus held their monthly raffle to raise funds to start a scholarship for ATU 587 members. The winning ticket was drawn at the Morning membership meeting. Congratulations go to Brother Rick Sepolen from Atlantic Base.

## IN LOVING MEMORY...

*It matters not how a man dies, but how he lives. The act of dying is not of importance, it lasts so short a time.*

— Samuel Johnson

**Richard Burnett**, passed away suddenly of unknown causes March 8, 2004. Richard joined Local 587 as a Part-time Transit Operator in September of 1989, going Full-time in December of 1991. Brother Burnett, an active member out of South Base, was on leave to care for his ill mother at the time of his passing. He will be missed by friends and coworkers alike.

**Bob Cabanoc**, retired Mechanic, passed away March 4, 2004 of heart failure. Brother Cabanoc joined Local 587 in October of 1973, and retired several years back. He worked out of Atlantic Base for most, if not all of his career. Bob was fondly thought of and will be greatly missed.

**Mike Murray**, Base Chief at South Maintenance, passed

away March 5, 2004, after a valiant battle with cancer. Mike became a member of Local 587 in January of 1976, and was promoted to base chief in March of 1984. I remember Mike as a nice, quiet man, he is well thought of by many members, and will be missed.

**Richard Lenocho**, passed away February 15, 2004, after a battle with lung cancer. Brother Lenocho joined Local 587 in January of 1968 as a busdriver, and retired in October of 1986. He was 79 at the time of his passing.

**John Kenneth Yarno**, retired Body Worker, passed away January 23, 2004. Brother Yarno retired in 1974 after an eight year career at Metro. He was 94 at the time of his passing.

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

## Tentative Agenda

### Membership Meetings:

**CHARTER MEETING**  
Thursday, April 1, 2004  
8:00 p.m.  
The Labor Temple, Hall #8  
2800 1st Ave., Seattle, WA

**MORNING MEETING**  
Friday, April 2, 2004  
10:30 a.m.  
The Labor Temple, Hall #6  
2800 1st Ave., Seattle, WA

**JEFFERSON TRANSIT**  
Monday, April 5, 2004  
7:00 p.m.  
Port Townsend Rec Center  
Port Townsend, WA

**CLALLAM TRANSIT**  
Tuesday, April 6, 2004  
7:00 p.m.  
Port Angeles Senior Center  
328 E. 7<sup>th</sup> Street, Port Angeles

### Among topics to be discussed:

Grievance and arbitration update, Minneapolis strike, COPE status update, contract negotiations updates for Metro/king County and MV Transportation.

### Unfinished Business:

No unfinished business for the month of March.

## ATU LOCAL 587

*News Review*

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Transit Operator Position No. 6  
Transit Operator Position No. 7  
Transit Operator Position No. 8  
Vehicle Maintenance Position No. 1  
Vehicle Maintenance Position No. 2  
Vehicle Maintenance Position No. 3  
Facilities Maintenance  
Special Classifications  
Supervisors  
Clallam/Jefferson County  
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Web site: <http://www.atu587.com>

## 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.*

## Letters to the editor

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

Send letters to:

Jennie Gil, Editor  
c/o ATU Local 587

News Review  
2815 Second Avenue, Suite 230  
Seattle, WA 98121

# So What's Next?

By Executive Board Officer Dee Wakenight

**B**OTH OF THE MAJOR POLITICAL parties have their own schedule for the process of communication and the election of delegates for national convention. For the sake of consistency I will give the dates and relevant information for the Democrats in King County, and trust that those Republican members, or residents of other counties, will contact either County or State offices for information. To the best of my knowledge all this information is available online.

Attendance at the precinct caucus was the first step in the process, which may lead to the national convention. Hopefully many of you attended and participated in your precinct caucuses. Step two will be the "Convention Call", yes, the letter really says that this is the official "Call" for the caucus or convention.

## May 1, 2004 Legislative District Caucuses.

When you look at your voter registration card the first number(s) listed are for your legislative district.

**This is where delegates to the Congressional Caucuses are elected.** In my case this step will be the 11<sup>th</sup> District. All residents of the district are welcome

to attend and voice opinions, but only delegates are allowed to vote. Those planks ("planks" are suggestions or resolutions for the party position or policy) that were brought to the caucuses will be put to the test here. Only those planks with wide support will be adopted and allowed to move on to the next step.

## May 8, 2004 King County Convention.

Delegates elected at the precinct caucuses who attend the Legislative District caucuses will come together at the County level to evaluate and merge other district planks from the precinct level and assist in determining which are worthy of moving on to the next step in the process.

**Platform and resolutions** are the focus, but the opportunity to interact with other activists for the good of all in the state and possibly the nation, is quite exciting.

## May 14, 2004

This is the **last day to file intention to be a national delegate with State Party.** Those wishing to go to the national convention in Boston, MA, must declare their intentions by this date to be eligible to run for one of the positions.

## May 29, 2004

**Congressional District Caucuses: Delegates elected to the National Convention.** All delegates are eligible to attend and vote for their choice for the national convention to represent our part of Washington state.

## June 5, 2004 State Party Convention, Tacoma

Delegates from the entire state will gather together, those surviving planks will be presented, discussed, scrutinized and all the state will be as one, united in our political system.

## June 6, 2004 State Party Convention for electing delegates-at-large to the Democratic National Convention (DNC).

Naturally there is a formula in place to determine the number of delegates from each district to represent Washington State at the DNC.

Thank you for getting this far in our little trip to the national convention. Almost every step will involve a financial contribution from you if you wish to continue the journey in good graces. Yearly dues can and do add up. For example, the 11<sup>th</sup> District Democrats: Regular Membership \$15.00 Family \$27.00, I will stop here because there are 10 membership levels available and the rates are up to \$1000.00. In addition to district membership, there is King County, Washington State, and National dues. If attending a convention, there is registration, and the ever popular "Couldn't you just help us out with a donation?"

## July 26, 2004 Democratic National Convention- Boston, MA

You may be there or you may opt to watch it on TV. Whichever you decide. You now have the bare bones information to make an informed decision and know what's next.

## ARBITRATION UPDATE

- Kenny McCormick:** Grieved failure to follow FLSA requirements for travel time for board/report/ATL operators. Grievance being held in abeyance while issue pursued in court.
- Les Hoffman:** Grieved performance report regarding ADA stop-calling policies and procedures. Arbitration scheduled but postponed, awaiting dates for January or February pending settlement discussions.
- Ali Radboy:** Grieved termination due to severe accident. Arbitration sessions completed in November. Arbitrator handed down a split decision, ruling the accident preventable but reinstatement justified due to mitigating circumstances. Grievance final, welcome back, Brother Radboy.
- Kelly Venable:** Grieved disqualification from SIT recruitment process due to use of an earned benefit. Arbitration originally scheduled for January 16, 2004, rescheduled for May 5, 2004.
- Janice Kennison:** Grieved termination from Seattle Personal Transit due to violation of company no-smoking policy. Arbitration held January 7<sup>th</sup>, 2004. Decision pending.
- Vince Lee:** Grieved improper procedure for upgrade to temporary position. Arbitration scheduled for April 26, 2004.
- Dana Cormeier:** Grieved termination due to alleged falsification of time entries. Arbitration held March 1 and 2, 2004. Decision pending.
- Ron Griffin:** Grieved improper separation from the position of Equipment Service Worker. Schedule pending.

## SAVE THE DATE!

# Summer School for Union Women

June 23-27, 2004 • Olympia, WA

*The Labor Center will host its 15<sup>th</sup> Annual Summer School for Union Women in June and invites your participation.*

**Find your Voice • Become inspired  
Learn by doing**

**Make great connections • Have Fun**

*We are the leaders we  
have been looking for!*

*Scholarships available through the  
Washington State Labor Council  
Women's Committee,  
or by contacting Lucilene Lira,  
Women's School Coordinator at:  
360-867-6055 • whitesel@evergreen.edu*

# Letters to the Editor...

**Editor's Note:** Paul J. Bachtel is filling in for the vacationing News Review editor Jennie Gil. Please direct comments and corrections to Paul J. Bachtel.

## Man to Hate Debate

Dear Editor:

In the March issue of the *News Review* Shop Steward John Abercrombie wrote a rebuttal to an article I wrote in the January issue, "The Man Everyone Loves To Hate." In Abercrombie's rebuttal he accuses me of making up a story and being untruthful. My article was critical of management's actions in terminating Transit Operator Loren Womack. I represented Loren during the time period in question and having had numerous conversations with Loren regarding the incident (that led to his termination) as well as access to Loren's file I cannot divulge specific exculpatory information without violating Loren's right to confidentiality. Therefore you will have to discern the truth for yourself.

Ironically, in Abercrombie's letter to the editor he defends union members violating their Oath Of Obligation to our labor union by writing incident reports causing another union member harm (Loren losing his job) while at the same time challenging my integrity and truthfulness. John also defends his base chief and base supervisor after I questioned the integrity of his base chief and the judgment of his base supervisor. For those of you unfamiliar with the Oath Of Obligation it is the first page of our Constitution and General Laws (copies available at the union office).

The *News Review* should be a forum to challenge management, not attack other union members. As an executive board officer and member of the shop steward committee I will not use this forum to dispute Abercrombie's allega-

tions. Therefore, if Abercrombie wishes to debate the issue he is welcome to appear before the executive board or the membership at the charter meeting where I will be happy to answer his challenge.

John Abercrombie is not the only union member confused about his responsibility to his fellow union members and his Oath of Obligation. In recent months we have experienced numerous incidents of union members, some of them stewards, turning in their fellow union members for policy violations. In one incident a chief shop steward made a deal with a base chief to turn in fellow union members for policy violations in exchange for no discipline being issued. For transit operators, reporting policy violations of fellow union members to management is a violation of the Oath Of Obligation. If you need to report a violation please make your report to a shop steward, not management. The great majority of our managers will have little respect for a union member who violates their Oath Of Obligation. If any harm comes to the union member being reported, the union will be forced to challenge the integrity of one member while defending another.

Executive Board Officer  
Paul J. Bachtel

## The Radboy Grievance

Dear Editor:

I would like to thank the Union officials for their very professional job in presenting our side of the issues in the Radboy grievance. After reading the Union's post hearing brief I was so proud of the quality of representation, especially the work of Brian Sherlock and Paul Bachtel; it was a brilliant presentation. No, we didn't get the desired decision we hoped for, and yes, this was a very expensive grievance, but I hope ev-

ery one who sits behind the wheel of one of these coaches realizes this kind of accident could happen to them.

I have driven for Metro for over 25 years and have never had such a problem with blind spots as I do now. If I were having this problem in my own car I would take it back to the dealership and buy a safer car. Even the coaches in our historical fleet have a clearer view from the driver's seat.

The idea from the arbitrator that we are PROFESSIONAL drivers and therefore should have been able to avoid this kind of accident is absurd. We PROFESSIONAL drivers expect PROFESSIONAL equipment. We have alerted management OVER and OVER again of the unsafe conditions regarding the blind spots and we are ignored. The bottom line is it COSTS too much to change the equipment to be safe. How much is a life worth???? And guess who is the fall guy when we don't use our super human vision and see through these blind spots.

I am angry that we have to work under these unsafe conditions. What is the solution? One of our fellow operators...who had too many close calls with the blind spots courageously took a stand and declared she would no longer work until these blind spots were fixed. She found another job rather than take the risk of killing someone. I recall in the past that we have threatened walk-outs because of unsafe equipment. At the very least every operator should fill out a green safety form EVERY time they have a close call because of the very unsafe blind spots in our coaches.

It is noteworthy that a former State Police Officer, after sitting in the driver's seat of the Colorado coach involved in a fatality, considered the fare box blind spot to be unacceptable. To add to our frustration as drivers, some North Base operators had reported to Safety the problem with the Fremont intersection; all the many safety hazards present in making a left turn traveling west. A simple solution suggested was to hold the light westbound for a few minutes more to let the bus have a safe left turn. But no...nothing was ever done about it and now we have to deal with this tragic event.

I am sure many of you feel as I do that we are just banging our heads against a wall when trying to make this a better safer company. Now, what was the motto drilled into us as new trainees?? ...SAFETY, service, schedule... Management needs to practice what they preach.

Ruth Wilson, #3927  
North Operations

## Security Reports

Dear Editor:

I've been writing a lot of Security Incident Reports recently, for a number of reasons. The North Base Security Team has requested operators to be more diligent about documenting security issues for one. ("Remember, if you didn't write a security incident report — it never happened".)

I'm [also] trying to get security teams at problem locations. So I was surprised when a North Base chief called me into his office to tell me in writing "...not to fill out SI forms for non-payment of fare unless there is a specific individual with a predictable pattern." I explained that in the case of fare evasion, the Book states on page 572, to "Submit an SI report if this is a recurring problem." **It does not say**, "...if this is a recurring problem *with this person*." In the Offender Data portion of the SI report, a check space appears for "Repeat/Chronic Offender?". If SI reports were only for chronic offenders, then the question "Repeat/Chronic Offender?" would not be asked since the answer would be redundant.

There is also a check box for problem location. The language of The Book (recurring problem) and the specifics of the Security Incident report are in perfect agreement with each other. "Recurring problem" not only refers to repeat offenders, but also to problem locations. This fact is further reinforced by The Book on page 570 where it says (in regards to the Code of Conduct), "Security will be looking at the reports generated by enforcement of the code to help **target problem areas** (emphasis mine) and deploy police officers." And what is the very first article of the Code of Conduct? Pay the correct fare.

One of my sources inside Metro informed me that when Metro began enforcing the fare, a number of problems arose. The cost of prosecuting fare evaders and defending against complaints of wrongful discharge from the coach exceeded the loss of revenues from non-payment of fares in the first place. There also was a decrease in ridership because customers who did pay their fare didn't like having to wait for offenders to be removed.

Then there were security issues for Operators enforcing the fares. Hence, Metro's current stance: ask once, but only if you feel safe doing so, otherwise press #3 and write an SI report. Understood.

That's why I am currently composing a letter to the North Base Security Team. I appreciate

### SEND IN YOUR OPINIONS

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

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### NOTICE TO ALL READERS

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

# Letters to the Editor...

boarding teams and coach escorts, but it is my hope that some of our Security Staff could occasionally remain at problem locations, like the Aurora Village Transit Center, the way they do in the tunnel. One or two officers would prevent numerous problems on many coaches that way. Prosecutions would be avoided for the pay-as-you-enter inbound trips, and handling offenders at the end of outbound trips wouldn't take up our fare paying public's time.

I realize that this doesn't solve the problems along the route, but it is my belief that this compromise solution addresses the most

problems while still remaining true to current policy.

*In solidarity*  
Andrew Jeromsky #8707  
North Base

**Editor's Note:** Kudos to Andrew Jeromsky for taking the time to document security incidents. In the month of January, just on the route 358, the 3 key was pressed 3107 times. The citizens of King County are losing tens of thousands of dollars each year to fare evasion on this one route alone.

*Metro's policy of "ask once for fare if you believe it is safe to do*

*so" creates a double standard in fare enforcement. It's a policy that fosters fare evasion and creates an atmosphere of disrespect. This atmosphere of disrespect leads to other rule violations including operator assaults. Operators such as myself who believe it is rarely safe to ask for fares are viewed by passengers as nice, while operators who routinely ask for payment are viewed as not nice. This inconsistency in policy application causes operators who routinely ask for fare to come in off the road angry, incur customer complaints that lead to excessive management scrutiny in the form of ride checks by the service audi-*

*tor, among other things, and suffer passenger assaults.*

*Will we ever reach a point where all operators consistently make the same judgment call that it is safe to ask once for the fare and Metro management will not enforce fare collection? I wonder what would happen if all operators collectively refuse to ask once for the fare. I'd bet in a very short time the public would discover they don't need to pay to ride the bus, and Metro management would be forced to choose between enforcing the fare or losing approximately 25% of its operating revenue.*

# Who Will Speak for American Workers?

By Bill Duroe, ID 1908

**Editor's Note:** This is part four of a four part series *Brother Duroe composed on politics and the American Worker*. Members who missed the first three parts and are interested in following the essay in its entirety, please contact the Union office for a copy of the January, February and March News Review.

## Part IV

FROM ALL THIS DESCRIPTION IT seems obvious that the US economy should move quickly to re-enter the high tech manufacturing industry to produce both good jobs and positive trade balances — prior to 1970 the US dominated high tech manufacturing. Unfortunately, that's not at all likely to happen any time soon. The major shapers of US economic policy — big investors, Wall Street security traders/investment bankers, overpaid executives, and our putative economic "wise men" are doing quite well under the current "free trade" and "de-regulated" regime. The next quarter's numbers will be better with cheap foreign labor and no environmental restrictions. This "locust" economic perspective says "Eat it all now; there's no such thing as winter." In the recent cases of outright fraud at Enron, Arthur Anderson, WorldCom, Tyco, et al., the game plan seems to be, "Steal as much as you can and move it offshore." De-regulation of finance, communication, and energy made it all too easy.

The common interests of those "shapers" bring us to John

MacArthur's *The Selling of Free Trade*. In 1993 working Americans watched as a labor supported Democratic President maneuvered a Democratic Congress to pass NAFTA, a pet scheme of the man he had just defeated. If George H. Bush had absolutely no hope of passing NAFTA, why on earth did Bill Clinton make NAFTA his economic legislative priority? Well, Bill was nothing if not a grand schemer. One, Bill had seen how generous big business had been to George H. Bush; he wanted that support for his own campaigns. To get it he needed to demonstrate to business that he could deliver what a Republican President could not. Secondly, Clinton needed a substantial legislative win to demonstrate that his administration was doing things; that he had momentum. Third, Bill was a Southern governor, a political set usually wary of, if not hostile to, labor. He was a founder of the Democratic Leadership Council, a group eager to show good will towards all (business)men.

Lastly, Bill Clinton may actually have believed that, whatever damage to working Americans, NAFTA would be good for America in the long run. Given our experience of Bill's later casuistries, it's evident he has difficulty distinguishing the expedient from the true. An old labor friend of mine who is also a football enthusiast summarized the Clinton years thusly: In his first quarter Bill Clinton made a touchdown for the wrong team. In his next three quarters he improved in that he only lost yardage!

To reshape the American economy and recover world economic leadership for the benefit of all Americans is an overwhelming task. Even convincing a majority

of union members may prove difficult. Most Boeing unions supported NAFTA and the recent Fast Track. Some of our own well-paid mem-

*continued on page 7*

## UPCOMING AT LOCAL 587

MARCH 30 – First Line Supervisors pick.

APRIL 2 – Open shop steward nominations for Special Classifications and Supervisors.

APRIL 3 – Open House for all Local 587 members.

APRIL 10 – Supervisor's new shakeup begins.

APRIL 13 – Close nominations for shop steward for Special Classifications and Supervisors.

APRIL 22 – Special Classifications and Supervisor's Shop Steward election, as needed.

APRIL 22 – PART TIME PICK RESTRICTION FORMS DUE. NO LATE FORMS WILL BE ACCEPTED.

APRIL 26 – 30 – Part-time Operator preview, Central/Atlantic Base, 8:00 a.m. to 4:00 p.m., upstairs in the quiet room.

APRIL 27 – MAY 2 - Full-time Operator preview, Central/Atlantic Base, 8:30 a.m. to 4:30 p.m., upstairs classrooms.

APRIL 27 – Executive Board meeting.

MAY 1, 2, 8 AND 9 - Part-time Operator pick, Central/Atlantic Base, upstairs quiet room. Please consult a seniority list for your pick time and date.

MAY 3 thru 13 - Full-time Operator pick, Central/Atlantic Base, upstairs classroom. Please consult a seniority list for your pick time and date.

MAY 13 – Shop Steward nominations open for Vehicle Maintenance and Transit Operators.

MAY 18 thru 20 - Vehicle Maintenance pick. Please see your bulletin boards for more information.

## Picking Tips, continued from page 1

merely provides backup service for you in the event The Fates conspire against you.

Operators may turn in an absentee pick form to the window before 7 a.m. on your pick day. If you bring it to the pick room we can accept them all the way up until two minutes prior to your pick time. Please note the forms have been recently revised. Review the forms carefully before you submit them.

### NO SHOW AND NO ABSENTEE FORM?

If you do not submit an absentee pick form, the union has a long-standing policy to make a no-show pick based on your last picked assignment. If you do not arrive by ten minutes prior to your scheduled pick time, your pick sheet is handed off to the union representative, who will look up your current assignment. The ten minute mark is used as it takes time to research an assignment. If your current assignment is open, it will be picked for you. If not, there are certain guidelines and restrictions used to pick for a no-show with no absentee pick form to follow.

This is critical for Part-time Operators whose pay is based on hours worked and the potential for increasing hours worked increases with seniority. The union representative will usually select work that reports on or after your current report time and quits on or

before your current quit time. You will be placed at your current base as long as it is still open, and if not, at the base closest, if at all possible. Due to these guidelines and restrictions, often the tripper picked for you by the Union is substantially shorter than the tripper you could have picked yourself.

Occasionally there is no information available as to what you are currently working and often there are no similar assignments left, especially as we get on down the seniority list. If there is time and an open phone line, the union rep may attempt to call you, but if we do not have your current address/phone number, and the assignment sheets do not list your current assignment, the union representative has little recourse other than to pick an assignment completely at random.

### I CAN'T WORK THIS!

Once the union rep picks your assignment it might not be changed if you arrive late. If you arrive immediately after the union has picked for you, AND, if the people who picked below you are still in the room, the pick may be stopped and your piece offered to those who picked behind you if you are so very opposed to working it. If this should occur, the pick still goes on around you and those with lesser seniority who did arrive on time will continue making their selections. If, however, even one person below you

***Attempting a call when the line is busy does not get you a busy signal. Instead, you get a message that says "The number you have dialed is no longer in service."***

that has already picked has left the room, your pick will not be altered for any reason. A second recourse for those who did not arrive in time to pick and find their union-picked work heinous is to hang tight till the next move up.

### VACATION PICK

Full-time Operators and Vehicle Maintenance members have already had their vacation pick for 2004. Part-time Operators can pick vacation periods in Summer shakeup. Please bring your vacation dates with you. If you are Part-time and you pick a couple vacation periods with the intent to cancel one because you are unsure of your dates, it denies people below you a guaranteed slot they might have picked had you known your dates.

### THE BOOK

Part-time Operators, the pick crew has requested you not bring your copies of The Book. New Books will be provided, and we do not have the space to store old books that you are wanting to get rid of.

Besides, you will need them all the way till the end of the shakeup.

### DON'T CALL US....

Everyone and their mother-in-law now owns a cell phone, regardless of their expertise at using them. Consequently, more members are electing to phone the pick room at their designated pick time, which works fine if pick is running on schedule and the phone line is not busy. But pick can be delayed for any number of reasons. If a delay occurs or the phone line is busy, picking by phone can be a nightmare. Cell phones have exacerbated the problem with broken, scratchy calls that further jam the single phone line available.

Your pick staff has also discovered an interesting feature of this particular phone line. Attempting a call when the line is busy does not get you a busy signal. Instead, you get a message that says "The number you have dialed is no longer in service." This, of course, causes no end of panic and confusion. And Metro has not seen fit to fix the problem.

PLEASE!! Don't try to pick by phone unless you absolutely have to. Come to the pick on time and in person, or submit an absentee pick form as mentioned above. We will not be responsible for the outcome if it is not favorable to you.

### IMPORTANT!

The contract states in several sections: "Selections made by the UNION will not be subject to the grievance/arbitration procedure." Your union representatives are only human. In your absence they did the best they could given the circumstances they had to work with, and the union will not be held liable for any picks made for someone who could not or did not show up to do their own pick.

## Part-time Pick Orientation

***New to Part-time pick? Learn what to expect at pick. Learn how to fill out restriction and absentee forms. South Base Chief Steward Hal Poor will present an informal Part-time pick orientation.***

***Saturday April 3, 2004 8:00am***

***South Base Operations classroom***

# 2004 Shakeups for KCM members

by Recording Secretary Jennie Gil

<p><b>Transit Operators/Vehicle Maintenance</b></p> <p><b>Summer</b></p> <p>Full-time Transit Operators pick May 3 through 13 Part-time Transit Operators pick May 1, 2, 8 and 9 Vehicle Maintenance members pick May 18, 19 and 20 Shakeup takes effect June 5</p> <p><b>Fall</b></p> <p>Full-time Transit Operators pick August 23 through September 2 Part-time Transit Operators pick August 21, 22, 28 and 29 Vehicle Maintenance members pick September 7, 8 and 9 Shakeup takes effect September 25</p>	<p><b>Facilities Maintenance</b></p> <p>Fall pick takes place August 26, goes into effect September 11<sup>th</sup></p> <p><b>First Line Supervisors</b></p> <p>Spring pick takes place March 30<sup>th</sup>, goes into effect April 10<sup>th</sup> Fall pick takes place September 28<sup>th</sup>, goes into effect October 9<sup>th</sup></p> <p><b>Special Classifications</b></p> <p>Contract dictates that Special Classification employees with any combination of day, swing and/or graveyard shifts pick in conjunction with Transit Operators. Please refer to the schedule above and see your supervisor for the exact dates. Rider Information Supervisor Terry White tells me their picks will be approximately January 15<sup>th</sup> and May 20<sup>th</sup>, no date for Fall was provided at this time.</p>
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Paul L. Griffin

## The Financial Secretary's Report

# Challenge Your Board Officers

By Paul L. Griffin, Fin Sec/Treasurer

**E**LECTION TO THE EXECUTIVE Board is part of the process of governance of a local union. It is the duty and responsibility of Board Officers to understand the operation of the Union and to make decisions that are in the best interest of the majority of the membership, without compromising the rights of any particular individual.

So what kind of questions should board officers ask? The following is a list of suggestions. Not only should the board officers be asking these questions but the membership should be asking the board officers too. After all, the members elected the board officers to represent their best interests.

Being elected to the Executive

Board is not the place to demonstrate what one knows; it is the place to learn what one does not know. The best way to fulfill the responsibilities, both policy and fiduciary, of being a Board Officer is to ask questions. It is also critical to then listen to the answer, not only by paying attention to the words but to how the answer is delivered.

The process of question and answer is not to be an interrogation, nor an opportunity to pose "gotcha" questions, which serve no purpose. Question and answer is an opportunity for honest communications in plain language. An opportunity for everybody to learn something new in service to the membership.

So what kind of questions should Board Officers ask? The following is a list of suggestions. Not only should the Board Officers be asking these questions, but

the membership should be asking them of the Board Officers as well. After all, the members elected the board officers to represent their best interests.

- 1) How does the union make money? Sources?
- 2) Are our members paying up?
- 3) What could really hurt-or-kill the union in the next few years?
- 4) What is our relation with other unions?
- 5) If the officers were all hit by a bus tomorrow, who would run the union?
- 6) How are we going to grow?
- 7) Are we living within our income?
- 8) How much do the officers, staff, & detailed members get paid?
- 9) How does bad news get from the work sites to the union office and officers?
- 10) Do you understand the questions and answers to the issues raised by one through nine?

# We All Move Up a Notch!

By Paul L. Griffin, Fin Sec/Treasurer

**T**HE FLOODGATES ARE BEGINNING to open. The crowds of hires of thirty years ago are beginning to retire in ever-greater numbers. Latest among them was Dean Barry. Dean joined ATU Local 587 in May 1973, right after the public vote to create Metro Transit. In other words, he was in the first wave. He drove

for awhile and then became a first line supervisor. He worked all over the system; d-cars, bases, and control center.

I met Dean early in my driving career when I missed a turn and the coordinators sent Dean to rescue me. It was not a big error. I just over shot the turn and Dean guided me back on route in sec-

onds. No harm, no foul. I asked him if he was going to write something up and he said, "what for?" Cool.

Then he worked the window at South Base. While I got along with him OK, others did not. It seems he had a nickname; AJAX! because he was so abrasive. Actually he lacked patience with really dumb questions. Being a straight shooter, if you didn't want the unvarnished truth, don't ask. Nor was he much on sugar coating. But he looked out for the operators as nobody else. If he asked an operator to do something and someone else tried to countermand or interfere, Dean could, and would, get really sideways. That sometimes got him in trouble with the management. Again, not a bad thing.

Dean had a little retirement celebration at South Training, Friday February 27. I never saw so many first liners on one room. Even a few managers were present. Because they were all there to honor Dean, nobody objected to having their picture



Recent retiree Dean Barry

## Who Will Speak for Workers?, from page 5

bers have little understanding or concern for the employees of Walmart. What labor standards do we unions require for the billions of dollars invested by our private or public pension funds? Solidarity rarely has real meaning until our own jobs are threatened. If we wait too long, there may not be anyone there to be in solidarity with.

Many union members, however, have long recognized the threats posed by the direction of the American economy in the past 30 years. Lacking a positive alternative game plan or the hope of one, we rattle our newspapers and turn our thoughts to more pleasant subjects with the uncertain hope that things may be better tomorrow.

There may be other courses for

positive change than the high tech manufacturing advocated by Eamonn Fingleton's book. If there are, their proponents are being much too modest about them. I haven't heard of them and I've been listening pretty hard for the trumpets. If American workers and their unions committed to high tech manufacturing, I'm convinced that potential allies in industry and investment will come out of their bunkers to join us. Lots of investors have rediscovered common sense in the ashes of the '90's bubble.

I don't think it can be overstated: *This is our battle to lose!*

PS: If anyone wishes to read a more extended, and better written, treatment of these issues, pick up Kevin Phillips book, *Wealth and Democracy*.

taken. So I took a few, which I am sharing in the *News Review*. Dean, of course, gets ALL the originals.

After taking a trip down memory lane with Dean the second biggest topic was "When are you retiring?" An amazing number of people are counting the days. Over the next couple of years the click, click, click, of supervisor and operator seniority list is going to create a real racket.

Retirees'  
Corner

# Quality Health Care is Everybody's Right

By Brian King  
Puget Sound Alliance of Retired Americans

**Editor's Note:** Brian King, representing the local chapter of the Puget Sound Alliance of Retired Americans, appeared at the March Charter meeting requesting signatures on a petition entitled "Quality Health Care Is Everybody's Right". Mr. King announced an upcoming conference on health care with Jesse Jackson as key note speaker, and requested an endorsement for their conference and a donation if possible.

**M**etro/King County employees have at least one thing in common: they are members of the Public Employees Retirement System (PERS). The **Retired Public Employees Council (RPEC)** is a state-wide organization that advocates for all PERS-related issues, including improvements in

COLA's, minimum benefit payments for older retirees, and sound contribution rates.

The **King County Chapter** of RPEC, along with ATU Local 587, is closely following the County's efforts to change the region's health care system through its "Health Action Task Force", and to hold down big rises in health care costs.

Negotiations for future county health benefit packages for both employees and retirees could be impacted by these efforts. For example, there is pressure on employers like King County to **reduce benefits** for retirees. This can become a real cost factor in retirement decisions.

RPEC has several local chap-

ters and membership is open to all PERS retirees, their spouses, and current employees who are close to retirement. For more information, contact King County RPEC Chapter 35 President **John Chromy** at 253-852-8296, or the State RPEC at 1-800-562-6097.

# Northwest Public Transportation Historical Group

By Al Ramey

**O**N MARCH 31, 2003 THE State of Washington issued articles of incorporation as a non-profit organization to the **Northwest Public Transportation Historical Group**. As the lengthy name depicts, the group is all encompassing of the public transportation industry in the northwest corner of North America. This includes Alaska, the Province of British Columbia, Canada, Idaho, Oregon and Washington.

Topics covered but not limited to are: Railroads, Street Railways, Mosquito fleet steamships, Ferry boats, Ocean going ships, Airlines, Buses or motor coaches, Trackless trolleys, Sightseeing vehicles, Hotel carriages and buses, Charabancs, Stage coaches, Taxis, Limousines, and etc.

We have been sending out messages since last April about our new group.

We are working to research and preserve the history of all public transportation operations in our corner of North America. We held our first public meeting on January 20, 2004 at the Burien library and we felt comfortable with twenty-one members attending. Reviewing our application you can see our ultimate goal is a cooperative collection of memorabilia, artifacts and history of all public transportation.

We gather information, artifacts, photographs and any memorabilia pertaining to the industries. **We do not collect historic vehicles**, but will work with those groups who do, to perpetuate the

histories of public transportation. Any item or items loaned or donated to our group will remain always in the preservation movement, and no item or items will be used for personal gain by any member of the group. If you have anything of interest but don't care to loan or donate it, we would be grateful if you would allow us to photograph your item(s). Old photos depicting uniforms, equipment, buildings and etc. are in real need.

In the event of dissolution of the group, all assets will be entered into preservation movements as voted on by all of the members in good standing. Any

item or items loaned to the group will be returned to the owner at the owner's request. If we are unable to reach the owner, then the item or items will be entered into a preservation movement with the stipulation that they be returned upon demand by the legal owner.

The ultimate goal of the group is the involvement in establishing a museum to permanently house all the items accumulated and to preserve the history of the public transportation systems. This goal may involve many individual groups banding together on a cooperative basis, yet each retaining its unique identity.

As our name depicts, our group is not identified with any one public transportation industry or company. I, Al Ramey, a member of Metro Employees Historical Vehicle Association [MEHVA] will continue to accept items for that group if so stated, or for any other group to further the preservation movements. The Northwest Public Transportation Historical Group allows the inclusion of **all** public transportation, *land, sea and air*. Hopefully, we will all see the day that the Northwest houses a museum complex that all will be proud of. If not, the history will certainly be preserved.

Please join our group. The dues are only \$5.00 per year (*U.S. Funds*). Your membership number is permanent and each year expires on the anniversary of the day you joined. *All members have a voice and a vote in our operation.*

PLEASE DETACH OR SEND THE INFORMATION BELOW WITH YOUR PAYMENT:

NAME \_\_\_\_\_ ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_ PHONE \_\_\_\_\_

E-MAIL \_\_\_\_\_ FAX \_\_\_\_\_

MAIL TO: NORTHWEST PUBLIC TRANSPORTATION HISTORICAL GROUP  
c/o 12611 20th. Ave. So  
Seattle, WA. 98168-2307

truebrit@mindspring.com  
(206) 243 8504

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FEDERAL EIN #88-0518833