

ATU Local 587 News Review

An Open Letter to King County

The Amalgamated Transit Union Local 587 is a Union that serves a diverse membership of men and women. Organized since 1812, with the principal purpose of protecting worker rights and improve employment conditions in the workplace. We are the voice for over 4,000 working men and women employed in Martin Luther King County and throughout the West Coast of Washington. Our leadership is elected and has evolved over the years to reflect the growing strength and rich values of our members.

The Officers and Executive Board of ATU Local 587 are not only personally compelled, but duly charged to confront and officially voice our concerns of unfair practices in the workplace. Therefore, we are posting this open letter to serve notice of our disappointment with King County METRO. We stand firm in our solidarity and emphatically denounce practices of workplace disparity. Deliberately committed or not, these

injustices cause harm to both the injured party as well as those engaging in these actions.

The following incidents by no means represent the scope of the problem in its entirety. Nevertheless, they do serve to illustrate the particulars, as we perceive them. The apparent lack of cooperation from our King County counterpart on the issues of racial discrimination, tendentious promotional practices, and biased disciplinary actions, has created a discontent in METRO's workforce impacting our Union sisters and brothers.

While clearly expressed, our concerns have been met with disingenuous and half-hearted measures to remedy this problem. The observable deficiency of leadership on this matter truly has forced us to evaluate our options in resolving these issues. Cease-and-desist with these practices and let us move forward the worthy, respected and essential goal of equality in all hiring, fair promotional and disciplinary pro-

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"Injustice anywhere is a threat to justice everywhere."

– Dr. Martin Luther King, Jr.



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The Month at a Glance

Business of the Membership

Executive Board Report

March 26, 2013

At the March 2013 cycle of membership meetings the following business was addressed:

Motion: Proposal to change By-law Article X, Section 2 submitted Andrew Price concerning Meetings. Proposal Rejected.

Membership approved the request to pursue the grievance of Donovan River's to arbitration.

Membership approved the request to pursue the grievance of Ray Mason's to arbitration.

Motion: By Linda Averill to rally support against the end of the 6-day delivery service and support postal workers in their fight against job layoffs and privatization of this vital service. Motion carried.

Motion: By Jose' Rosado that Local 587 sends (2) people of the Seattle Chapter Latino Caucus to the International Latino Caucus in August and the following expenses are paid by the Local registration

airfare, hotel and per diem as well as time loss. To be held in San Diego. Motion carried.

Motion: By Andrew Price to formally request that the Union meets with King County Metro and demands the immediate re-instatement of the daily cap on hours that may be worked by part-time Operators on the additional tripper list. And to re-instate the practice and application of the previous contract as it relates to the ATL. Motion carries.

The following members were March pot draw winners:

Linda Averill, charter meeting, Joseph DeFluri, morning meeting, Carol Headley, JTA meeting, Barbara Dixon, Clallam County meeting and Geanna Dumonceaux, at the afternoon meeting. The Clallam County Rolling Pot of \$550 was lost by Jim Goff. Next month it will be \$575.

All Officers were present with the exception of Charles Miller who was on vacation.

The following business was conducted:

Motion: By Paul Neil to authorized up to \$12,000.00 for the Summer BBQ as stated in the budget.

Motion: By Verita Alexander to send Full-time and Executive Board Officer Delegates to the International Convention in San Diego, California, August 26-30, 2013, paying travel, lodging registration and per diem.

Motion: By Paul Neil to send the President and up to four Officers to the Northwest Conference in Sacramento, California, June 6-8, 2013, paying travel, lodging registration and per diem.

Motion: By Michael Moore to create a grievance panel as follows: when a VP decides that he/she does not believe we should pursue a termination grievance after obtaining a legal opinion, a letter will be sent to

the grievant informing the grievant of the VP's and the legal opinion, giving the grievant the option having a committee review the grievance for "merit" and winability. The committee will be made up of the President, the two Vice Presidents, the Minority Affairs Officer and another Executive Board Officer from the same division as the grievant. The Minority Affairs and the Executive Board Officer will review the grievance material and provide a recommendation on whether or not to pursue the grievance to 2nd step. The member may be present at the meeting of the committee and may advocate for his/her case.

Motion: By Paul Bachtel to bestow the title of "President Emeritus" upon Brother Lance F. Norton in recognition of his many years of service to Local 587.

Motion: By Andrew Jeromsky to bestow the title of "President Emeritus" upon Brother Dan Linville in recognition of his many years of service to Local 587.

Membership Meetings:
Tentative Agenda

CHARTER MEETING
Thursday, April 4, 2013
8:00 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

MORNING MEETING
Friday, April 5, 2013
10:30 a.m.
The Labor Temple, Hall #8
2800 1st Ave., Seattle, WA

WEDNESDAY MEETING
Wednesday, April 10, 2013
3:30 p.m.
The Labor Temple, Hall #1
2800 1st Ave., Seattle, WA

JEFFERSON TRANSIT
Monday, April 8, 2013
7:00 p.m.
Port Townsend Rec Center
Port Townsend, WA

CLALLAM TRANSIT
Tuesday, April 9, 2013
7:00 p.m.
Vern Burton Memorial Building
Port Angeles, WA

Among Topics to be Discussed:

Grievance and Arbitration Update

Unfinished Business: Motion: By Harold Batson that the Executive Board reduce the number of persons that are traveling to conferences in 2013 by a number of persons that will compensate for the \$7400 deficit in the budget that was created by the passage of the office staff bonus and the increase to the Officer car allowance.

In Loving Memory...

"To everything there is a season, and a time to every purpose under heaven."

~ Ecclesiastes

Michael Flickinger, a KCM Transit Operator, passed away on March 1, 2013. Brother Flickinger was an active member at South Base, having joined the Local in March 20002. He was 62 years old.

Russell Harris, a KCM Transit Mechanic, passed away on March 8, 2013. Brother Harris was an active member at Central Base, having joined the Local in August 1998. He was 61 years old.

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

Proud To Be ATU
180,000 Strong

ATU Local 587 **News Review**

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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

CORY RIGTRUP
DAN KENNY
RANDY STEINMAN
ALFONSO ISLA
KEVIN HENDRICKS
ERIC BUTLER
NINUS HOPKINS
ANDREW JEROMSKY
VERITA ALEXANDER
TAMIEKO COOK
LISA NAULT
CHERISE MILLHOUSE
NATHANAEAL CHAPPELLE
LINDA ANDERSON
RAY MASON
ROBERT EASH
CHUCK MILLER

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 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 the 15th of each month. 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 to:

Judy Young
c/o ATU Local 587
News Review
2815 Second Avenue, Suite 230
Seattle, WA 98121

The President's Report

Bargaining Epitaph

by President,
Paul J. Bachtel



There are two types of benefit models employers can offer; defined contribution or defined benefit. At Metro and now King County, we've always had a defined benefit plan. A defined benefit plan means that for the life of the contract, each covered employee receives a set benefit with or without set co-pays or set levels of premium sharing. A defined contribution plan means that the employer only guarantees a certain dollar amount will be spent toward benefits, with the employees paying any premiums above that amount, and the employees are VERY limited in the choice of benefits.

We've reached a new low in bargaining with King County (KC). KC has chosen to issue edicts rather than offer proposals at the bargaining table. Case in point is our recently reached impasse in benefits bargaining. Throughout bargaining, KC issued a single edict which was to take what KC forced down the throats of the Joint Labor Management Insurance Committee (JLMIC) (representing the King County Coalition of Labor Unions). That, or go to interest arbitration. We have chosen interest arbitration. This means both sides will present arguments to a neutral arbitrator who will decide what the final benefit plan will be.

JLMIC agreed to a new and onerous method of financing employee

"What KC now wants is for its employees to agree to pay for all future cost increases above a negotiated level."

benefits where the unions accepted their memberships' responsibility for all benefits inflation above 4% once a small reserve is exhausted. What this amounts to is a defined contribution plan rather than a defined benefit plan. It's similar to the difference between a defined benefit retirement plan and a defined contribution retirement plan. A defined benefit retirement plan (PERS I & II) pays a fixed monthly amount at retirement and a defined contribution plan (part of PERS III) pays an amount into an investment plan in which the employee invests in the stocks and/or bonds in hopes of accumulating enough money to finance his/her retirement.

I know the majority of our membership came to KC seeking stable employment and benefits. We're not business partners with KC and don't share in the profits like some private sector employees. We are government employees and what KC is demanding is unprecedented in our industry. Our research indicates

none of our historical comparable properties (like-sized U.S. transit agencies), or any other major transit employer for that matter, provides employee benefits with a defined contribution methodology. Perhaps we should demand a percentage of the revenue if sales tax revenues increase or would that make our proposal just as asinine as KC's?

I suspect what's really going here is KC fears political fallout from right-wing groups such as the Washington Policy Center or media such as the Seattle Times if KC was to agree to continue its historical practice of paying for our benefits with a defined benefit model.

A defined benefit model doesn't mean there won't be increases in

employee contribution. For example, in 2009 we agreed to triple our deductibles and out of pocket maximums and lower our coinsurance. We agreed to pay more but we knew what we were agreeing to pay. What KC now wants is for its employees to agree to pay for all future cost increases above a negotiated level. That's simply not a reasonable expectation of a public employee.

I expect interest arbitration on benefits to occur in the next few months. I expect it to be followed by a separate interest arbitration addressing wages and other economic issues in 2014.

I would much prefer negotiated settlements with KC, ratified by our members and our KC Council. A win or loss in interest arbitration leaves a bad taste in the mouth of the loser. Unfortunately, the economic times seem to be demanding a political rather than a logical resolution in bargaining.

In solidarity,
Paul J. Bachtel

President / Business Representative

Arbitration Update

- Ravi Ronser:** Grieved termination for alleged gross misconduct; hearing held December 18 & 19, 2012; decision pending
- Millwright et al:** Grieved Metro decision to manage Vehicle Maintenance Millwrights with Facilities Maintenance managers and changes in work requirements; arbitration hearing held December 3 & 4, 2012, decision pending
- Richard Wischmann:** Grieved improper upgrade to Equipment Dispatcher; arbitration hearing held December 6 & 7, 2012 and January 3, 2013; decision pending.
- Karen Rispoli:** Grieved discipline issued and a forced transfer as a result of an ongoing equipment failure causing a door to remain open while a train was in motion; decision pending.
- Jon Bouie:** Grieved preferential treatment given another member that prevented other members from receiving training and promotional opportunities; scheduled August 14-15, 2013.
- Eric Stewart:** Grieved Metro's failure to exhaust the Supervisor In Training (SIT) promotional list; scheduled May 8-9, 2013.
- Ray Mason:** Grieved Metro's failure to exhaust the Supervisor In Training (SIT) promotional list; schedule pending.
- Vern Cavin:** Grieved a five day suspension for a PED violation while dealing with a volatile situation on his coach; scheduled May 21, 2013.
- Patricia Taimi:** Grieved a five day suspension for allegedly cutting off a bicyclist; schedule pending.
- Donovan Rivers:** Grieved Metro's failure to properly assign overtime; schedule pending

WORK SITE VISITS

Paul Bachtel, President, and Paul Neil, Financial Secretary, will be visiting various work sites during the month of April. Below is a list of times, dates and locations.

April 16 th Tuesday	South Facilities	5:30 am – 6:30 am
April 17 th Wednesday	Seattle Personal Transit South Lake Union Streetcar Link Light Rail	5:00 am – 7:00 am 11:00 am – 1:00 pm 1:30 pm – 4:00 pm
April 18 th Thursday	South Operations Component Supply Center South Vehicle Maintenance	4:00 am – 6:00 am 6:00 am – 6:30 am 6:30 am – 7:00 am

TRANSIT WORKERS ENDORSE LEGISLATORS WHO VOTE PRO TRANSIT

Letters to the Editor...

Unintended Consequences

Dear Editor:

With Metro's emphasis on riders exiting the back door, I've noticed two unintended consequences have come to bear. One is the decrease in the number of "thank you driver" compliments that I receive now that many passengers leave out the back door. In the grand scheme of things this is trivial given the greater goal to improve transit efficiency. Nonetheless, from a quality of job perspective, I must admit I do miss these benign pleasantries.

Another effect is a safety issue. Bicyclists now must rush to notify the driver from outside the front door that they are retrieving their bike. As a passenger and as a driver I have observed where bicyclists did not notify the driver thus creating a potential accident.

Portland transit has signage at the back door alerting bicyclists to notify the driver before retrieving their bikes. Shouldn't we?

*Joe Kadushin
Central Base*

NDMT

Dear Editor:

What does "Non- Disciplinary Medical Termination" (NDMT) really mean, and how can that affect your future?

What it means is that King County doesn't want to wait for you to get better. You're fired. You didn't do anything wrong, but you're fired. Call us when you get better.

So what happens when you come back?

Well, it depends. It depends on just how long it took for you to be able to return to work. If it took less than a year, all is well. If it took longer than a year, you lose everything. You lose your seniority, your wage step, your vacation and sick leave

accrual rates ... everything.

Why? The rule says that any employee who receives an NDMT who returns to work within one year shall have their seniority restored. Here is the problem. If an injury is severe enough to result in an NDMT, then it's not likely to be resolved within one year. In my case, King County wouldn't let it be resolved in a year. As you can imagine, there's a lot of paperwork that travels back and forth in a situation like this. My doctor responds to every piece of paper within 5 days. King County takes from 30 to 120 days. I had 5 surgeries and 5 independent medical exams, with a bunch of other 'assessments and evaluations' mixed in for good measure. Add 3 or 4 of those up and you've just used up your 'one year'. Why is that good for the county? Because when you come back, they get the benefits of an experienced operator at the cost of an off the street hire.

Would it be fair for me to get my seniority back? Well, I came back as soon as I was signed off by my physician as physically able to return to work. The county would not have allowed me to return to work one day sooner. If they did and I got re-injured, they would take a big fall and they're not in the risk taking business. But even then, according to the rule, no seniority.

Is it fair that I have to start over? No, it isn't. I didn't ask to be injured. I didn't ask for my life to be disrupted. I didn't ask for my savings to be drained, my house to be jeopardized, and my physical abilities to be diminished. I do have time in. I've paid my dues on the 174 night owl. "On the job" injury means it wouldn't have happened had I not been working, so why do I have to start from the bottom again?

When my doctor signed me off to return to work, I thought I could finally put all this behind me. Well, not yet.

It's bad enough when a member is wronged by their employer but it's inexcusable when they're harmed by their own union. At this month's Charter meeting I'll be asking for your vote to right this

wrong and restore my seniority. In the coming contract negotiations I'll be asking union leadership to negotiate language to restore wage rate, vacation and sick leave accrual rates of those who are brought back following a Non Disciplinary Medical Termination.

*United we stand.
Lonny Teixeira
ID# 12030
ID # 20727*

Warning about DOT Medical Certificate Renewal

Dear fellow Union members,

I am writing to warn other drivers who are in need of DOT Medical Certificate renewal. I chose to use Group Health Co-op (GHC) this time around instead of U.S. Healthworks, and this turned out to be a very expensive mistake.

The doctor I saw at GHC Occupational Medicine Capitol Hill was unfamiliar with a certain common diagnoses in my chart, which she had access to only because GHC is where I get my healthcare. Based on this lack of familiarity, she *withheld* reissuance of my card while I was there until she had contacted the diagnosing provider for clarification.

Unfortunately, either she or her office then decided to *mail* me the card instead of calling me for immediate pick-up. Not only that, but they did not actually *post* this letter until *4 days after* my visit! The result of that was that I received my card a full *5 days later*, after my card wound its way through the

USPS over a holiday weekend! If I was a FT driver and had made that recertification office visit on my RDO, I would be out *5 full days of pay* at a minimum of \$240 per day!

To top it off, the "card" I received is not even card-sized, but rather an 8.5x11-sized form!

This experience illustrates that GHC is unfamiliar with the real-world requirements of professional driving, and the severity of financial penalty for anything other than immediate turn-around on the card. Use GHC at your own risk!

Note: during the days I was unable to work, I did a little research on the actual DOT Medical Certificate requirements, to eliminate the mystery of being prevented from working. All the following statutes are viewable online. Knowledge is power...

--Washington statutes that govern the CDL Medical Certificate requirement appear to be RCW 46.25.055 and 46.25.057, which basically state that the card is required and what you will be fined if you don't have it. (<http://apps.leg.wa.gov/rcw/default.aspx?cite=46.25>)

--The actual health requirements come from the U.S. DOT Federal Motor Carrier Safety Administration (FMCSA), and are listed succinctly in Regulations 391.41 and 391.43. This is where you will find the actual medical parameters that affect the reissuance of your card. Additionally, a grievance procedure is outlined in Regulation 391.47. (<http://www.fmcsa.dot.gov/rules-regulations/administration/fmcsr/fmcsrguid-edetails.aspx?menukey=391>)

*Ann Ziegler
Operator #12563, Ryerson Base*

**To: All Members of Local 587
From: Recording Secretary Judy Young**

Proposal To Change Bylaws Article X, Section 3, Meetings

Submitted by Andrew Price

March 21, 2013

In accordance with the Article XV, pertaining to bylaw proposals, the following proposal will be published in the News Review, read into the records at the Executive Board Meeting and subsequent cycle of membership meetings and will be voted upon through the May cycle of Union meetings.

**CURRENT LANGUAGE:
ARTICLE X
MEETINGS**

Section 3. The Wednesday Afternoon shall be held on the Wednesday after the first Thursday of each month to convene at 3:30 p.m.

**PROPOSED LANGUAGE:
ARTICLE X
MEETINGS**

Article X – Meetings, Section 3. New Language: The **Wednesday** Sunday Afternoon shall be held on the **Wednesday** Sunday after the first Thursday of each month to convene at 3:30 p.m.

**NEW LANGUAGE:
ARTICLE X
MEETINGS**

Section 3. The Sunday Afternoon shall be held on the Sunday after the first Thursday of each month to convene at 3:30 p.m.

opeiu8aflicio

SEND IN YOUR OPINIONS

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 the 15th of each month. 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 to:

Judy Young
News Review Editor
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2815 Second Avenue, Suite 230
Seattle, WA 98121

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

Better Tap your ORCA

Because they're out to get *US*.

Submitted by Rail Operator Douglas Thomson #2505

You've heard the warnings from King County Metro. Make sure you tap your Orca card when you are riding any bus or train, or you could face \$124 fine for nonpayment of fare. There's probably not been much of a problem when you ride a regular transit bus, but just be aware that when you ride Link Light Rail, or possibly RapidRide that you could be in more trouble than you ever imagined, or even handcuffed and arrested.

Securitas is one of the world's largest private security companies. With branches in 51 countries, they have 300,000 employees worldwide. They have contracts with Sound Transit to maintain security at Sound Transit facilities and provide Sound Transit fare enforcement and with King County Metro for security in the Downtown Seattle Transit Tunnel and fare enforcement on Metro's RapidRide service.

In the downtown Seattle transit tunnel, they are there only to maintain security in the tunnel. They do not have any authority over transit operations. If they ask you to do something that effects operations in the DSTT, like shutting off your coach, always contact Link Control before doing so. As for fare enforcement officers, they operate under their own rules, sometimes contrary to King County operations policies.

A warning to all transit operators, when riding link light rail, and also RapidRide services, make sure you always tap your ORCA card when boarding. Fare Enforcement will not accept your explanation under any circumstance, and you may find yourself with a citation, or worse.

For rail employees, the situation has become even dire.

John Kwesele was a transit operator for King County Metro for 13 1/2 years, of which 3 years and 1 month was spent as a rail operator before leaving us to become a rail supervisor with Los Angeles Metro Rail. He recently was welcomed back to our local as a rail supervisor in training since he had been gone less than one year. Part of the training process is to re-qualify to run and operate the trains and re-learn the system. On Thursday, March 7, 2013 John had operated the train south to SeaTac Airport, and was "cushioning" (riding the train on the clock, and deadheading), while the instructing operator and a second rail supervisor in training were operating. John was sitting in the back of the lead car, near the rear cab. Securitas Fare Enforcement boarded the train. They asked John for fare, and John presented his employee ORCA. He then showed his supervisor ID, but they say that it did not prove he was on duty, since he was not in uniform. (His uniform was on order, and ironically was delivered the next day to Link operations.) He asked the fare enforcement officers to contact Link Control to confirm his status, but they refused.

After Fare Enforcement (FEO) refused to call Link Control (LCC) to confirm that John is an employee, they told him that he was to get off the train with them at the next station which was Sodo.

John told them he couldn't do that because he was on duty and working. So they said they were calling Sound Transit Police. They are equipped with radios that have a direct link with ST Police dispatch. This bypasses LCC, therefore keeping them out of the loop.

At this point John said he felt threatened, so he got in the cab.

He then proceeds into rear cab with his crew key, and closes door. FEO calls Sound Transit Police, and meet the train at Stadium. The call from FEO to ST Police dispatch was they had a "fare evader" who locked himself in the cab. At no time did they let dispatch or the police know that this person claimed to be an employee.

Police asked the rail operator for his crew key, and the operator begins to wonder why. It then dawns on him what they need it for, and looks out the window in back of the cab to see police removing John from the rear cab.

ST Police said John was belligerent, and uncooperative. They handcuffed him on the platform, and he sat in a police car for 20 minutes. At least 3 Link Rail operators saw him in handcuffs. When the Link district supervisor arrived, she said John was shaking, but was released from custody. He couldn't drive home, so she then drove John home.

Since KCM is contracted to run Link Light Rail, the FEO's should be contacting LCC when they've called for ST Police assistance. This is for documentation purposes. They used to do that in the past and then LCC would dispatch our field supervisors Link 1 or Link 2 to observe and report. This kept them in check. Now with no check and balances it seems they are getting out of control.

Securitas fare enforcement officers have overstepped their bounds before, and many of us at Rail think they have done this again. Some have been dismissed because of the way they handled fare violators. Some have questioned Sound Transit and Metro employees while performing their assigned duties and even insisted that we must tap our ORCAs.

A Sound Transit landscaper traveling from station to station was harassed by fare enforcement for not tapping at each station. Metro facility employees that clean the DSTT have been confronted so many



times that they have been asked to only use Metro coaches to travel between stations by their leads.

A rail operator was harassed on his way to the Pine Street stub tunnel to do a scheduled car cut. You see, we make road reliefs at an elevated platform between Sodo Station and the West Portal of the Bea-

con Hill Tunnel, and there is no ORCA tap on unit there, or at the Pine Street stub. And some of the fare enforcement officers don't understand we still are performing our duties even if we are not operating the train.

We have electro-mechanics that need to ride the trains to troubleshoot problems on in service trains. We have equipment service personal that ride to clean up unsanitary messes. We have power, signal, and track personal that park their vehicles on the SODO busway and ride the train to where the problems are being worked on. Any of these employees could be subject to the same mistreatment that John endured.

Fare Enforcement told John point blank that anyone operating the train must be in Sound Transit uniforms, which is not true. New operators in training wear their current Metro uniforms, new rail SITs from outside Metro wear civilian clothes, along with chiefs, trainers, and the superintendent. So Rail management, you too can be subject to the same harassment and embarrassment that our good

friend John endured March 7th.

Fare enforcement made no attempt to call Link Control to confirm John indeed was a Rail SIT, or confirm his status. LCC had no idea what was going on until John was forcefully removed from the train he had every right to be on, and performing his assigned duty. John gave me permission to use his name to write this article, and he also told me there still could be charges pending. WHY? All this while trying to do his job, his assigned duty, and working at a job and work location he loves.

Post Script:

Just before the *News Review* deadline, on March 14, a memo was posted regarding Link employees use of ORCA cards. The relevant points are these:

1. All Central Link personnel that are in ST uniform (i. e. Operators, VM personnel, ROW personnel, Rail Supervisors) are considered on duty and will not be expected nor asked to provide proof of valid fare.

2. All Central Link personnel that are in training but not in ST uniform will wear an ST safety vest and identify themselves as in training and will not be expected nor asked to provide proof of valid fare.

Do not argue the policy in the field with fare enforcement or law enforcement officers. In the event of a dispute over application of policy, comply with officer instructions and request that the officer notify LCC that there is a dispute involving a Metro Central Link employee.

Too bad this memo was not in effect a week earlier, so that John's incident could have been avoided. I will, however, be keeping a copy of this memo on my person while at work, just in case.

**PUT C.O.P.E.
DONATIONS
TO WORK —
VOTE PRO
TRANSIT**

Operators Discuss Ingredients of a Fair Customer Complaint System

By Executive Board Officer Nate Chappelle and Atlantic Base Shop Steward Chuck Lare

On Wed., Feb. 27th, more than 40 operators met at Atlantic/Central lunchroom to begin implementing the resolution calling for a fair customer complaint system, passed overwhelmingly by the membership.

Specifically, the resolution mandated pulling “together, a rank-and-file committee of member-volunteers—representative of all bus operator bases—to develop proposals for improvements to the CAO process, so that ATU 587 may negotiate with a timetable goal of gaining improvements by January 2013.”

The meeting was chaired by VP Neal Safrin. Executive Board member Nate Chappelle also helped pull the meeting together and will lead the committee formulating ATU’s concerns and proposed solutions.

Members discussed some key problems with the system. This is not comprehensive, but is a good start:

- There must be a better filter between Downtown receiving CAOs and the Base Chief issuing “See-Me’s”. Quite often, CAOs have no validity (wrong person, etc.) but the Base Chief still confront the operator and treats complaint as real. Operators characterized this as harassment, intimidation and the creation of a hostile work environment by management.
- Why are Operators receiving

complaints when following policy?

- Complaints often come from customers who have an “axe to grind” with Metro. Operators have become a convenient scapegoat for problems beyond our control.
- Metro appears to be rewarding customers to complain. Several operators asked whether Metro was providing free bus tickets to complainants.
- Many complaints should be tossed out: inadequate info, repeat complainers, etc. And third-party complainers should receive extra scrutiny before a “see-me” is issued.
- Why isn’t Metro educating the public about what is and is NOT appropriate behavior on the bus, and interacting with the Operator? Verbal assaults should not be tolerated; incorporate this into the “ride right” list.
- Operators not performing a regular picked assignment should be cut some slack as they have a higher probability of receiving complaints, not being the “regular driver”.
- Tightly screen and dismiss complaints with any racial or other inappropriate prejudiced, statements or behavior.
- Human Resources seem to be making the CAO system worse.
- Looking back 40 years, customer relations were better but there were far fewer riders. Technology

encourages complaints (cell phones on speed dial, texting, YouTube, etc.)

- Budget cuts continue to degrade the rider’s experience and drivers are the scapegoat.
- When you carry heavy passenger loads from every walk of life, you can’t make everyone happy. Metro management expectations are unrealistic, especially given the above.
- Confusing policies and mixed messages create conflicting expectations by customers, e.g. “... the last driver didn’t ask me to pay ... the other driver always waits for me ... why can’t you let me off ...”.
- The aging population is now requiring many more delays/difficulties with the growing number of walkers, wheelchairs and other special needs. We need shuttle service to accommodate more special needs—or more time in the schedule.
- Management and County politicians need to ride and experience firsthand what is going on.
- Routes servicing zones like 9th & Madison, with terrible traffic: Operators with these difficult service areas get more complaints, but no relief or improvements.
- Do customers realize restraints and challenges of system? Example: Trolley Operators can’t just blank the sign and go around.
- Management continues to drop problems with service. This adds to the public being upset with lack of

service, or service cuts – and it all winds up on the Operator’s back.

- The wheelchair lift on the older coaches takes two minutes just to deploy. There is no time in the schedule to compensate; the bus runs late, infuriating many customers and making them more ready to complain.
 - Drivers have no authority, the riders are “running” the bus—and they know it.
 - Metro has no problem sending out dirty buses with smells upsetting customers ...
 - All customer complaints are retained in the operator’s Metro Comment System (MCS) electronic data file. Forever. Expunging records over time is standard practice in other organizations. Why not Metro?
 - Is the complaint system delivering value? Better service?
 - What percentage of CAOs are from third party complainants? Third party complaints need to be discounted.
- The resolution requires the union/designee call complainants when grievances are filed. Fax your grievance to the attention of Vice President Neal. If you want to be a member-volunteer on the CAO resolution committee or have input contact Vice President Neal or Executive Board Officer Nate Chappelle.

“What You Don’t—But Should—Know About What the King County Metro L&I Department Requests from Your Doctor When You File an L&I Claim”

Submitted by Alana Sorem

Last December, I filed an L&I claim for chronic foot pain that my doctor diagnosed as plantar fasciitis. The pain began after I started working in the tunnel as a loader, which work was part of my fall shakeup picked work assignment.

On the “Self Insurer Accident Report (SIF-2) Form” of the L&I paperwork, I signed the section that was titled “Medical Release Authorization.” The identical Authorization,

below (see fig. 1), is also found on the L&I Provider’s Initial Report Form.

This release explicitly states that I authorized the release of *relevant* medical records—medical records *relevant to my L&I claim*. I would reasonably have expected King County to request medical records pertaining to past injuries of my right foot. It would also not be unreasonable of them to request medical records of illnesses or conditions I might have—such as diabetes—that could

affect my right foot.

My base chief then told me to make an appointment with my primary care doctor and have her fill out the L&I Provider’s Initial Report form.

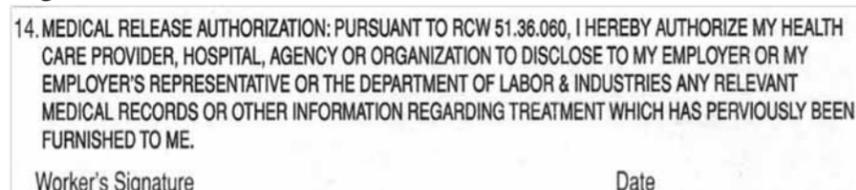
Imagine my surprise when I received a call from my doctor to inform me that King County was requiring **my entire medical record for the past three years**. I was astonished by the invasiveness of this request—particularly since it was merely my right foot that was suffering injury. After a flurry of voicemail exchanges between myself, the KC L&I claims officer and my doctor, I received a phone message from my L&I claims officer informing me that the KC L&I office did not really

require my entire medical records for the past three years—despite what their request form said. She assured me they really only needed medical information related to my right foot. At my doctor’s insistence, King County sent a revised request limiting the requested information to my right foot and right leg, which request my doctor complied with.

I obtained from my doctor copies of both of these medical requests, as well as a copy of a legally intimidating and time-consuming Declaration of Records Request Form that my doctor’s records clerk was required to fill out. This form requires the medical records clerk to “specifically identify all documents

continued on page 10

Fig. 1



Critical Incident Stress Management Team

CISM

By Donna Marcell and Linda Davidson



A show of support by East Base operators, (pictured from left to right) Jacqueline McNamara, Mary Lou Aumell, (CISM team members Donna Marcell and Linda Davidson), David Newton, Suzette Burrs.



Cherise Millhouse talking to a Rail VM Technician Calvin Lee

The CISM team recently visited Sound Transit's Light Rail as well as King County Metro's five base operations facilities during a two week span in February. There was a great show of support by our fellow brothers and sisters who stopped by our tables. We were there to listen and answer questions. Some people shared personal expe-

riences of how the team had helped them, some wished they would have sought us out while others just gave us a thumbs up and said to keep up the good work.

A big THANK YOU to ATU587 and King County for their continued support and for realizing just how important it is to have resources like this available to employees.

Check out the new CISM and KC Making Life Easier/Employee Assistance Program brochures.

Mission Statement

The King County Metro Critical Incident Support Management team has been developed to provide debriefing and support following critical incidents to any employee

requesting assistance. The focus of this service is to minimize the harmful effects of job stress and to accelerate the normal recovery process following critical incidents. The highest priorities for the team are to maintain confidentiality and to respect the feelings of the individuals involved.

Subcontracting

Submitted by V.M. Board Officer Cory Rigtrup

While the use of dirty language is sometimes heard on the shop floor, I generally don't believe it is necessary to convey a point. In this case I'll make an exception. Let's expand our vocabulary with the word, "Subcontracting."

The relationship between Metro and the Union is a healthy one. Every three years both sides come together and agree on some rules, called our Labor Agreement. There are over a hundred pages explaining how Metro has the right to manage the work and the Union has the right to perform the work.

Subcontracting, also known as outsourcing, undermines both the Union and Management's interest. This should go without saying, but if we allow our work to be outsourced a reduction in jobs will follow.

Our Labor Agreement is clear; the Union owns rights to the work! As reassuring as that sounds, Metro can get around the language by establishing what is called a "Practice." A "Practice" is when something is done one way for long enough without being challenged.

Currently Metro has yet to es-

tablish a practice. Now that doesn't mean they don't want to, their history is riddled with skirmishes.

A number of years ago in V.M. part of our work was outsourced, in response the membership rose up and filed grievances. By challenging Metro we reaffirmed that our work must stay in house. This ultimately proved to be an expensive lesson, as Metro not only paid the subcontractors who performed our work but they also paid the members who filed the grievances.

That was some years ago and they say memories fade with time. I guess that's true because recently Management has proclaimed their intent to once again test us. So I ask you this question, who will rise to meet this challenge?

Brothers and Sisters you should be proud to be a member of this Union. We are national leaders in technology, innovation and reliability. I take pride in doing my part towards the quality of work that rolls out every day. The high level of service that makes Metro stand out is becoming increasingly harder and harder to obtain. Our numbers are spread thin, the workload is

tremendous and the pile of backlog is growing epic in stature.

Management is very aware of the workload; I can see how they rationalize taking work from us. There are vendors chomping at the bit for a piece. If we're not vigilant at protecting what is ours, we'll lose it. Don't expect an onslaught; it will likely happen on the sly. A little here, a little more there and soon enough that "Practice," the one we should fear like an invading army, will have been established.

As we all know Metro is currently on top of the nation's echelon when it comes to technology and vehicle maintenance. That fact bares testament to the integrity and passion of our membership. Subcontracting not only jeopardizes our jobs, it also exposes our fleet to independent shops. I'm sure their mission statement is not providing excellent service to the general public of King County, but rather something more lucrative like lining their employer's coffers. Independent business owners always focus on the "bottom line."

Being in the forefront of technology and innovation comes at a price.

As our fleets increase with complexity, the labor required to maintain these fleets also increases. Current staffing levels are not keeping up with the demand of the workload. This is evident in the steady growth of backlogged work.

Regardless of whether this is fallout from a budget shortfall, over ambitious dreams or even part of a greater plan, our rights to the work are under siege. If a foothold is established in subcontracting we open the doors to making V.M. accessible to outside competitive bidding. That is a dark place where unions crumble.

I aim to resist this change!

So I implore all of you, fight for your jobs! Do not stand idly by and watch as our work goes out the door! Get organized, if you see something start talking, ask questions, get a hold of a shop steward or call the Union office. Do NOT allow us to become a page in history! Together we will drive subcontracting back into their sea of dreams.

This is a closed shop; fight to keep it that way!

Decades of Service Just Left the Building

By Former Recording Secretary Jennie Gil

Daniel T. Linville retired on February 1st. Upon reading that, over 60% of the membership is thinking, "Who's that?" The short answer is: the rights and working conditions you currently enjoy here are in large part due to this man's efforts over the four decades he worked here and served this membership. If you are interested in the long answer, read on.

Dan Linville joined Local 587 November of 1972 when he hired on at Seattle Transit. Starting pay was in the \$3 per hour range. I was fourteen years old. (That statement is mostly perspective, at my current age and seniority position I feel like an elder statesman). At the beginning of the following year Seattle Transit was merged with Metropolitan Transit to become Metro Transit.

First Impressions

Dan's first impression of the union came early on when he recieved a ticket in his personal vehicle. He heard from someone in the bullpen that if he went to the union office, they would "fix" it for him. He decided to give it a try but by the time he got there, he was somewhat sheepish about his mission. But he inquired anyway. Then-President Auggie Antonino asked if it was his first ticket, and when Dan said yes, he took the ticket and said he would take care of it. Dan was then dismissed. A short time later he recieved a letter from the city stating they were changing his ticket to a warning. Wow! His union had power and pull. He needed to be a part of this.

What he didn't find out until later was that at the time, the city was in the habit of converting all first-time tickets into warnings. All you had to do was ask.

He was, however, terribly unimpressed by the first union meeting he attended. The newly elected officers did not give any appearance of professionalism, or show any ability to run a meeting. Public speaking did not appear to be a skill held by his union officers. Trying to find an in, Dan volunteered to fill a vacancy



Buck J. Photography

Wearing his original Seattle Transit uniform issued hat at his retirement party, Dan recalls the major changes in working conditions across the years.

on the Central Labor Council and since no one else was interested he was appointed even though he was still on probation. During the two week strike in 1974 he was selected as a strike captain (at that time there was no such thing as a shop steward). During that strike he was also selected to give the Union's rebuttal to a TV editorial by KIRO's Executive Lloyd Cooney, because of his smooth speaking style and ability to stay on point.

With all that positive reinforcement, he ran for President in 1975 but could not pull off a win.

Creating Dissension

During that time period the Ralph Kramden caucus sprang up; an ad hoc group of union members who opposed the current officers' direction, naming themselves after Jackie Gleason's busdriver character from the 1950s TV series *The Honeymooners*. Dan took part in the Ralph Kramden caucus doings, such as they were, it was not a formally organized group, it was more a loose collection of dissatisfied members with differing agendas. Some felt the union officers were not professional, some felt the officers had caved to management. Their common belief was that the union could

do better. The group pooled their money and published a newsletter or two. One of those newsletters was a list of candidates and candidate statements for the upcoming officer election, and the caucus accepted anyone who wanted to put their name in the newsletter. Sound familiar?

In the end, the caucus did do alot to make the union more democratic, said Dan. One of their accomplishments, which Dan fully credits Al Ramey for, was pushing through the bylaw that created the shop steward program. At that point in time, Local 587 members had no grievance or arbitration rights, there was only one guaranteed day off a week, the biweekly guarantee was less than 80 hours, and the extra board was a company board that could be assigned any way the company wanted.

Getting Elected

Having gained a couple years experience in the political "game," Dan ran for Executive Board in 1977. It seems the incumbent's slate-building process was mishandled during nominations, resulting in two of their candidates running against each other and leaving one slot open. Dan wound up running unopposed. During the contract vote in 1977, which brought us part-time operators, he was one of only two Executive Board Officers who refused to sign on to recommending membership approval of that contract. The nationwide trend in "personnel management" in the late 70s was to move the bulk of a company's workforce into part-time positions as "cost saving" measures. Both Dan and now retired member Dave Carter strongly opposed Metro's plan to follow that direction.

In 1979, Dan was elected Recording Secretary, a half-time position then. Local 587 had not ever had its own independent publication. The Clearwater Transit Times and the earlier Transit Talk currently archived on the 587 website were company newsletters that included

union material. Dan felt strongly about an independent communication format for the membership that would be free of company involvement in discussion of Union matters, and established the ATU 587 NewsReview that year.

Decades of Union Service

Dan was elected Vice President in 1982, and then President in 1985. He served as President of Local 587 for twelve years—four terms. During that time we saw many changes, including the merger of Metro into King County. He served on the Executive Board of the King County Labor Council. He served as Recording/Financial Secretary for the ATU Northwest Conference. He served as President of the ATU Legislative Council. Dan led organizing efforts that brought union representation for employees in Port Townsend's Jefferson Transit 1981, and then to Seattle Personal Transit employees in the early 90s. He did say that credit for bringing Clallam Transit in Port Angeles to Local 587 is not his, full credit for that effort goes to now retired CTS member Gerry Morris.

Dan led this local in several successful work actions. The granddaddy of them all was the December 1990 All Member's Meeting, when all but 8 Metro 587 members walked off the job to meet at the Seattle Center for a contract meeting and arbitration vote. I was part of that event, and it was one of the most unifying moments I have ever experienced. Coordinators put the call out on the radio, and then shut the system down. At a pre-designated time, President Linville excused all Part-time Operators who had school trippers and insisted they all return to work to pick up the school kids so they would not be stranded as a result of our actions.

When Linville showed up to a worksite and said the agency was in violation of the contract and was refusing to budge, or the members' safety was at risk and the agency was unwilling to address a situation, the members present put down their work and left with him. That was the kind of Union leadership we had.

A Legacy

There are many working conditions that members enjoy today because of Dan Linville's years of service. During his time as an officer, along with then President Dave Johnston, the late Vice President Dave Dellplain and Recording Secretary John Grendahl, he was instrumental in codifying work rules and past practice by writing up very detailed contracts. He said he saw there was a lot of potential in the protections they were negotiating, he just never expected it to become



President Linville swears in newly appointed Facilities Maintenance Executive Board Officer Sal Vanguilder.



1995 International Convention: President Randy Blood from Calgary's Local 583, a very young Jon Rosen, and President Dan Linville.

so necessary. This gave the Local a stronger legal foot to stand on when it came to grievances, arbitrations and further contract negotiations. He said that much of what we take for granted is now only a right by virtue of the fact that we threw it into the contract back then. I have compared our contracts to a Teamster's contract and one from UFCW. The conditions that are not spelled out in those other contracts leaves their management teams tremendous leeway to call the shots.

Dan felt early on that it was important to be up to par educationally in order to provide his members with the very best representation. He went back to school, and studying nights and weekends he completed a degree in Associate of Applied Arts and Sciences in Labor Studies.

As public servants, our jobs are very much in the hands of elected officials and Dan knew this. He took the local into political activity in the 1980s. We supported an unknown Greg Nickels against a long time incumbent council member, despite the incumbent carrying endorsements from the Labor Council and other labor groups. It was a huge gamble at the time, but the incumbent was a staunch supporter of Metro management and was publicly bashing the Local. Supporting Nickels was a big risk, and it paid off enormously. Not only did we get him elected but suddenly everyone else looked at this transit union as a solid political force. We went on to support Gary Locke in his run for King County Executive and then for

Governor several years after that.

A Lobby Day event that I attended with the State Legislative Council several years later underscored the impact of our image in Olympia. Our group was sitting in the lunchroom taking a break from our meetings with our legislators. The lunch room was full of people. Governor Locke walked in, talking to a contingent of people. He saw our group sitting on the other side of the room, called out Dan's name across the room, and left his group to come and join us.

In working with the Legislative Council, all Washington State ATU Locals earned that same respect. Once while waiting in the office of Speaker of the House Tom Folley, Folley saw Dan and John Leinen, President of Local 1015 in Spokane, and he gave his current appointment a brush off to come meet with them.

Dan led the ATU Legislative Council in the creation of binding arbitration legislation for public transit in Washington State. In 1989, when the Department of Transportation began to require random drug testing Dan took the issue to court, a battle which we eventually lost. But even an uphill losing battle on behalf of his members was something that he felt had to be done.

All Good Things...

In 1997 Dan was defeated in his bid for reelection by now Base Chief Barry Samet. He left office and returned to driving a bus. Some had secretly expected him to slide right into a management position. Many asked why he would return

behind the wheel, when he had so many other avenues open to him. His response was simple. In his last article as President he says "...I pledge my loyalty to our membership and our officers. This is not rhetoric. It is my reality. Over half of my adult life has been spent in some way serving ATU 587. It cannot be cut off by the loss of a title...Many have asked what I will do next? It seems like a foolish question to me because I have been a bus driver in my heart for the past twenty-four years...Save your sympathy for my successor. He now has the tiger by the tail."

One piece of advice he left in his outgoing article in 1997 still holds today. "...do not put the burden on your union officers to make this union strong. If you want to see greater participation, then participate. If you believe the membership should be more involved in running the union—get involved... Finally, if you want the union to be treated

with respect by management, then treat management with respect." How much stonger this Local would be if we all followed these words!

Not many left in 587 remember the Dan Linville I have known all these years. He retires having made over \$30 per hour. I hired on the same year Dan was elected Recording Secretary and my starting wage was \$8.53 per hour. I feel strongly that Dan's time in service to this membership is why I earn what I earn and have provided well for my family over the course of my career. He taught me how to be the officer I was. He taught me service to the membership trumps personal interest. He taught me the importance of protocol. He taught me to respect the image and integrity of the Local. He leaves this part of his life now for something new.

Decades of service just left the building. And the rest of us get to carry on.



General Manager Tim Fredricksen and President Dan Linville sign TAs during the 1995 Clallam Transit negotiations.



1987: President Linville presents citizen Waldrip with a reward check for his assistance in the conviction of member Don Melton's assailant.

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.

Vice President's Journal for April 2013

By Neal Safrin



Shop Steward Training, Health and Safety

Shop Steward Training

Spring has sprung and so will Shop Steward Training during the month of April. The first training of 2012 will be on April 3rd for the shop stewards of First Transit and SPT. We will continue with another session of Shop Steward Training the following week on April 10th for King County Metro Transit Operators. Training for shop stewards from other classifications who have not yet received training will follow.

Our training has been revised to be more streamlined and efficient. We will not be mixing training classes for stewards from different classifications and properties as we have in the past. The experience and the training necessary to work as a shop steward in Vehicle Maintenance and in Transit Operations is very different. To allow for the increased number of classes that will probably be necessary, the training curriculum has been revised and Shop Steward Training will be a one day class. Many thanks to Executive Board Officer Verita Alexander for all of her work in revising the curriculum. We are in the process of planning weekend workshops on specific training topics that will probably take place on weekends for interested volunteers. We also are planning an Advanced Shop Steward Training for later in the year.

Health and Safety

We have received the year-end totals for accidents in 2012. It will be no surprise to all of you that we carried a significantly higher number of passengers; 2.3% more than in 2011. In spite of our unrealistic schedules and increased traffic density, we did not do badly. The number of preventable accidents increased by 2.5%, while the number of total accidents increased by 7.8%. Most of the increase in total accidents was seen in those accidents that were judged non-preventable; non-preventable accidents increased by 5.2% over 2011. Our passenger accidents (on board) went down by 12.4%, and our total industrial accidents also went down by 2.3% over 2011. Take your breaks and keep being safe out there!

For more than a year, ATU International and TWU have been working on a joint project in Health and Safety for transit operators. One of the focuses has been the lack of restroom breaks and how it affects our health. Local 587 is represented on that committee by ATU Local 587 Safety Chair Brain Sherlock and me. One of the projects which came out of that committee is a survey on bathroom breaks (or the lack of them). The survey will take you about 10–15 minutes to fill out and the data collected could result in improved health and safety conditions for transit operators. Here is

"Please tell us about your experience so your local union leaders and the international union have the information needed to fight for your rights."

a brief summary of the project and the online link to it:

"Clean, safe rest rooms and enough time to use them are an important health and safety issue that should be regarded as a basic human right. But as you know, many bus operators are compelled to complete long runs without access to toilet facilities when they need to use them. Last year, ATU and TWU surveyed local unions on this issue. Of 84 responding locals from 33 states, 54% identified lack of bathroom access as a serious or important issue for their members. Another 24% said it was at least of medium concern. To deal with this problem ATU and TWU have laid the foundation for a joint campaign to ensure bathroom access for transit

workers. Robin Gillespie from the Transportation Learning Center and Dave Newman from the New York Committee for Occupational Safety and Health (NYCOSH) are helping with the joint campaign. Please tell us about your experience so your local union leaders and the international union have the information needed to fight for your rights.

To complete this important survey, go to tinyurl.com/UnionRRsurvey or www.surveygizmo.com/s3/1141989/Restroom-Access-Operators and submit your answers online."

The link to the survey is also posted on our website.

*Till next month-
In Solidarity,
Neal*

L&I Claims, continued

omitted ...and the physician who ordered the records", thereby providing King County with the very medical information a doctor may have intentionally omitted *precisely because, in the doctor's opinion, it was not relevant to the L&I claim.*

I then had a bizarre and convoluted phone conversation with the KC's L&I Supervisor. The summation of this conversation is this:

1) This medical request form is a standard form KC L&I sends to all doctors. Although they most often don't need the complete medical records, although an employee/claimant authorizes the release of only medical records *relevant to the L&I claim*, and although a King County employee/claimant's doctor *may not legally be allowed to send the entire medical record for the past three years*, that is what the standard form asks for.

2) The only explanation the L&I

Supervisor provided regarding the use of this form concerned the amount of effort it would take her department to come up with the "14 different forms" she thought would be needed to tailor their medical requests to the relevant L&I claims.

3) Even though, as standard practice, the KC L&I request form requires doctors to send *an entire medical record for the past three years*, the L&I Supervisor told me doctors should know better than to do that. If a doctor sends private medical information to KC L&I that they shouldn't have—that is not relevant to the L&I claim, (e.g. an entire medical record for the past three years) it is the doctor's fault and the KC employee/claimant needs to talk to their doctor about it.

4) It is practically impossible for KC employee/claimants to *know* what their doctor sends to L&I, because they never see copies of

the medical records sent. It has also been impossible for an employee/claimant to *even know* that KC L&I always requires - as a matter of routine practice - an employee's entire medical record, for the past three years. And if an employee/claimant is, not only unaware, but *has no avenue for which to become aware that this is happening* - how can they possibly complain about it? The L&I supervisor was unable to answer this question for me. I only found out about their medical request form and what it requires doctors to send, by a fluke and the good luck of having a conscientious primary care doctor who contacted me to let me know and who provided me with copies of the forms.

The Union's L&I attorney has been contacted regarding this and has concurred with my concerns. He has suggested that the medical request form could be easily amend-

ed to include the words "relevant to the L&I claim". This would both *limit* the extent of what KC L&I can ask for, and clarify what the doctor is required to provide. The Union also communicated with the KC L&I office about this in mid-February. They responded that their attorneys are looking into this issue and would get back to the Union about it. As of the writing of this article, there has been no response back.

I strongly encourage any ATU 587 members currently in the process of filing a KC L&I claim or who have filed one in the past three years, and who also share my concerns, to contact the L&I office at 206-296-2866 to let them know. I also encourage them to ask the L&I office for a copy of all medical request forms sent by the L&I office to their doctors, and copies of what medical records were sent by their doctors to KC L&I.

Vice President DeVoss' Report

By Clint DeVoss



The Cost of Bad Decisions

Which Come From Not Dealing with Reality!

Good decisions are based on the facts of the situation and the rules involved. Bad decisions are usually the result of ignoring or not knowing, the facts and the rules. Good decisions usually get the best outcomes possible. Bad decisions usually get bad results. More often than not bad outcomes are the result of failing to deal with reality.

Good decisions start by gathering accurate facts and information about the problem. If you fail to get at least a representative sample of facts then you can have unpleasant surprises when implementing the course of action you decide on. Ignoring facts you do not like or ones that do not favor the outcome you want often results in a bad outcome. To borrow from the computer industry: **Garbage in, garbage out!**

The second step in evaluating what decision to make is to know what the rules are for evaluating the facts. For us, most of the time that means finding out what the contract language actually means. Some of those rules are:

The contract must be read as a whole, implementing all the terms and provisions. This means that if an interpretation does not allow other provisions to work, then it is generally not the correct interpretation.

Specific language supersedes general language.

If the language is "clear and unambiguous" that is what the language means. Ambiguous language or terms are those that have

more than one reasonable meaning. When language is ambiguous, then the intent of the parties forming the contract must be evaluated to determine what the intent of the parties was *at the time* that the language came into the contract.

The "plain meaning" rule requires that words and terms take on the ordinary and usual meaning. Going to the dictionary is the best way to start figuring this out.

To illustrate how this works I use a real example that we are currently facing: "time standards":

Management has the right contractually to the "management and direction of the workforce, including work assignments, the determination of duties, the setting of performance standards and the development of work rules ... shall be vested exclusively in METRO, except as limited by the express language of this AGREEMENT and by any practice mutually established by the PARTIES.(Article 1.5)

METRO can *set performance standards*, and for Vehicle Maintenance Employees, there is a specific limitation on the general language in Art. 17.2A, this restriction is:

METRO shall not adopt time estimates contained in flat-rate mechanics books for scheduling or evaluation purposes.

The language in Art. 1.5 "**clearly and unambiguously**" allows METRO to set a performance standard. This is general language that is restricted by the specific language in Art. 17.2A. When read as a whole

this means that: **METRO can set a "performance standard" as long as that standard does not include estimates from flat-rate mechanics books that will be used for "scheduling or evaluation purposes"**.

What the Union has done, since METRO can have a "performance standard" (read that as a "time standard"), is work with METRO to achieve a "performance standard" policy that gives us some protections, by making it transparent, fair, and objective (not the whim of the Chief). The policy is not everything I would like, it is not everything you would like, and it probably is the best we could do. I believe that just letting METRO do whatever they want is a really bad idea and that was the alternative, if we had not worked with METRO. The resulting policy probably would be more restrictive and have a greater impact on of us. And yes we did talk to the Union's attorney about the matter, and their opinion was that we could not stop METRO.

When I was in the U.S. Navy I heard a saying that goes something like this: *If in danger or in doubt; run in circles, scream, and shout!* That kind of behavior is not helpful, simply because the amount of time you spent *running in circles, screaming, and shouting*, is wasted time that produces no solutions. When you stop, you are right back in the same place you started at, and if you do it long enough the chance for taking any action to make the situation better has come and gone.

If you really want to make a meaningful difference, get accurate facts and information. Evaluate all the facts and information, objectively, not just how you want to see it, and help us when we miss something. If you think the Union is taking the wrong path, give us more accurate information to base our course of action on. I am always willing to admit I am wrong and change course. What I am not willing to do is ignore the facts and the rules. I want the best outcome I can reasonable get, and we get that by dealing with reality.

We recently had a bad outcome in arbitration, it cost your officers a lot of time and effort to do the best job we could in the arbitration and it cost all of us money, to tune of about \$4.00 each. The attorney's told us that we had a bad case that was very unlikely to succeed in arbitration, the membership wanted to go forward with the arbitration anyway, and approved the request. That bad outcome will be with us for a long time. In the future, we will be less able to get someone's job back because of this arbitrator's decision. We should not have taken this to arbitration.

Please, really think about wasting everyone's time, effort, and money on cases we are going to lose. When we do this we cannot work as much on cases that have real "merit." That is a disservice to members that are relying on us help them with real problems that are solvable.

*Thank you for listening!
Clint DeVoss*

The Rocks Will Cry Out

By Michael W. Moore, Minority Affairs Officer

As the Minority Affairs Officer and a representative of the Executive Board, it is my duty to speak and bring attention to issues pertaining to minorities, while promoting fairness and equality for all. That is why it is important for me to communicate the reason why a by-law change is needed to amend the Assistant Business Representative's authority.

I feel that if I do not speak about it "the rocks will cry out."

Recently, three members, one Latino and two Caucasian, had similar issues that could lead to termination. The issues/possible grievances by the Caucasian members were sent by the designated Assistant Busi-

ness Representative for review by our attorneys as requested by our president for all suspensions that lead to termination. The issue by the Latino member was not. When the officer was asked by a fellow officer why he had not sent the information to be reviewed by our attorneys like the others, he became defensive and diverted the issue, making it seem that this was a personal attack that warranted conflict resolution between officers.

I asked this officer if he was willing to ask for a second opinion from the executive board or a committee when issues/grievances involved termination. His answer was no. How can we be sure that our mem-

bers are getting fair representation when a single officer has the power to decide whether a grievance has merit for arbitration or not? This power can easily be abused. As officer's, are we not allowed to question the action of others if we feel an injustice has taken place?

Although every President since I have been a member has not been fully supportive of the Minority Affairs Committee, they have always been supportive of the Officer. The committee is very important because they do the outreach work for the membership and the community while helping us all recognize and celebrate our diversity. And now I am asking for the membership's

support in understanding that if we do not speak out on injustice then we will not be heard.

This is why we need a by-law change, to amend the duties of the Assistant Business Representatives so that we can make sure that all members get full Union representation; the Union officers have a duty to do so. And it is entrusted in all of us to make sure of it.

We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.

~DR Martin Luther King, Jr.

The Financial Secretary's Report

By Paul Neil



Financial Secretary's March 2013 Membership Meeting Report

New Member Applications submitted to the ATU International in February:

In the month of February 2013, we reported 5 new members to the ATU International. All are employed at SPT. This brings our total active membership to 4122. This is an increase of 43 members compared to this time last year when we had 4079 active members..

Bills:

All financial figures are subject to the review of the Executive Board. In February total income was \$331,212.25

Per Capita payments totaled \$60,982.27

Other bills for payroll, rent, legal, etc totaled \$210,943.89. This amounts to a surplus of \$59,286.09 for the month. The reason for the surplus is King County deducted \$78,153.02 for the first half of the Grievance Arbitration Assessment on Feb 14 in addition to the regular dues.

My activities for the month:

- Went on work site visits with President Bachtel and Vice President Safrin at Central Atlantic, Ryerson and North Bases
- Participated in the mediation for SPT.
- The Dan Linville Retirement dinner went well on Feb. 15 and despite unfounded rumors the dinner cost Local 587 nothing. The local did buy a plaque for former President Linville at a cost of \$132.28 which came out of my

monthly expense account.

- On March 3 I attended with President Bachtel and Recording Secretary Young the annual CTS awards banquet in Pt. Angeles.
- On Sat Feb 16 I attended with Vice President Safrin and Recording Secretary Young the memorial service for active member David Farnham.
- On Feb 13 along with the other Officers I attended the Operator of the Month luncheon.

Once Upon a Time There Were No Part-Timers...

By Doug Frechin, qualified as a Full-Timer working as a Part-Timer

At the Master Freight trucking companies in the late seventies and early eighties you had the beginning of the "casuals" in the workforce. They were the new hires, they didn't have an eight hour guarantee, they were hired but they had to work three years to get to the top pay scale. 70%–80%–90% in the Master Freight agreement. The trucking industry was deregulated, the Boss said can't give you a raise unless you sell out the next generation of workers. That was the start. At Metro it's worse, our Part-Timers have a six year wage break-in rate.

Part-Timers at Metro should have been put on the bottom of the Full-Time Metro seniority list on the very first day. We all go through a one year probation. If you complete that, you should be at the top wage rate at the end of probation. At that point, we have ALL paid our dues. Full and Part-Time should ALL get the same number of holidays. Holiday hours and weekly vacations would be based on the number of hours you worked the previous year. Less than 1,500 hours it's pro-rated, up to 2080 hours per year eight hours

a day, forty hours per week. Over 2080 hours, your weekly vacations could be based on 1/52 of the hours you worked the previous year at the current rate of pay. If we were on the same seniority list, you could pick ANY work that your seniority would allow. Jump back and forth, from one shake-up to the next between working a Full-Time job or a Part-Time job. If you have the seniority, you have earned that right.

Why make only Full-Timers work the weekends? ATU in Minneapolis has Part-Time work on the weekend as well. At one time, Saturday and Sunday work was easier and paid better. Now, if you talk to the same Full-Timers that I've talked to who do the 358 on Saturday they will tell you that it is their worst day of the week.

Lay-off or a reduction in workforce first eliminate ALL overtime. NOBODY works more than 40 hours if it means somebody has to be laid off. If layoffs are needed, then the last hired are the first to go. PERIOD.

Paid benefits can be accomplished if you work 20 paid/compensated hours per week or 40 paid/compen-

sated hours per pay period. In our current CBA we have the following language, Article 12: Benefits, Section 1—Medical, Dental, Vision, Life, and Long Term Disability Benefits, Letter F. "For the purpose of this AGREEMENT, 'half-time' shall mean 20 paid hours per week." We need to insist that Metro adhere to this.

Part-Timers have to pay the same amount of dues each month as their Full-time Brothers and Sisters, they should have their spot on the same "Company" seniority list.

Dove-tailing of the Full-Time and Part-Time Seniority Lists.

"Jump back and forth, from one shake-up to the next between working a Full-Time job or a Part-Time job. If you have the seniority, you have earned that right."

When I say dove-tail, or "merge" the seniority lists I mean EVERYBODY who ever worked as a Part-timer before going to full-time you would use their hire date as a Part-timer as their new Full-time seniority spot, so many current Full-Timers who didn't become Full-Time on their very first opportunity could move up in seniority as well.

Let's face facts, If you dove-tailed or "merged," 90% of the current Full-Timers will continue to pick Full-Time work. Same with the Part-timers, they will continue to pick Part-Time work. We can do this.

More Bus Service NOW!

By Atlantic Base Shop Steward Chuck Lare

Everyone should be able to get to work, school, a hospital, or a store safely and affordable. We need more bus service NOW. We are currently faced with a 17% cut in transit which means if these cuts occur, many riders will have their bus routes cut or severely compromised.

At Transportation Choices' March meeting, Metro's General Manager, thanked ATU 587 Members for "giving-up" recovery time and a raise to help Metro fund transit. If the 17% cut in service occurs, will we again be "asked" to give up more recovery time and a raise? Will we do it again with no guarantees in return?

Let's NOT fund bus service on the backs of ATU 587 Members while 4 million dollars is being spent to "study" rail to Ballard and connecting two streetcars together. This \$4M rail study was an alarming realization when I attended the "Ballard to Downtown Seattle" OpenHouse. Sound Transit (six board members are also King County elected officials) is spending \$2M in partnership with the City of Seattle's \$0.8M to "study" high capacity transit (HCT) to Ballard.

In addition the "Center City Connector Study" has the City of Seattle spending \$300,000 to match a \$900,000 Federal grant, to "study" connecting the South Lake Union streetcar with the new First Hill streetcar. All totaled, \$4M to study far reaching rail appears to be poorly guided when the County is threatened with 17% cuts in bus service.

The Seattle Mayor after having dismissed Bus Rapid Ride, he and Sound Transit representatives were asked why the \$4M study focused on rail and excluded the timelier and lower cost option of Electric Trolley Buses? Their reply was the Transit Master Plan: (ref. http://www.seattle.gov/transportation/tmp_bbook.htm) had determined rail was the best mode of transportation.

I don't find in the Seattle Transit Master Plan any reason to conclude

that Electric Trolley Buses are not a viable solution to High Capacity Transit (HCT). Actually to the contrary:

*ETBs are far more cost effective in their flexibility to travel around congestion. Whereas the South Lake Union streetcar is far too often going nowhere, stuck in traffic.

*ETBs do not require rail's costly exclusive rights of way and elevated boarding platforms.

*ETBs could keep Ballard neigh-



borhood stops within walking distance. Rail is a single corridor of service and requires the additional expense of multiple bus routes transferring passengers to and from the rail corridor. Whereas ETBs service is significantly lower in operation and maintenance costs as previously presented to the King County Transportation, Economic and Environment Committee (ref. <http://www.wallingfordsolarinitiative.org/projects/electric-trolley-bus-jobs-initiative>)

*ETB's overhead wire provides businesses the certainty of "anchored" routes like rail, at drastically less cost than the tens of millions of dollars and many years to complete required of rail (ref. page 6-17 of: <http://www.seattle.gov/transportation/docs/tmp/briefingbook/SEATTLE%20TMP%206%20Mode%20Analysis.pdf>).

*ETBs offer high capacity with having virtually zero headway whereas the streetcar requires 6 minute headway and is

limited to a single car with fewer passengers. Third Avenue at rush hour is a good example of how closely ETBs operate together moving large numbers of passengers.

*ETBs are virtually grade adverse, able to climb grades at two to three times that of steel wheeled rail cars.

Public transit is under attack, and we're in this fight for the long haul. We are stronger the more members are informed and involved. Demand-

ing fiscal responsibility through greater transparency of where transit money is being spent would be a good start. In addition we need to be promoting an initiative focused on funding transit like the Transit Now initiative approved by voters in 2006.

And take action to build community solidarity. Mark your calendar for Saturday, April 6, for a Midnight March to Magnolia! Councilmem-

ber Larry Phillips has agreed to walk the route his constituents have to trudge home when they miss the last bus to their neighborhood at 10:20 pm. ATU 587 members are encouraged to participate with the Transit Riders Union (ref. www.transitriders.org) and Magnolia Transit Riders to make sure this event sends a clear message about the impact of service cuts.

Midnight March for Metro

Submitted by Linda Averill, 8816

As the News Review goes to press, plans are in the works for a "Midnight March for Metro." This march and rally was initiated by riders in Magnolia, who are upset about cuts to late-night bus service there. But already, the Transit Riders Union is helping to organize outreach, and riders are planning to join from other neighborhoods that have also seen service cuts. The rally is Saturday, APRIL 6, 11pm. The plan is to gather at the Magnolia Bridge (near the Staples store), rally and then march at 11:30pm.

The timing is excellent. This is about when the Legislature will be winding up discussions on whether they are going to find a way to fund public transit—or give county and local governments more taxing options. If the Legislature and County don't find more funding (and there is plenty of money out there with all the King County wealthy residents

and businesses Go after the money!!) there will be 17 percent service cuts. Or, so they say.

It is time to raise a ruckus. It is ridiculous that in a city the size of Seattle, local officials are talking about the possibility of bus service cuts, rather than adding service. Keep in mind that Mayor McGinn is still spending \$2 million on "studies" for more street cars and many millions more on building them. Let's join our riders and raise our voices to save existing public bus service! That is Saturday, April 6, 11am. There is a Facebook page the Transit Riders Union put up if you want to keep in touch: <http://www.facebook.com/#!/events/447220952019691/>

It's a good thing they are having this march on a Saturday, near midnight. Can you imagine the mess if they organized one during rush hour, on a game day, in the middle of downtown? Ouch.

Lobby Day 2013



Local 587 Members in Route to Olympia



COPE Committee Member Linda Wells



Our Wonderful Driver...Fabulous Job!



Legislative/Doom Building in Olympia



Local 587 Members



President Mark Lowry, ATU Local 843 - President Greg Sanders, ATU Local 1384 - President Roy Jennings, ATULC - Dennis Antonellis, ATU Int'l Rep - President Paul Bachtel, ATU Local 587 - President Don McKnight, ATU Local 758



Legislative Training conducted by Gerry Sheehan of the Legislative Information Office

Metro's Looming Funding Crisis

Executive Board Officer Andrew Jeromsky

My fellow union members, it's time to get ready to fight for our transit system and our jobs. The biggest challenge/opportunity towards Metro's future funding is looming on the fiscal horizon. The car tab fee that staved off cuts at Metro will expire on December 31, 2014. We cannot wait until then to start supporting permanent funding solutions. All the other local transit systems (and most across the

vitaly important that permanent funding be secured to avoid a 17% across the board service cut to our own system. Whenever I hear one of my passengers talking about how much they like and/or rely upon the system, I tell them about the funding crisis and ask them to spread the word and support whichever funding option finally materializes.

THE CURRENT PLANS

At the time of this writing, three bills are being considered. Hopefully, by the time you read this, something will be viable. Plans include a new MVET of 0.7% to 1.5% and a \$40.00 local vehicle fee per vehicle per year with 60% going to

fund public transportation. You can track progress at Olympia yourself at: <http://www.leg.wa.gov/pages/home.aspx>

*In Solidarity,
Andy*

"I'm asking everyone to spread the word to support whichever funding option finally comes out of Olympia."

nation) have suffered major cuts. Pierce transit has been cut by 35%. CT has lost all Sunday service. The threat is real and Metro's projected service cuts are nearer than ever. Are we "too big to fail?" Lets hope we don't have to find out!

WHAT CAN BE DONE?

I was recently appointed chair of the Public Relations Committee, but the committee has no budget, and it has been turned into a sub-committee of COPE. I'll be getting my marching orders from the COPE chair. In the meantime, I'm asking everyone to spread the word to support whichever funding option finally comes out of Olympia. Whether it comes down to a public vote or a council decision, any positive outcome will hinge on the efforts of a broad coalition of supporters, including our disabled passengers, senior citizens, church groups, the TCC, the Seattle Transit Blog, the Transit Riders Union and anyone who relies on Metro to get around.

No one likes to pay more for their car tabs, but to vote against these measures would be penny-wise and pound-foolish. Member jobs will depend on these funding options. Pierce transit and Community transit have suffered massive cuts to their service. Are we next? It is

An Open Letter to King County, continued

cedures within King County and its agencies.

It is our hope that this public pronouncement of our disappointment will be instrumental in helping all parties concerned. It has been and continues to be our goal to work in cooperation

with our King County METRO counterpart to bring about an end to discriminatory practices.

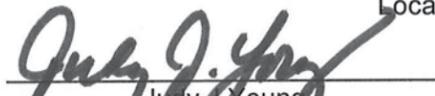
Let's work together with **sincerity** to usher in a culture of openness and objectivity.


Paul J Bachtel
President/Business Representative
Local 587

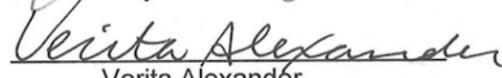

Clint De Voss
VM Vice-President/Asst. Business Rep
Local 587


Neal Sakrin
Vice-President/Asst. Business Rep
Local 587

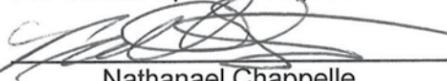

Paul B Neil
Financial Secretary/Treasurer
Local 587


Judy J Young
Recording Secretary Local 587


Michael Moore
587 Minority Affair Committee Officer


Verita Alexander
587 Transit Operator Representative


Lisa A Nault
587 Transit Operator Representative


Nathanael Chappelle
587 Transit Operator Representative

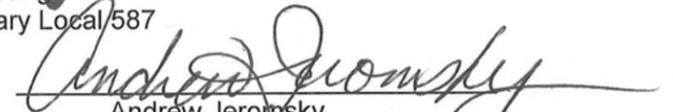

Raymond E Mason
587 Transit Operator Representative


Daniel O Kenny
587 VM Maintenance Representative


Alfonso A Isla
587 Facilities VM Representative


Kevin L Hendricks
587 Supervisor Representative


Ninus J Hopkins
587 SPT/ First Transit Representative

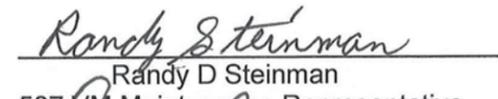

Andrew Jeromsky
587 Transit Operator Representative


Tamioko M Cook
587 Transit Operator Representative

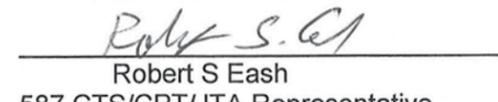

Cherise Y Millhouse
587 Transit Operator Representative

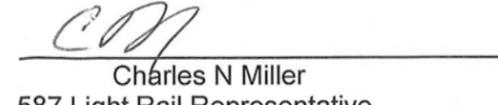

Linda R Anderson
587 Transit Operator Representative


Cory M Rigrup
587 VM Maintenance Representative


Randy D Steinman
587 VM Maintenance Representative


Eric K Butler
587 Special Class Representative


Robert S Eash
587 CTS/CPT/JTA Representative


Charles N Miller
587 Light Rail Representative

The View from the Buses

Retirees' Corner

By Bob Morgan, Retired First-Line Supervisor

Was remembering a funny story the other day. Bob Stewart is the subject for this story.

Bob came to Metro in the later 1970's and made Supervisor in 1982. Bob had served this Nation in the Army for some 30 years. He was in Intelligence. In talking to him one day during my split, it was more than apparent he was part of the "Company" (CIA) during some of his tour. He told stories of going into N Korea during the war in 1952 to check POW's for some diseases, very scary indeed. Bob was also a favorite of most in management due to his speaking skills. It was during a meeting about the I-90 project that Bob gained some notoriety.

This meeting had in attendance members from State DOT, Legislature, Seattle transportation, Metro, and other Government agencies. As many were hashing about the construction schedule and other items Bob, according to him, got bored with the meeting. There was a break in the dialog and seeing a way into the conversation Bob deftly spoke about the issue of a "floating bridge" without water under it. Now he had there atten-

tion and went in for the kill. He went into some facts/figures about his theory and had them in the palm of his hand. During the speech he gave he recommended a

"Fast Action Response Team" be formed if for some reason the Ballard locks failed and let the water level in Lk Washington fall some 50 feet leaving the floating bridge in the air. This topic was discussed for nearly 25 minutes according to Bob at which time he excused himself due to other commitments.

While Bob spoke someone was writing down all that Bob said and started to abbreviate some items, it then came to this person that Bob was stringing them along after Bob had left. He made an acronym, which is normal for Government agencies, and realized that Fast Action Response Team was ...

F.A.R.T !

When Bob returned to Service Quality office the boss was there to greet him with a grin and a minor scolding about messing with state officials.

Prior to Bob retiring in 1991 we worked together at CPS. This was in the early years of the

tunnel and the Breda was a major operating headache, especially when doing a mode change from diesel to electric. We had, at both ends of the tunnel, broom handles sawed off so as to bang into the differential u-joints to get the drive line to engage to trolley mode. This one day I was frustrated with a coach and swung the handle onto the front bumper of the coach. At that same moment Bob did a system check on the dash gauges which lit up everything and bells and warning noises came from the dash area. Funny thing was the coach started to move. Two senior female passengers were sitting on the right front seat and one said to the other "did you see that?" The guy outside hit the bus with that stick and the dash lit up and now we're moving! Ah, the fun we had in the tunnel...

Bob passed away some 8 years ago...what a treasure.

In my last article in January I reported that Jim Vaughn had had surgery on Dec 27th. He had a heart valve replaced and a double bypass done. Well what should have been a 5-7 day stay in the hospital turned into 2 1/2 months. Not in any order but the following occurred, his heart stopped, he had a minor stroke, his kidneys failed, he had internal bleeding, and was put into an induced coma. Not good.

Well I'm pleased to report that after nearly 2 months of all this and memory loss one morning a couple weeks ago his wife went into his room and he was back! Memory needed a little prodding but he started to get back to normal. Walking with aid and still has a feeding tube in his abdomen which hopefully will be removed when his throat muscles come back. A special thanks to all the retiree's who visited Jim during this terrible time. Also much thanks to Pete Cameron for forwarding all the updates from Jim's wife De. Get well soon Jim!

Myself, I left Sumner on January 28th for California and the south central coast. Along the way had a wonderful visit with John and Dorothy Wade in Stockton. It was a nice to spend almost 4 hours with them and remembering the old days.

Two weeks later I stopped near the Monterey Peninsula to get together with Harold Mann. Unfortunately the weather was lousy and my left shoulder was in massive pain so no golf this time. We met for lunch and had a nice visit. The downside of the sore shoulder was that I canceled a visit with Pete and Ane Cameron in Depoe Bay, Or on my way home. Felt bad about that.

Also missed the retirement party for past 587 President Dan Linville on February 15th. Dan and I communicated via e mail and he is going to go with me to our Kona place in May for a week, my gift to a great friend and co worker.

Heard by way of Paul Pioli that Loren Womack purchased a sailboat. Many, many years ago Loren and his wife had a sailboat and moored it along the Duwamish along with former 1st line Arlene Tupper and her husband Dean who also moored there. That area is now a park off West Marginal Wy.

Also found out that Steve Webb is in a recovery center in the Bellingham area after multiple strokes, this according to Dan Linville. Dan said Steve was the Steve we all remember.

As is usual during the winter months, the Tucson gang traveled to San Deigo to meet up with others from the Northwest for a 4 day golf get together. Not sure who won but expect all had a great time.

Well my wife is finally retiring in July from her job as Chief Financial Officer for Sysco Food Services. I mention this only to make sure she does retire and putting it in the column will force the issue, tee hee.

Thanks for reading and see you sometime soon...from the Buses!



**Metro Employees
Recreational Activities
Association (MERAA)
139th Run for the Roses
Emerald Downs View Room**
2300 Emerald Downs Drive ~ Auburn, WA 98001

Saturday May 4, 2013

**\$30.00 per person
(limited availability)**

Price Includes:

- Admission, Buffet (menu below) Official Program, Tip Sheet,
- Seating in the View Room, (limited space)
- Shared Use of Clubhouse Seating, Sales Tax & Gratuity.
- All Sales are final and non-refundable.

Event Schedule:

- 11:30 am Gates Open**
- 1:00 pm First Post**
- 1:30 pm Buffet Served (until 3:30pm)**

Menu: Assorted Cheeses with Crackers and Crostini; Crudites Tray w/Buttermilk Ranch & Roasted Peppers Dips; Carved Sirloin of Beef w/Henry Bain sauce; Chilled Shrimp w/Cocktail Sauce; Chicken & Sausage Gumbo; Dirty Rice, Anduille Mashed Potatoes; Buttered Vegetable Medley; Emerald Green Salad w/Assorted Dressings; Southern Three Potato Salad; Seasonal Fruit Tray; Rolls & Butter; Strawberry Shortcakes; Assorted Cakes, Pies, Cookies & Bars.

**Contact your MERAA Rep for Tickets
Or**

**Call the MERAA Hotline at 206.684.1978
Visit us at www.meraa.org**