



ATU Local 587

NEWS REVIEW

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February 2021

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The President's Report

Recognition for a Career Well Done and Other Issues During Covid

By Ken Price

Our Union has transformed lives for over 100 years. It's not a rich life, but serving the public for 35 years shouldn't go unnoticed. Who remembers Girma Stephanos (retired)? He sent four children to Ivy League college by working crazy hours. He's now retired and spending time as a proud grandfather. What about Kim & Mike Rochon? Both worked here 40+ years and are now living the proud grandparents' life. Kim was a woman working in a traditionally man's world. She'd tell Mike, "it's not easy." Mike got a glimpse of the Operators' struggles when he became their Vice President. Mike pounded constantly in argument for a member, and still contributes notes and briefs as a retiree. There are many ATU family struggle to success stories. A strong family life is supported by OUR Union Labor and Equity is OUR very foundation. My own 2nd generation labor Union family (youngest daughter wants to be a Labor Lawyer) is built on the foundation of good wages and Benefits. Your family is part of the labor Union family. The labor movement

Our history is built on doing what's right for you and your family. The fight for Equality for all is constant.

is positioned as a loud voice in doing what's right for the Workers of America. Racial justice is connected to the Union Mission of fighting for better family opportunities. Our history is built on doing what's right for you and your family. The fight for Equality for all is constant.

Voluntary Separation Program (VSP) is King County Ordinance #18696. It's a budgetary tool allowing KC agencies to offer **retirement eligible employees a financial incentive to separate from employment by December 31st.** A Retirement benefit that was NEVER offered to ATU587 members until last year, when we negotiated it for members,

avoiding more lay-offs. Over 250 ATU587 members retired utilizing VSP. (Thank you Tzur Wilfand and Kenneth Bryant for contacting 500 eligible for VSP!). We'll do it again, because I was told it was no longer available to ATU587.

Our older members are burnt out as the pandemic continues. Members tell me, "Ken, I'm hurting. I'm scared!" I brought up VSP to management for 2021. Their response: "No! It needs to be approved." I'll demand to bargain again. COVID-19 isn't going away. VSP is the safest step for our elder members. Some didn't take advantage of VSP last year,

continued on page 16

Business of the Membership

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

THE JANUARY CYCLE OF MEETINGS WAS CANCELLED DUE TO COVID-19.

ON THE REQUEST to take the... MOTION by Brady Stroman for... ATU 587 to send up... 4 people... arbitration, the motion carried... the Black... Denver... Colorado paying registration, PROPER... YES... NO... and... level, the KCM... 9... motion carried... KTA... 15... 0... 92... YES... CTS... 6... 0... PROPERTY... YES... NO... JTA... 0... 2... KCM... 68... 0... KTA... 15... 0... CTS... 7... 0... JTA... 2... 0

THE FOLLOWING MEMBERS WERE POT DRAW WINNERS during the January informational meeting, held via ZOOM: Gina Sparrow–Charter Meeting, Michael Gilbert–KTA Meeting, Ryan Woods–CTS Meeting, and Mona Sharpe–JTA meeting.

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.

Executive Board Report

January 26, 2021

The Executive Board met on January 26, 2021. All members were present... except: Ken Price, Cheryl Rowe, and Pat Broadwell.

MOTION by Tamieko Cook to out of classification to arbitration. move that the EBoard approve the CTS TA Contract vote on Feb 2nd 6a-5p at CTS facilities, including Forks, with 2 tellers. 2 FOR 16 OPPOSED 2 ABSTAIN 4 ABSENT

MOTION by Jeff Stambaugh to move to take the Greg Debo grievance involving Lead Selection to arbitration. 0 FOR 18 OPPOSED 0 ABSTAIN 6 ABSENT

14 FOR 0 OPPOSE 6 ABSTAIN 4 ABSENT

MOTION by Jeff Stambaugh to move to take the Greg Debo grievance involving working

In Loving Memory...

"It is not length of life but depth of life"
~ Ralph Waldo Emerson

KCM Transit Operator **Irina Kirillova** #20815 passed away on October 4, 2020. Sister Kirillova was born in Russia and came to the U.S. in 1990. Irina began her career at KCM in 2004 and was known to have a strong work ethic. She leaves behind two siblings that currently work as operators at KCM as well as, two sons Alexander and Gregory.

You will be missed Rest in Peace

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

SAVE THE DATE!

Lobby day 2021 will be on Wednesday, March 11.

WEINGARTEN RIGHTS STATEMENT

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

Membership Meetings

**TENTATIVE AGENDA
February 2021 MEETINGS**

CHARTER MEETING

Thursday, February 4, 2021
8:00 p.m.

The Labor Temple, Hall #6
2800 Alaskan Seattle, WA

SATURDAY MEETING

Saturday, February 6, 2021
12:00 p.m.
MacInist Hall, Hall B
9135 15th Pl. S.
Seattle, WA

KITSAP TRANSIT

Saturday, February 6, 2021
6:00 p.m.
IAM Hall
822 Park Ave

CLALLAM TRANSIT

Monday, February 8, 2021
6:00 p.m.

Van Burton Community Center
308 East 4th Street
Port Townsend, WA

JEFFERSON TRANSIT

Tuesday, February 9, 2021
6:30 p.m.

Port Townsend Comm. Ctr.
620 Tyler Street
Port Townsend, WA

AFTERNOON MEETING

Wednesday, February 10, 2021
3:30 p.m.

The Labor Temple, Hall #6

**MEETINGS
POSTPONED
DUE TO
COVID-19**

Arbitration Update

- Lisa McShane:** Grieved a reasonable accommodation. Arbitration was approved by the membership. A pre-arbitration settlement was offered, a response is pending.
- Stephen Kraus:** Grieved overtime awarded to wrong job class. Settlement was reached on January 6th clarifying job class overtime rights. Grievance resolved.
- Berhanu Wakene:** Was terminated for insubordination. Arbitration was held November 19th and 20th. On January 11th in an atrocious decision, the Arbitrator decided to sustain the termination. We wish brother Wakene the best.
- Frederick Pine:** Grieved overtime awarded out of seniority order, employer refuses to make grievant whole. Arbitration scheduled for February 22nd and 23rd.
- Timothy Roerich:** Grieved overtime awarded out of seniority order, employer refuses to make grievant whole. Arbitration scheduled for February 22nd and 23rd.

Major Religious and Secular Holidays

February 2021

- | | |
|-----------------------|-----------------------------|
| 2 Groundhog's Day | 15 President's Day |
| 7 Super Bowl Sunday | 16 Mardi Gras (Fat Tuesday) |
| 12 Lincoln's Birthday | 17 Ash Wednesday |
| Chinese New Year | 22 Washington's Birthday |
| 14 Valentine's Day | |

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

Help! I need to talk to someone!!

To talk to someone in the strictest confidence in a safe place about a work related incident, leave a message on the

**CISM Team Hotline
206-263-3761**

NEWS REVIEW

ATU Local 587

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13028 Interurban Ave S, Suite 116
Tukwila, Washington 98168
Telephone: 206-448-8588.

Affiliations: Washington State Labor Council, King County Labor Council, Northwest Joint Conference Board, ATU Legislative Council, Olympic Labor Council, Kitsap County Labor Council.

OFFICERS OF THE AMALGAMATED TRANSIT UNION, LOCAL 587:

KEN PRICE
President/Business Agent
Email - kprice.president@atu587.org

RON ANDERSON
1st Vice President/
Assistant Business Agent
Email - randerson.vp1@atu587.org

CORY RIGTRUP
2nd Vice President/
Assistant Business Agent
Email - crigtrup.vp2@atu587.org

PATRICK BRADY
Financial Secretary/Treasurer
Email - pbrady.finsec@atu587.org

TAMIEKO COOK
Recording Secretary/
Editor *News Review* / Correspondent to *In Transit*
Email - cook.recsec@atu587.org

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

- | | |
|---------------------------------|--------------------|
| Minority Affairs Officer | JOHNATHON L. FUTCH |
| Transit Operator Position #1 | BILL CLIFFORD |
| Transit Operator Position #2 | BEN APO |
| Transit Operator Position #3 | MONIQUE LOWE |
| Transit Operator Position #4 | ANDY PRICE |
| Transit Operator Position #5 | CHERYL ROWE |
| Transit Operator Position #6 | MARY J. NEWTON |
| Transit Operator Position #7 | PAT BROADWELL |
| Transit Operator Position #8 | PATSY BREAZEALE |
| Vehicle Maintenance Position #1 | JEFF STAMBAUGH |
| Vehicle Maintenance Position #2 | JASON LECZO |
| Vehicle Maintenance Position #3 | MIKE ROCHON |
| Facilities Maintenance | DERRICK HUNTER |
| Special Classifications | ERIC BUTLER |
| 1st Line Supervisors | PAUL NEIL |
| Rail/ Streetcar Operator | JUSTIN SWANSON |
| Rail Maintenance | JAKE SELTVEIT |
| Clallam & Jefferson County | KAREN KAUTZMAN |
| Kitsap Transit | TERI L. CHAUSSEE |
| KC Units Inside Seattle/SGT | NINUS HOPKINS |

Articles/Letters to the editor

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

Send letters and articles as original Word documents to Tamieko Cook at: cook.recsec@atu587.org



The 1st Vice President's Report

Coronavirus Virus Vaccine is Available

By Ron Anderson

Members: This is the year of the Covid-19 vaccine. There is hope that we all could be rid of this virus soon. As of now there are two vaccines that are available for distribution.

Pfizer-BioNTech COVID-19 vaccine. This is a two-dose vaccine, given 21 days apart. Clinical trial data shows the vaccine is 95 percent effective at preventing COVID-19 infections starting seven days after the second dose. Individuals will not be considered fully protected until one to two weeks after they received the second dose. This vaccine is authorized for emergency use in individuals 16 years and older.

The second vaccine is:

Moderna COVID-19 vaccine. This is a two-dose vaccine, given 28 days apart. Clinical trial data shows the vaccine is 94 percent effective at preventing COVID-19 infections starting seven days after the second dose and no serious safety concerns were found. This vaccine is authorized for emergency use in individuals 18 years and older.

Washington State Department of Health (DOH) announced a vaccine prioritization guidance based on the population that were at the greatest risk of infections. The vaccine would be distributed in phases. Phases A1, B1, and C1. These phases are recommendations and guidelines. We know

the state cannot adhere to such a rigid performance. So far, the distribution and execution has been confusing, to say the least.

The Executive Dow Constantine announced \$7 million to create high-volume community vaccination sites and mobile teams, which would allow as many people as possible in our community to receive COVID-19 vaccinations as quickly as possible. His strategy is closely aligned with Washington State Department of Health (DOH) guidance for vaccine allocation, prioritization, and distribution. DOH has released a priority plan for vaccinating people in the next tiers, starting with Tier B1 for later in the month of January. DOH has also released a chart showing estimated timelines for vaccine distribution, which contains some professions in which many county employees work, including corrections, transit, and law enforcement.

When the vaccine becomes widely available, the more people that get it, it lessens the

spreading, and the sooner we all can get back to our normal lives. What ever that may look like.

What are some of the possible downsides to this vaccine? Side effects! Headaches, fevers, flu-like symptoms, nausea have all been documented side effects for those already given the first dose of the vaccine. This side effect could have a negative impact on our members without some additional protections from the Union.

Your Union has fought for every safety protection given to our members during this pandemic, and the fight will continue until this COVID-19 is defeated. Although we all want to get ahead of this vaccine war that is forming. The safety of our members is always our number one priority.

COVID-19 in Washington State Update:

- Total Cases-289,939
- Hospitalizations-16,558
- Deaths-3,903

Public health experts agree that the true number of people who have been infected with

COVID-19 in Washington greatly exceeds those that have been laboratory-confirmed. It is very difficult to know exactly how many people in Washington have been infected to date, since most people with COVID-19 experience mild illness and testing is still not widely available.

I am hearing of a new SARS-CoV-2 lineage that has rapidly become the most dominant in the United Kingdom. It is 75% more transmissible than the previous lineage, potentially due to a mutation in the receptor binding domain of the spike protein. They note that this variant does not appear to have spread significantly outside of the UK at this point, although sporadic spread of the mutation has occurred in the United States without the variant becoming dominant.

This is just another sign that this nightmare is a long way from being over. So, stay vigilant and continue to do what it takes to keep you, your family, and your co-workers safe, and know that your Union will be advocating for your safety as well.

Stay Safe and Stay Union!

SOLIDARITY!

Contracts are out at the bases, see your shop stewards or call your Union for your copy.



The Maintenance Vice President's Report

Keep It Real

By Cory Rigtrup

In the second week of January the King County Bus contract arrived. I am told we should expect the Rail version in the second half of January. So hopefully by the time you are reading this, everyone has been able to get their own copy of the big blue book.

These contracts are truly a boring read, and are not particularly easy to understand. They read more like an autistic mind's diary. Full of broken statements, hyper focused on specific details and flat out doesn't flow like anything that commands attention. Nonetheless, it's worth reading, an educated mind is just a mind.

There are likely some new changes in these contracts that you are not aware of, not all changes made the highlight reel. Examples: Graveyard Bus Facilities Members can choose whether they want to work the eve or night of, on a holiday, or Track & Signals Members have move-up language that is guaranteed. So if you get a chance, please read.

Streetcar ULP:

Last year without notice, we learned that one of our positions in Streetcar was taken from us and given to another Union. The fact that we were deprived the chance to bargain and fight for members wages really feels like a low blow. However, this is Washington State, there are rules for such things. We filed a complaint

*I know this theme in social media
of galvanizing one-sided ideology
politics makes the sender feel
good, but please don't drag
that crap to work.*

with the state and now we are back into bargaining.

We have mediation, which is a legal form of babysitter bargaining, set for February 5th. If that fails, we then have an Unfair Labor Practice (ULP) set for February 24th–25th for failure to bargain in the first place. We'll get what we come for, stay tuned MSCW.

In-Plant Inspectors:

The saga continues. We have what is called Unit Clarification scheduled with Washington State on March 9th–10th over the in-plant inspection work. This is the process when a public employer announces an unrepresented piece of work is to be made permanent. Local 587 and another Union both made claim on this work. The state will decide who gets the work, then that Union can bargain wages, hours and working conditions, something that is

desperately overdue for in-plant inspectors.

In-plant inspector work has been done by members of our Local exclusively for way more than a decade. This work is often done in a different state, sometimes even a different country. Because it's not certified as a Union work, our members have been working out classification.

The stress, low pay and unimaginable toll of working long periods of time away from one's family makes what recently transpired all more unbearable. Because in-plant work is unrepresented, we can only enforce what is in our contract for working out of classification. So, when they offered our members this Special Duty Assignment (SDA) they were told they would have to pay the other states' income tax on wages earned. Shockingly, all our members declined the

opportunity to basically take a pay cut from their current position to go work out of state. The Union's demand to bargain over this tax were met with a, we'll let you know.

So as of today, I understand that 40 Battery Electric Buses should start arriving in the next two months, and my question as to who is inspecting those buses at the plant have gone unanswered. Well like I said, we have a date with state and the saga continues.

Small Politics:

There will always be squabbles between members who wear on each other over time. Most of it is just being human. But adding in all the crap we have had to deal with in the last year—a pandemic, dysfunctional politics and isolation—there has been an uptick in member-on-member issues.

I know this theme in social media of galvanizing one-sided ideology politics makes the sender feel good, but please don't drag that crap to work. I find that members come to work mainly for the same reasons—to better themselves and their family. No politician will ever convince me that I don't have more in common with the different looking blue collared person working next to me, than them. Keep it real, and show each other love.



The Financial Secretary/Treasurer's Report

What the Hell Are You All Thinking?

By Patrick Brady

Since about October 1st many Local 587 members have received a post card from the Freedom Foundation through a front called *Opt Out Today*. One glossy version showed a fist full of 100-dollar bills with a hook "give yourself a Christmas present."

Your Union leaders are very aware of this campaign and we did not share anyone's name or address. The Freedom Foundation requested via a Public Records Request your name and address. They mailed a postcard, *Opt Out Today*, which many members received. At many levels, your fellow Union brothers and sisters shot back with cryptic written and email messages of rebuke and disgust. Do I need to go into all the reasons that we need a strong union to bargain the 10+% Metro wage increase last Fall? Or the 7% Clallam wage increase just a month ago? Other King County unions are still at the bargaining table with management and are being offered little or no increase in their wages beyond the CPI-W.

Here is what the *Opt Out* site gives as some of the reasons a person might leave the Union:

- Some do not believe the services the union provides are worth the dues it charges.
- Some resent the union's role in enabling and defending underperforming employees.

• Others believe that union officials are corrupt and unaccountable to their membership.

Here is what I find incredibly frustrating: One of the strongest characteristics about our Local is that we have a culture of unity and also allow for a great diversity of opinion on many subjects related to our work life. But on the central topics of **wages, benefits, and working conditions** we have great unanimity. Almost all of the fifteen people listed below left our membership using nothing more than a cookie-cutter form letter that took 10 clicks of their mouse to fill out. I call this the coward's way out, to say nothing of the free-loading status they have earned for themselves. There have been a few others who have left the Union over my six years tending the membership rolls. Others choose not to join at time of employment. Your leaders try to reach out and understand why they choose to leave. Some have even changed their mind and re-joined.

But, this short-sighted, selfish, and caving into this post card campaign is the worst. Yes, these have been trying times, and your Union leaders have done a great deal of "leaning into" the issues of COVID. We continue to fight those August Metro layoffs every day. The employers you work for do not have your

best interests in mind and hate it when we Officers point that out to them in bargaining or grievances... time after time.

I say to all members who have made this choice, past and present, you have made a choice to quit the Union. Part of my responsibilities is to enroll and dis-enroll members of the Union. Here is the list of those who recently quit. In the future, with the consent of our Executive Board, we can list all non-members. Still, I want you to know that you are always welcome to rejoin and regain the full benefits of membership. We are STRONGER TOGETHER.

Tracy Brodersen	METRO	VM
Annette Taborn	METRO	TO
Dana Snyder	Clallam	TO
Ed Lawrence	METRO	TO
James Pratt	METRO	VM
Lanel Erickson	METRO	Rail FM
Denise Brown	METRO	TO
Steven Lewis	METRO	TO
Robert Montecarlo	Kitsap	TO
Julie Oehlbeck	METRO	TO
Christopher Moore	Kitsap	TO
Shawn Schoiber	Kitsap	TO
Dong Vuu	METRO	TO
Gary Mann	Clallam	Dispatcher
Don Cleaver	Kitsap	TO

By the Numbers

Income and Expenses for December:

Our December's income was \$168,009, down from the previous year's December's income of \$626,534. The fiscal year end uses 12/31/2020 as a "hard stop." During December 2019 there were three payrolls from King County which temporarily ballooned that month-end balance. Due to the late ending of this December's payroll only half of the standard income arrived before 12/31/2020. January 2021 will be at the higher three payroll level.

Once December's mandatory per capita fees to the International ATU and various Labor Councils were taken out, what remained was \$92,180 to pay our expenses. December's expenses were \$399,396. The previous year's December expenses were \$281,322. At the close of December, we ended with a month end deficit of \$ 323,567, and a YTD balance positive balance of \$362,128. Our renovation/relocation expenses falling in FY2020 are \$294,857. Ending the year with this very healthy cash balance, even with a significant office relocation/renovation,

shows the strong fiscal stewardship by your Officers, Full Time and Executive Board..

Membership Census:

In the month of December we received no new members. We had 49 members deducted due to voluntary withdrawal, suspension, death or retirement. Our total membership is now **4,579**, down 49 from the month before. Last year at this time our membership was **4,808**. Our dues paying Retiree Membership is 739, up 19 from the month before.



The Recording Secretary's Report

Spring Pick 2021

By Tamieko Cook

Due to the COVID-19 pandemic the Spring 2021 operator pick will be conducted Full Absentee in the same manner as the Fall 2020 operator pick, with the addition of a separate vacation form to be used for picking vacation. PTO Pick dates February 8–11. FTO Pick dates February 12, 15–19, 22–26.

Absentee Forms Are Required.

Absentee form will ensure that the pick room professionals have not only correct contact phone number but also what types of work preferences you choose. In addition to the **absentee form** pick professionals

will be able to call you and work through both your preview and what work is available.

Vacation Forms Required.

Separate vacation forms will be used for the Spring 2021 pick. The vacation form will ensure that pick room professionals have not only the correct contact phone number but also your vacation selections. In addition to the vacation form pick professionals will be able to call you and work through your vacation selection(s). PTO Operators will be able to pick vacation from Period 11 through Period 22 of 2021. FTO Operators will pick vaca-

tion from Period 11–Period 52 of 2021.

Pick Previews

The evening previews that were offered during the Fall 2020 pick were extremely helpful to members. These evening previews will take place from 5–8pm in the Pick Room (Atlantic / Central Base) for members who pick the following day (seniority lists will be used to check). These evening previews will take place February 8th, 9th, and 10th for PTO pick. The dates for FTO pick are as follows Feb 12th, 15th, 16th, 17th, 18th, 19th, 22nd, 23rd, 24th, and 25th.

Another helpful preview tool was having the picked vs. open worked uploaded to the ATU 587 website following each day of pick. This tool will also be available Spring pick 2021.

Future Picks

I do understand that this COVID-19 pandemic has changed many aspects of our daily lives and pick another for that list. Please note that in the MOA regarding the Spring 2021 pick it is stated that there will be a return to normal pick procedures following the COVID-19 emergency. Be safe out there and Take care of each other. To Be Continued...

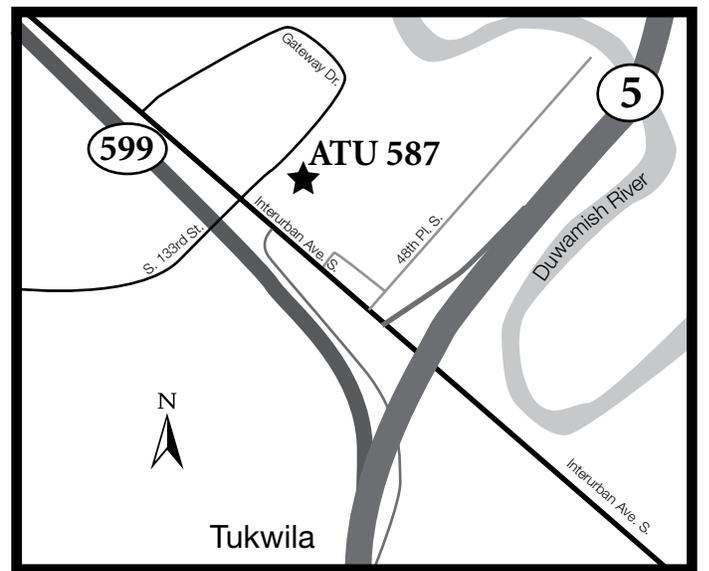
Local 587 offices have moved!

After decades in the Belltown area of Downtown Seattle your Local 587 have moved. We are south of South Base on Interurban just north of Interstate 5 (next to Starbucks). **13028 Interurban Ave South, Suite 116, Tukwila, WA 98168 | 206 448-8588**

This new location will allow for flexibility for member trainings and meetings (up to 50 people) and allow easier contact with your Officers.

Please limit your visits for essential purposes only. If your business is with an Officer please provide the courtesy to our reception staff of calling the Officer in advance of your stopping by. Make sure and bring your mask. Everyone coming past the reception lobby will be screened.

We look forward to holding a terrific Open House when the time is right!!



Walk Your Talk

By Atlantic Base Shop Steward and ATU International Delegate Chuck Lare #12497

“Walk your talk...” stated the Night Owl operator when learning of the scripted King County Metro Semi-annual meeting, December 17th, 2020 (watch at, <https://youtu.be/XI5OKmo7ICs>).

The Semi-annual meeting talk headline reads, “Lead with Love ... We will take action, at Metro and in our community, to root out the words and actions that disrespect and undervalue people of color...”

An experienced operator exclaimed, “I fear I will lose my job, as the next time someone calls me the ‘N-word’, I will explode!”

“Walk your talk” by taking ownership of these operators’ hazardous working conditions. Acknowledge the legitimacy through changing Metro’s punitive nature toward all those working in this hazardous workplace. Metro’s modus operandi is to fire the operator attempting to protect themselves. After being fired, Metro furthers the trauma by stripping the operator and family of financial security and healthcare benefits. Only if the operator and ATU 587 expend great resources may the operator and family get back their livelihood.

“Walk your talk” — replace the scripted Semi-annual meeting rhetoric with action. Empathize with the member’s daily stress serving a prejudice public. “When I get called the ‘N’ word, I fear what comes next?” stated a Central Base Operator. “Why don’t we have a survey of operators whereby we identify the magnitude of the problem?” Management needs to come out of their silos and work with operators on a weekly if not daily basis.

“Walk your talk” by taking ownership of these operators’ hazardous working conditions.

Acknowledge the legitimacy through changing Metro’s punitive nature toward all those working in this hazardous workplace.

“Threats against bus driver year’s first hate-crime case,” Seattle Times January 11, 2021. “A white man ... shouted racial slurs at the driver, ... threatened to shoot her ... Fearing for her life, the driver called for help... Based on recent trends, ... [this assault on KC Metro Bus Driver] likely to be the first in dozens of hate crime prosecutions this year... cases have been on the rise in King County...”

Operation’s Management could, like Vehicle Maintenance, facilitate weekly safety huddles. Operators could learn and teach other’s strategies for navigating, if not resolving the threatening work environment.

The Semi-annual meeting talk stated, “... within Metro, we will build a culture where employees feel heard, valued, and respected by each other...”

The Operators’ experience, “I was fired. Yes, I made a mistake in safe operations of my bus. At the same time — new to the job, it was late at night, in a dangerous part of town, and being an immigrant woman of color, I feared for my life. As another

assailant approached my bus, I felt it necessary to keep moving and flee the bus zone...”

“Walk your talk” — in lieu of firings, replace the punitive culture of Metro management with respect and appreciation for the wealth of our diversity. The frontline worker and Metro management do make mistakes. Whereas Metro management is dismissive of its mistakes but quick to discipline the frontline worker.

“I have turned down the offer. I no longer wish to return to Metro after hearing how Metro treated the Sister,” stated another fired operator. Management needs to take ownership of mistakes and see them as their failures to properly instruct to avert future mistakes.

The Semi-annual meeting talk headline reads, “Change Systems of Oppression ... We affirm that Black lives matter. Black health matters, Black minds matter, Black families matter, Black wealth matters. We must correct injustices in Metro transit service and within Metro itself.”

Contrasting operators’ experience, “I am afraid every day I drive. I feel alone and unprotected. When that guy, cut me off and then came to chew me out for his failures, that was white privilege at its worst. I let him have his say. After which, I said, ‘we’re done here’ and pulled away. Metro attempted to fire me. After all we face from the white community we serve. That was too much. I am done with Metro.”

“Walk your talk” — take ownership of the racism and white privilege taunted that operators are frequently required to tolerate. Regularly have operators, riding and cajoling with operators — together staring down those who seek to leverage their white privilege over others.

White privilege or virtually any privilege, like the privilege of a large carbon footprint, when removed, the privileged are likely to fight against the loss. Whereas if the privilege is faced so as we can learn and empathize with its inequity, we can advert opposition.

“Not everything that is faced can be changed, but nothing can be changed until it is faced... It is certain, in any case, that ignorance, allied with power, is the most ferocious enemy justice can have.” James Baldwin. Watch free on Amazon Prime, “I Am Not Your Negro.”



2021 Election Is Coming!

From Your 2021 Office Election Committee

What? Another Election?

Yes, in the spring of 2021 there will be an election for the new officers of ATU Local 587. Every member should take a vital interest in this election as, in these uncertain economic and political times, strong leadership for our Union will preserve our jobs. This election will once again be done by mail-in ballot ONLY! Keep in mind that the ballot return dates below mean that the ballots must be mailed in time to be RECEIVED in the Election Post Office Box by the deadline — postmarks will not count. There will be tight deadlines for the nominations, Voters' Pamphlet submissions, and address changes. Your Election Committee will be working hard to keep you, our members, informed of these dates. Timeline postings will appear regularly in the News Review and posted on Union bulletin boards as well as the ATU 587 web site. Due to the pandemic, the governor has sanctioned on how many people can be in a building at one time. The March meeting cycle will be replaced with an all Zoom calls for the Election Nomination Ceremony. This is to ensure that we are in compliance with the governor's protocols, the Election Committee has had to look at the differences in conducting election processes due to the Covid-19 pandemic. The election committee has reviewed the compliances of the governor's restriction, therefore below is a solution to those restriction and the process is as follows. The Election Committee will verify each member on the Zoom call with the ATU 587 roster. It is important that every member have his or her correct mailing

address on file with ATU 587, as the mailing list for the ballot mailing will be extracted from ATU 587's membership database. King County ATU members must also be sure that King County has their current address. King County Employees can update their address through PeopleSoft and/or by submitting a written Change of Address form to your base Administrative Assistant. Here are the key election dates — mark your calendar!

February

Candidate instruction packets will be available in late February and for sure at the March cycle of meetings. Election Committee members will make a short presentation and answer any questions. Members interested in running for one of the Union Officer positions are encouraged to attend one of these meetings.

March

Nominations for all 2021 Officer Election positions will be accepted during the March cycle of Union meetings beginning with the Charter Meeting on Thursday, March 4th and ending with the Afternoon Meeting on Wednesday, March 10th. Candidate statements for Voters' Pamphlet are due on Monday, March 15th by 5:00 PM in the Union office. **NO EXCEPTIONS.** Ballots for the Primary Election will be mailed to members on or about March 31, 2021. In order to be counted, ballots must be mailed to the Election Post Office Box in time to be RECEIVED by the close of business at the designated post office on the day of the Primary Election. Which is April 20, 2021

April

The Primary Election ballot count will be Tuesday, April 20th. On that day, the ballots will be

picked up at the designated post office by the Recording Secretary, our mail ballot company representative, and members of the Election Committee. Ballots will be brought to the Union Office, for counting. All members and candidates are invited to attend and observe via Zoom. A Candidate Meet & Greet and Debate Night will be held on Saturday, April 28th via Zoom. The Final Election candidates for full-time officer positions will have an opportunity to debate and/or answer questions from the membership via Zoom meetings. Members can also meet individually with other candidates for the Executive Board positions.

May

Ballots for the Final Election will be mailed to members on or about May 11, 2021. Again, all ballots must be mailed to the Election Post Office Box in time, to be RECEIVED by the close of business at the designated post office on the date of the Final Election in order to be counted.

June

The Final Election will be on Tuesday, June 1st. On that day, the ballots will again be picked up at the designated post office by the Recording Secretary, our mail ballot company representative, and members of the Election Committee. Ballots will be brought to the Union Office for counting. And, as with the Primary Election, all members and candidates are invited to attend and observe via Zoom meeting. If a runoff election is needed after the General Election, it will be on or before June 21st. In summary, your Election Committee is working hard to keep members informed about the 2021 Officer Elections. Having the correct mailing address on file with ATU 587 and returning your ballots promptly will ensure that your vote is counted. Because of the difficult economic and political conditions, we face, it is important for every member to participate in this election of the Union Officers. They will be our representatives to Management.

2021 Office Election Committee Mission Statement

To have a fair, impartial, and secure election for our membership by:

- Complying with the requirements of the US Department of labor, our ATU International Constitution and Local 587 Bylaws; and
- Uploading election rules and standards.

We accomplish this by:

- Educating the membership about the election;
- Providing and enforcing clear rules throughout the election;
- Provide clear Covid-19 processes to ensure we are in compliance with the governor's guidelines;
- Ensure equal opportunity for all candidates to campaign; and
- Conducting a transparent, accurate, and timely count of the secret ballots.


Tore S. Lydersen, Chair


Kenneth Bryant


Christine Kautzman


Romel D. Williams, First Alternate

"But I Didn't Mean Anything By It."

Member-on-member sexual harassment

By Janet Novotny #22073, Shop Steward, Ryerson Base

I'd bet real money that's one of the first things said when someone gets a See Me for sexual harassment. Or, "Oh, they know me—that's just how we talk" or "I don't know why they got so upset."

Our bases and buses are plastered with signs warning zero-tolerance of sexual harassment, but the only guidance we get is from training, "Don't ask for a passenger's phone number and don't ask for a date." Some stuff is just plain common sense because it involves a misuse of power (a supervisor cannot request a sex act in exchange for tearing up a PR), but some stuff is subtler. You want to keep your job and not find yourself in the deep weeds because you said something inappropriate.

We spend a lot of time on the job. We know our co-workers and laugh a lot. We get familiar and friendly and feel we can say things that might be OK sitting at a bar or home watching a game, but might not quite be appropriate at work. Maybe you say something that seems innocent enough, but someone takes offense. It can be anyone doing the saying and anyone doing the hearing. It doesn't have to be opposite sex—it can be any combination. If someone takes offense, it's grounds for harassment. It doesn't even have to be that person, a third party could overhear and be offended.

Here's the deal about the ATU work environment, especially in a safety-sensitive position: We are expected to act professionally. The beauty of a Union job is that it is gender-blind. We all do the same work for the same pay.

As a team of professional operators, mechanics, facilities workers etc., we all work together to keep Seattle moving. But the team needs to have respect for one another. When co-workers harass each other, they diminish solidarity and create a divided work environment. We are not supposed to make overt or suggestive comments, innuendos, or unwanted compliments because it is a distraction from doing our job.

Workplace sexual harassment is illegal under federal law (Title VII of the Civil Rights Act of 1964) and WA state law (RCW 49.60) against employment discrimination. It is also illegal under Seattle city ordinances.

It is unlawful to harass a person because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. It is not limited to touching or spoken words. Obscene images and videos, emails, and even staring in a suggestive manner can be deemed offensive. Sexist comments and actions can also be harassment. For example, it is illegal to harass a woman by making offensive comments about women in general, like, "For a girl, you're a pretty good bus driver."

If the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive, then it becomes unlawful harassment.

Most companies are required by law to have policies in place

for educating employees on workplace harassment. I'm mystified that Metro does not have continuing education regarding sexual harassment. I worked at the Convention Center and Costco prior to Metro. They both had mandatory training. The training videos are readily available. So why doesn't every single ATU member know how to stay out of sexual harassment trouble?

Any of the following can be examples of sexual harassment if they happen often enough, or are severe enough, to make an employee uncomfortable, intimidated, or disgraced enough to interfere with their work:

- Repeated compliments of an employee's appearance
- Commenting on the attractiveness of others in front of an employee
- Discussing one's sex life in front of an employee
- Asking an employee about their sex life
- Making sexual jokes
- Sending sexually suggestive texts or email
- Leaving unwanted gifts of a sexual or romantic nature
- Repeated hugs or other unwanted touching (such as a hand on an employee's back)

So what is NOT workplace sexual harassment? It's a much shorter list: Casual jokes or isolated incidents are probably not, unless very serious, threatening or very offensive, or unless it happens repeatedly. Also, if the victim does not report it, they cannot claim harassment.

Management has the respon-

sibility to provide a harassment-free workplace. This is partly why Metro takes the issue so seriously. If a co-worker files a sexual harassment complaint against you, you will definitely be talking to your chief. The chief will investigate, and if Metro finds against you as the harasser, you will face discipline. You could be looking at a month-long suspension or termination.

Harassment is grievable even if the contract does not have specific language on the issue. A grievance would claim that Metro failed to protect the victim in the workplace. Here's where it gets sticky: By writing a grievance, that very grievance may give Metro a tool to discipline or fire the harasser. The Union is then putting the harasser, an ATU member, in Metro's crosshairs.

The short story is: If you have to stop yourself and consider if you should say something, DON'T. If you have to think about it, you already know the answer. You have saved yourself a lot of embarrassment, your reputation is still solid, and you still have your good job at Metro. Think before you say some clever thing: Would I say that to a loved one? Or want them to hear that?

You can hardly ever get in trouble by keeping your mouth shut.

Sources:

nolo.com
eeoc.gov
thebalancecareers.com
 Heather Hanuck, former director of the Coalition of Labor Union Women

A Trip to the Land of Streetcar

By Amity Ludders #21833, Atlantic Base

Several weeks ago Metro's Streetcar Operation came across my radar. Even though I spend my days on trolleys crisscrossing the First Hill (FH) or South Lake Union (SLU) streetcar routes, I had never taken a moment to learn about the City of Seattle's streetcars and our ATU 587 Brothers and Sisters who maneuver them along their right of ways. I have since spent some time talking to Streetcar's Chief Shop Steward Marilyn Hershey and Central Base Shop Steward Michael Mackay. Marilyn has 20+ years of Metro knowledge to share, and has been serving in the Streetcar Operation for the past four years. Mike has been with Metro for 16 years and operated streetcar on and off for a couple of years as a reserve Streetcar Operator and is now back to coach operation. Metro is hugely privileged to manage and operate the City's streetcars as it provides a unique operator experience.

Streetcar Operators report to for work at one of two Operation Maintenance Facilities (OMF). One OMF serves the SLU service and the other serves FH. With a total of thirty-one permanent streetcar rail-card carrying operators (plus some reserve operators), ten supervisors, an administrative assistant, a trainer, a chief, and a superintendent, these are small facilities, two tiny islands in the Metro Operational world.

Streetcar supervisors wear a variety of hats as they may handle dispatch, planning, and service quality activities during a single shift. When a streetcar operator needs help, they do not call LCC, as the

Link Rail Operators do, they contact their own in-house supervisor. Another difference from coach operation is that the trains keep moving while operators hop off for their breaks. The van parked just north of the Capitol Hill end of the line is the "breakroom." Accordingly, operators must always carry a walkie-talkie to keep up with train related details even while on break, which means that breaks don't always feel particularly restful.

One of my favorite new words from the land of Streetcar is "pantagraph," which is that wiry metal configuration on top that makes contact with the single overhead wire for charging purposes. Knowing where and when to raise and lower the pantagraph, and making sure that the streetcar is charged at the end of the line, is an operator responsibility. The pantagraph is designed to break loose should it meet an obstacle so that it doesn't tear out the overhead, but this is a costly proposition best avoided.

I asked both Marilyn and Mike what they find most satisfying about operating Streetcar.

Marilyn: After all of my years as a transit operator, I was ready for a slower pace, a more laid back work experience and fewer passenger interactions. Passengers get on and off, I don't have to interact with them. They manage their own fares, there's no securing wheelchairs. I can focus on operating the streetcar.

Mike: What little kid didn't dream of operating train down the street?! Having a stick, the master control, that moves the streetcar forward or brings it to

a stop, instead of a wheel, and learning how to make good smooth stops is great. It's the operator's responsibility to make sure that the right of way is clear and not proceed until it is. There's a lot of responsibility.

What is the most challenging?

Marilyn: You're on your own tracks. If something happens in front of the streetcar there is no going around. You have to wait until the right of way clears and that can take as much as thirty minutes or more.

Mike: Streetcars do fine in snow or rain, but get a few drops of rain on rail that has been dry for a time and the rails become so slick that you know you will slide. It becomes a matter of planning for the slide so that you don't overshoot stops or crosswalks. On the floor are pedals for sand and horn. No matter what you do, the streetcar will slide. You have to learn through doing.

Marilyn: The regulations for streetcar come from rail. They are much stricter than for coach operation. If you open the doors on the wrong side of the streetcar as the platform, you can be suspended or sent back to bus operation.

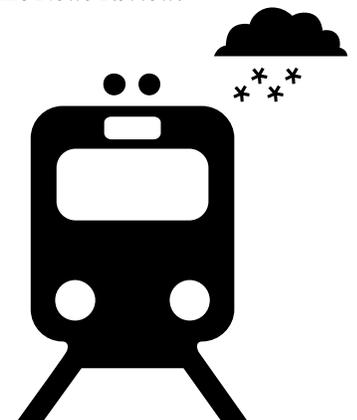
Mike: Even though software exists to safeguard incorrect door openings, Metro doesn't use it. The operator has to stay very focused on which side the platform is on and using the correct hand to open doors on the correct side of the streetcar. If you open the doors on the wrong side, you can lose your job.

Mike: Coach operators!

Please do not cut streetcar off at 5th and Jackson! This causes us so much unnecessary stress!

I also learned from Mike and Marilyn that streetcar recently had a SIT recruitment. Interestingly, only men have been allowed to pass the testing phase not only this most recent recruitment, but as long as HR has required testing into SSIT. Currently, women and Black operators are unable to grow their careers in the Land of Streetcar. Recently, only men have made the cut for Operator and Supervisor of the year at Streetcar. Intentional? That would be hard to say. Disparate impacts? Seems so. We owe it to our ATU streetcar colleagues to keep an eye on what may be going on in their corner of the Metro world. As I write this on the eve of MLK Day, with my inbox full of KC messaging on equity and inclusion, I wonder how to square rhetoric with reality.

Do you feel like you might be working in a Metro outpost? Would you like your ATU family to know more about what you and your colleagues do and experience? Send a note my way so that your 587 Brothers and Sisters can learn all about it in the *News Review*.



Black History Month—A Little History

By Grady Michael Stroman, Local 587 Black Caucus President, Central Base #21187

The colonist John Rolfe wrote to Sir Edwin Sandys, of the Virginia Company, that in August 1619, a “Dutch man of war” arrived in the colony and “brought not anything but 20 and odd Negroes, which the governor and cape merchant bought for victuals (provisions).” The Africans were most likely put to work in the tobacco fields that had recently been established in the area. Forced labor was not uncommon—Africans and Europeans had been trading goods and people across the Mediterranean for centuries—but enslavement had not been based on race. The trans-Atlantic slave trade, which began as early as the 15th century, introduced a system of slavery that was commercialized, racialized and inherited. Enslaved people were seen not as people at all but as commodities to be bought, sold and exploited.

To satisfy the labor needs of the rapidly growing North American colonies, white European settlers turned from indentured servants (mostly poorer Europeans) to a cheaper, more plentiful labor source: enslaved Africans. Though people of African descent—free and enslaved—were present in North America as early as the 1500s, the sale of the “20 and odd” African people set the course for what would become slavery in the United States, where slavery spread quickly through the American colonies.

After the American Revolution, many colonists (particularly in the North, where slavery was relatively unimportant to the economy) began to link the oppression of enslaved Africans

to their own oppression by the British. Though leaders such as George Washington and Thomas Jefferson—both slaveholders from Virginia—took cautious steps toward limiting slavery in the newly independent nation, the Constitution tacitly acknowledged the institution, guaranteeing the right to repossess any “person held to service or labor” (an obvious euphemism for slavery).

“THE THREE-FIFTHS CLAUSE OF THE UNITED STATES CONSTITUTION (1787),” often misinterpreted to mean that African Americans as individuals are considered three-fifths of a person or that they are three-fifths of a citizen of the U.S., the three-fifths clause (Article I, Section 2, of the U.S. Constitution of 1787) in fact declared that for purposes of representation in Congress, *enslaved* blacks in a state would be counted as three-fifths of the number of white inhabitants of that state. Many northern states had abolished slavery, but the institution was absolutely vital to the South, where Black people constituted a large minority of the population and the economy relied on the production of crops like tobacco and cotton. Congress outlawed the import of new enslaved people in 1808, but the enslaved population in the U.S. nearly tripled over the next 50 years, and by 1860 it had reached nearly 4 million, with more than half living in the cotton-producing states of the South.

“Dred Scott v. Sandford.” In April 1846, Dred and Harriet filed separate lawsuits for freedom in the St. Louis Circuit Court against Irene Emerson

based on two Missouri statutes. One statute allowed any person of any color to sue for wrongful enslavement. The other stated that any person taken to a free territory automatically became free and could not be re-enslaved upon returning to a slave state. Since Dred and Harriet Scott had lived in Illinois and the Wisconsin Territory—both free domains—they hoped they had a persuasive case. When they went to trial on June 30, 1847, however, the court ruled against them on a technicality and the judge granted a retrial.

The Scotts went to trial again in January 1850 and won their freedom. Irene appealed the case to the Missouri Supreme Court which combined Dred and Harriet’s cases and reversed the lower court’s decision in 1852, making Dred Scott and his family enslaved again. In November 1853, Scott filed a federal lawsuit with the United States Circuit Court for the District of Missouri. By this time, Irene had transferred Scott and his family to her brother, John Sandford (although it was determined later that she retained ownership). On May 15, 1854, the federal court heard *Dred Scott v. Sandford* and ruled against Scott, holding him and his family in slavery.

In December 1854, Scott appealed his case to the United States Supreme Court. The trial began on February 11, 1856. March 6, 1857, in the infamous Dred Scott decision, Scott lost his fight for freedom again. Chief Justice Roger Taney of the United States Supreme Court, best known for writing the final majority opinion in *Dred Scott v. Sandford*, which said that all

people of African descent, free or enslaved, were not United States citizens and therefore had no right to sue in federal court. Taney ruled that African Americans were not and could not be citizens. Taney wrote that the Founders’ words in the Declaration of Independence, “all men were created equal,” “were never intended to apply to blacks.” The three-fifths clause remained in force until the post-Civil War, the 13th Amendment was enacted in 1865 to abolish slavery, the Civil Rights Act of 1866 was enacted to protect civil rights of blacks, the 14th Amendment gave blacks equal protection under the law, and the 15th Amendment prohibits denying a citizen to vote.

I believe the above, supports why many blacks have disbeliefs that this nation is true to its words about equality pertaining to blacks. The three-fifths clause of the Constitution often misinterpreted to mean that African Americans are considered three-fifths of a person, since 1619 certain parts of this nation has treated blacks like they were less than a person; the 13th Amendment led to the mass incarceration of blacks in the Southern States for slave labor; the Fourteenth Amendment which supposed to address citizenship rights and equal protection under the law is still not a reality when one look at the recent protests; and the Fifteenth Amendment which talks about the right to vote is still not a reality for all in certain parts of this nation.

“Equality is still an issue.”



Let's Talk
TRANSIT
VIRTUALLY

**You are invited to join your Union Brothers and Sisters for
 ATU COPE REMOTE Lobby Day March 11, 2021**

The 2021 Legislative Session began on January 11th and will run until April 25, 2021. Please join us on March 11th as we travel **VIA ZOOM** to Olympia to learn how our state government works and meet with elected representatives to discuss transportation legislation and funding. Even in a pandemic and societal lockdown Local 587 members continue to play an important role advocating and lobbying on behalf of transit — related/union issues.

This year will be different! Currently no visitors or members of the public are allowed on Capitol Grounds. However, our elected officials still need to hear from us! This year is shaping up to be a larger year for Transit funding.

Complete and mail the form below no later than February 26, 2021 to ATU COPE Lobby Day, 2815 Second Ave, Suite 230, Seattle, WA 98121 or via County Mail.

If you need to take time off to attend, put your name in the **Lay Off Book** at your work site. Unpaid courtesy detail may be arranged for a limited number of participants. *****The union office DOES NOT guarantee you will be granted the day off, so please confirm your request with your work site.**

Any questions please contact the COPE Committee at 206-448-8588 or email at cope@atu587.org. **See you on Lobby Day!**

Please fill out completely—we need your home address and contact information!!

NAME _____

E-MAIL _____

HOME ADDRESS (WHERE YOU'RE REGISTERED TO VOTE—NO P.O. BOXES)

STREET _____

CITY _____ ZIP _____ LEG. DIST. (if you know it) _____

ID# _____ WORKSITE _____

HOME PHONE _____ CELL PHONE _____

Comfort Station Program Update

By Ruthann & Hannah, Your comfort station team!

We want to thank those of you who have taken the time to provide input and share your experience. As we move forward with our eye on recovery, we are challenged with rebuilding the comfort station program. Many

of our vendors are suffering, and some have permanently closed, but the full impact of COVID-19 is yet to come. If you have suggested potential vendors/new Comfort Station locations but they have not been added to the network—please keep in mind

that coming to an agreement can take time, especially when it concerns the health and safety of staff and our operators. Please continue to provide input so we can target our most needed areas. We believe making this program the best it can be is a

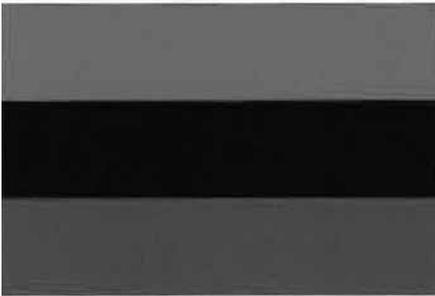
group effort. We welcome and value your input.

We would like to grab your attention on flushing. Facilities has seen an increase in “clogged” or “plugged” toilets system-wide. This is mostly due to an attempt at flushing non-flushable items such as paper towels, wipes, and feminine hygiene products. Please be sure to dispose of these in the trash and not the toilet. Also, please do not use your foot to flush the toilets. Both Triangle Garage and Redmond Transit Center have had multiple facilities visits to repair broken hardware due to foot flushing. The evidence is in the sneaker marks on the toilet and the adjacent walls. Feel free to use toilet tissue to protect your hands and be sure to dispose of it properly when you are finished.

The Residence Inn on Fairview has changed their access protocol, you have to be let in by front desk staff. They have reported a number of non-guests roaming the halls and lobby, please be sure to not allow anyone to enter behind you. Please wait until the door is completely closed before walking away. This helps keep the hotel happy, the guests safe, and improves your safety as well.

Thank you for all of your comments and participation in the safety meetings. Now more than ever, we are relying on you to report any issues or concerns because you are our eyes and ears. Keep up the good work and keep us in the loop, station.comfort@kingcounty.gov.

Thank you for all you do. Please take care of yourselves and stay safe!



The ATU Local 587 BLACK CAUCUS

You're invited to join us for our February 2021 conference call!

Our phone meeting will be held on

Friday, February 5th, 2021, at 6:00 p.m.

Please mark your calendars

Location:

(Via Computer or Phone/Dial In)

<https://join.freeconferencecall.com/atu587bc>

Online meeting ID: atu587bc

Phone Number: (602)580-9764

Access code: 4427549#

We invite any and all ATU587 members to participate!

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

Proposal To Change Bylaws ARTICLE XII, Section 3

Submitted by Chuck Lare, January 15, 2021

In accordance with the Article XV, pertaining to bylaw proposals, the following proposal will be published in the February & March 2021 edition of the *News Review* and the vote will be delayed due to the COVID-19 pandemic and will be voted upon once the normal cycle of Union meetings resume.

Current Language:

ARTICLE XII ELECTION OF OFFICERS Section 3 Election Committee

There shall be an Election Committee, consisting of three members plus an alternate, reporting to the Recording Secretary. Its duties shall include election security, production and distribution of ballots, voting instructions, voter's pamphlet, and all general administration of the election.

New Proposed Language:

ARTICLE XII ELECTION OF OFFICERS Section 3 Election Committee

There shall be an elected Election Committee, consisting of three members plus an alternate.; The alternate shall be

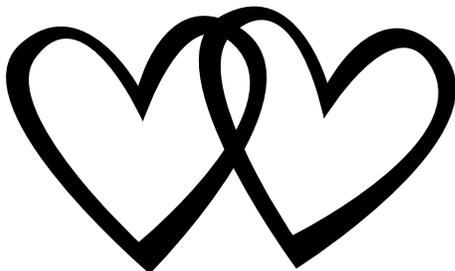
the elected candidate receiving the fewest votes of the four candidates. The Election Committee shall reporting to the Recording Secretary.

The nominations and election of the Election Committee shall be held at the series of regular Union meetings held in the month of November, in the year before the General Election and three years thereafter. The regular three-year election of the Election Committee shall be by the secret ballot system.

If a runoff is required, it shall be held at the following month, December's series of Union meetings.

Its The duties of the Election Committee shall include election security, production and distribution of ballots, voting instructions, voter's pamphlet, and all general administration of the election.

Valentine's Day



*Sunday,
February 14th*

President's Day



*Monday,
February 15th*

President's Report, continued from p.1

because like most, they never thought COVID-19 would last this long. Many have over 30 years employment; their only job since high school. During the '80s it was steady income for a family, especially people of color.

If KC Metro were to offer VSP they could better plan attrition. This will also bring the Medical Subsidy benefit ATU587 negotiated (available next open enrollment period).

Offering VSP brings the laid-off younger Operators back to Metro. In 2016, 40% of Tukwila's population immigrated here for jobs with opportunity. Many joined our Transit workforce and now their hard work is advancing dreams of their own family. The Union asks you to share your success stories with others. Grow the Union platform.

We have approximately 200 laid-off members collecting unemployment benefits. If VSP is approved, laid-off members are trained, rested and ready to work. Replacing our older workforce with laid-off workers is a no-brainer.

I urge unity within our ATU family by partnering with other Unions; including Chiefs, Superintendents, Teachers, Nurses, Electrical workers. BIPOC Worker safety, livable wages, working conditions as well as families depend on it.

It costs public funds to give our work to a private company. But the public only hears the daily spin job — “we're in a pandemic!”

I recently signed a Memorandum of Agreement for 2-hours pay for each of the two COVID-19 Vaccine doses. Plus, 3-day side effect sick pay for members. I'd like all properties to take care of their workers like Kitsap Transit. Kitsap Operators have also been made available to receive the COVID-19 Vaccine on short notice.

KC: if you can't find someone who's over 70 and you *can* find a healthy operator and your dose expires in 10 minutes, call the bus base. We have *Essential Workers* who are standing and waiting. We can be standing in front of you, ready to get the vaccine.

Racial justice is connected to the Union by historically doing what's right. Elections are coming and we need trust moving forward. Being diverse in labor is not enough. If labor doesn't

have a voice it's silencing others, especially during this ongoing public health/economic crisis.

I invite others to run for Office; Read contracts and policy.

The Zoom ATU and Management meetings are canceled. It started as a communication platform for COVID between former KC General Manager and Myself. It's turned into meetings with Management dominating our 4000+ membership, and now taking their notes and using them against ATU587.

Our International ATU doesn't approve of recorded Union meetings because Management obtains and exploits. I agree with that view regarding our ZOOM meetings. If KC Metro truly wants to be in-touch with members, go to garages and bases. Have conversations with mechanics, walk

back to the Chief's Office or Safety Officer. Fix the problem! Management is trying to break Unions across this nation.

Notice these ZOOM Meetings are non-paid time? We're giving our time, filling the air with frustrations on safety/working conditions. They're taking notes. Example: Recent ZOOM meeting they claimed I'd said "we will work with you." It was in notes. Next thing you know Metro hired non-union people to do our work. They even sent notes to VP2 Cory Rigtrup to suggest to him and the membership that I'd OK'd this work. Management is responsible for communicating correctly when it comes to the CBA, and held accountable if they can't. There are no unilateral decisions entering into a contract. It costs public funds to give our work to a private company. But the public only hears the daily spin job — "we're in a pandemic!" We've seen the failures in using this excuse to override transparency to the public.

We again thank Lisa Nault, Tore Lydersen and Harold Batson for contacting Laid-off drivers to inform, gather questions and update.

Lisa Nault will be following up with these members and gathering Surveys for a political message to KC Council.