



## And so you asked

By Jon Hunt • ATU Local 757 President

Organized in 2007, the Union has reached a first time agreement with the Oregon Housing and Associated Services, Inc. (OHAS), covering employees of Canby Area Transit (CAT). The City of Canby contracts with OHAS to operate their public transit system.

The 21-month contract runs from Jan. 1, 2008 through Sept. 30, 2009, and covers full time and part-time fixed route and paratransit operators and dispatchers.

Under the first-time contract, a five-year employee's hourly rate will go from \$13.25 to \$16.52 during the term of the agreement, representing over a \$6,800 annual increase. The contract also defines fulltime employees are those working a minimum of 37.5 hours a week, while regular part-time employees are defined as working a minimum of 30 hours a week.

The new agreement provides for a minimum of six full-time operator positions, and

a minimum of six regular part-time benefited positions. Benefits include vacation accrual of 7.5 to 15 hours a month, depending on years of service; 12 paid holidays; 6 percent employer contribution to employee retirement plan; paid funeral leave; eight hours a month sick leave accrual for full-time and pro-rata sick leave accrual for regular part-time employees; and three days paid funeral leave.

Regarding health insurance, the new pact provides for the employer to pay 100 percent of the "employee only" coverage for employees who work a minimum of 30 hours per week. For fulltime employees who demonstrate coverage through a spouse or domestic partner, the employer agreed to pay the employee \$547.60 a month, and to regular part-time employees, half that amount.

The first time agreement also provides for seniority bidding, grievance and arbitration procedures and other working condition rules.



## Secy-Treas Report

By Evette Farra • Financial Secretary-Treasurer

I know some of you hate to hear these words but... it is TAX TIME. So, for those of you who know you need a 1099 Miscellaneous income tax form, you should have received one. If you haven't, please let me know. If you don't know whether or not you need one, the 1099 is for anyone who has received monies from the Local during calendar year 2007 for MORE THAN \$600. For example, members who received funds from the child/elder care auxiliary account before Dec. 31, 2007 should have received the form by now.

I have been receiving many calls from retirees and from people who are wanting to retire from TriMet. Hopefully this will help

answer many of those questions that other members might also have. For retirees, your pensions went up in February and you should see the first rise in your pension check in March. For those wanting to retire, from today up to Aug. 31, 2008, your pension would be \$68.25 per month times the number of years you worked at TriMet, provided you are vested with 10 years, and over the age of 58. As of Sept. 1, 2008, it will be \$70.30. Optimal months to retire are between September 1 and January 31, because a multiplier is involved in the month of September and those who are already retired by February receive the cost of living raise for the year.

# Officer Reports



**Portland Public Schools**  
As reported by  
RANDY SHAW

Through our grievance process, we got one of our drivers who had been terminated back to work. I want to thank the Appeals Board for their ruling, and the District for reversing their decision. It just proves the system can work, sometimes not as fast as we would like. Sam and the District will be putting together a permanent accident appeals procedure that is fair for both sides.

Our Driver Supervisor new attendance incentive program is here again. Excellent! John, it is nice to see you are earning your money. Just kidding; it is a good morale booster. If you have not had an opportunity to sit down with John for a one-on-one, do so. If you have a problem, he is easy to talk to, and I know it is unbelievable but he can hear and will listen to you. Just do not admit guilt or sign anything (or loan him any money). If you are uncomfortable going to John or if you feel you need to talk to someone upstairs, let me know and I will go with you. All the supervisors have an open door policy, but sometimes we feel more at ease if we have someone along for moral support.

I may not always agree with Phil, but since he has taken over as director, he has made some changes in Transportation. Some I like, some I do not, but they are new ideas. The best one was moving the driver supervisor office back to the drivers' area, where it should be. (John may not agree.) Remember, good ideas do not always come from management; they come from us. Like bidding Athletic runs online, or moving our office and shop from downtown to where we are now, which saved the District thousands of dollars — it came from one of our drivers. If you have an idea, don't keep it to yourself. Put it in the driver committee's suggestion box.

Mama Leora and her fundraising committee are all volunteers who do all this work week after week, month after month, to raise money for our fundraisers. It's for the benefit

of not just the drivers but all of transportation, because when it is time to eat, we see people we have never seen before, it is like the last supper, but when the food is gone, everyone leaves a mess for the committee to clean up.

We all take them for granted, no 'thank you,' no pat on the back for doing a good job. How do you think the food is cooked or the cakes and pies are baked? Do they snap their fingers or wiggle their noses? I know for a fact they spend some of their own money to get this done, because there would not be any money left over to put into the fund the way we eat. The committee is going to burn out without some help. Step forward and volunteer before it is too late. Sounds like the Union, doesn't it? Step forward and volunteer before it is too late.

Let's all try saying this together:  
"Thank you. You did a very good job. We appreciate all that you do for us." And most of all, "What can I do to help?"



**TriMet Laidlaw Lift**  
As reported by  
LES GREEN

Well, score one for the good guys! We have won our case to be issued bathroom keys for bus transit stops in the Tri-County area, and this comes from our management staff at Nela. More will be released later as the details are worked out. If you currently have a key, do not hand it to me, but continue to use it when you need to.

I am sure you have been informed about the new policy which is to start next month regarding backing out buses when we return from route. I, for one, do not believe this is the best answer, as the room we have now is already inadequate for testing our lifts. When the sun sets in the West, we will be backing up blind, which may cause more problems than it is supposed to solve. Well, that is for the management staff to resolve before we

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## Amalgamated Transit Union - Division 757

Representing working men and women in Oregon and Washington at:

TriMet • Lane Transit District • Rogue Valley Transportation District • Portland Public Schools • Lamar Advertising Company (formerly Obie Media) • Valley Transit Association • Laidlaw Transit Services, Inc. (TriMet Lift, Portland) • American Medical Response Northwest (Josephine County) • Laidlaw Transit, Inc. (Portland Public Schools, Corvallis School District, Corvallis City Transit) • MV Transportation, Inc. • C-TRAN/C-VAN • Salem Area Transit • WHEELS • Northeast Coalition of Neighborhoods, Inc. • Tillamook County Transportation District • ATU Retired Member Chapter



## What IS this?

The four outside pages are news from and about your Union. The other pages are produced by the Northwest Labor Press, and are about the labor movement as a whole.

# March Meetings

## Charter

Charter members meet 7:30 p.m. Monday, March 17, in the Machinists Building, 3645 SE 32nd Ave., Portland. Charter day members meet 10 a.m. Tuesday, March 18, at Schoppert Hall, 1801 NE Couch, Portland.

## Salem Transit/WHEELS

Salem members meet 7:30 p.m. Tuesday, March 18, at the West Salem Branch Public Library 395 Glen Creek Road, Salem.

## Lane Transit

Eugene members meet 7:30 p.m. Wednesday, March 19, and Eugene day members meet 10 a.m. Thursday, March 20, at the Woodworkers Local Lodge, 1124 South A St., Springfield.

## Corvallis Laidlaw City Transit/Schools

Corvallis members meet 7:45 p.m. Thursday March 20, at Woodstock Pizza, 1045 NW Kings Blvd, Corvallis

## Rogue Valley Transportation

Medford members meet 7:30 p.m. Thurs-

day, March 20, at the Hampton Inn, 1122 Morrow Rd., Medford.

## Portland and Laidlaw School Bus Drivers

Portland School Bus members meet 6 p.m. Thursday March 20, at Rigler School, 5401 NE Prescott, Portland

## C-TRAN/C-VAN

Vancouver members meet 7 p.m. Sunday, March 23, at the Laborers Hall, 2232 NE Andresen, Vancouver, WA.

## Tillamook County Transportation District

Tillamook members meet 1:00 p.m. Sunday, March 23, at the Odd Fellows Hall, next door to the Bay City Fire Hall in Bay City.

## AMR Northwest Josephine County, LAMAR Advertising and Valley Transit

See your liaison officers.

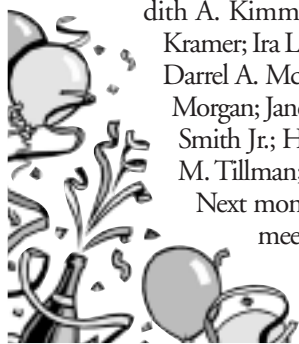
PLEASE NOTE: ATU members are invited to attend any of the above-listed meetings.

# Retirees' Corner

ATU wishes to acknowledge the passing of Don DePeel. We send our condolences out to his family.

The following retirees will celebrate birthdays in March: Brunhilde Aplin; Green Asberry; Steven W. Bardell; Tommie L. Boyd; Harold E. Buschke; William J. Carstens; Ronald R. Castro; Helen M. Castro; Jerry C. Chase; Homer E. Cornwell; Marilyn I. Cote; Jacques E. Craner; Rudolph Cunningham; Edward A. Dahl; Delbert O. Desper; Andrea Dobson; Donald R. Elix; Anne M. Frost; Jack M. Goetz; Harold M. Guy; James H. Hall; Jay L. Hatt; David L. Hoffman; James H. Holzman; Phyllis Johnstone; James E. Kelly; Judith A. Kimmerling; Albert M. Klingler; David B. Koepping; David F. Kramer; Ira L. Leeson; Dwight L. Lind; Phillip A. Maggs; Artha E. Malone; Darrel A. McChesney; John P. McClintock; Jon A. McWilliams; Larry L. Morgan; Jane M. Redinger; David A. Santeford; Roger L. Sellon; French E. Smith Jr.; Harold F. Snider; Larry L. Teters; Alfred D. Thomas; Marcella M. Tillman; Stephen J. Widmer; Thelma E. Wight; Sylvia A. Wilson.

Next month's regularly scheduled ATU 757 Retired Member Chapter meeting is Wednesday, March 5, 2008, at 9:30 a.m. at Westmoreland's Union Manor, 6404 SE 23rd Ave. Coffee and doughnuts will be served at 9 a.m.



# ATU Local 757 Officers

President-Business Representative.....JONATHAN HUNT  
 Vice President-Assistant Business Representative.....SAM SCHWARZ  
 Financial Secretary-Treasurer/Recording Secretary.....EVETTE FARRA

## Executive Board Officers

TriMet Center Maintenance.....CHAD MATHER  
 TriMet Center Transportation.....SANDY GUENGERICH  
 TriMet Powell Maintenance.....DAVID KAY  
 TriMet Powell Transportation.....ROSE JORDAN  
 TriMet Merlo Maintenance.....JEFF HUNT  
 TriMet Merlo Transportation.....BRUCE HANSEN  
 TriMet LRT Maintenance.....MIKE CONNER  
 TriMet LRT Transportation.....MICHAEL T. OLIVER  
 TriMet Monthly Rated Employees.....JIM FOWLER  
 Lane Transit District (LTD).....WALT BOYNTON  
 Portland Public Schools.....RANDY SHAW  
 Laidlaw Education Services.....ANNA TOMPTE  
 C-TRAN.....ROY JENNINGS  
 Salem Area Mass Transit District.....KEN RICHINS

## Liaison Officers

TriMet Merlo Extra Board.....STEVE ECKLES  
 TriMet Center Extra Board.....OPEN POSITION  
 TriMet Powell Extra Board.....KHRIS ALEXANDER  
 TriMet Ruby Junction.....DOUG "SPUD" HENDERSON  
 TriMet Ruby Junction Maintenance.....JOE RUFFIN III  
 TriMet Elmonica.....JASON CHOI  
 TriMet Elmonica Maintenance.....VACANT  
 SAT Maintenance.....DON ELZNIC  
 LTD Chairman.....DEB BITTERLICH  
 LTD Secretary.....TOM SHACKELFORD  
 LTD Maintenance.....LEE LASSE  
 LTD Extra Board.....CARL FADDIS  
 Rogue Valley Transportation District.....THOMAS HENNEY  
 Valley Transit.....NICK NOTARAS  
 AMR Southern Oregon-Josephine County.....OPEN POSITION  
 Laidlaw Educ. Services (Portland School Bus).....OPEN POSITION  
 Laidlaw Transit Services, Inc. (TriMet Lift).....LES GREEN  
 Laidlaw (Corvallis City Transit).....BOB MCGUIRE  
 Laidlaw Education Services (Corvallis Schools).....CHRIS GROOMS  
 MV Transportation, Inc.....DENNIS TONG  
 C-TRAN.....SCOTT MILLER  
 C-VAN.....JIM COLLELL  
 WHEELS.....JOHN HARVEY  
 Tillamook Cnty. Trans. Dist.....PATRICIA OSTRANDER-NICE



## VP's Report

By Sam Schwarz • ATU Local 757 Vice President

At Portland Public Schools we have a tentative agreement for the members to vote on, after over a year of bargaining.

At Canby, Wheels, the members passed the contract proposal, and now we get to enforce the agreement that was passed.

We are still hopeful for an agreement in Grants Pass, and so are the members.

At TriMet, the new director wants the supervisors to ride the system and enforce fares and a new customer code of conduct. I have not seen the new code of conduct in writing yet, but I'm sure it's a beauty. And the last time we checked, the training for this new job is non-existent. Thank goodness we still have a working and wage agreement that tells us what our jobs are and how

we get paid. You may have been hired as a supervisor or fare inspector, but today you are a transit enforcer. And exactly how much does that pay? As soon as we negotiate a wage progression for this new classification, this job will be posted and you can apply.

First Student drivers are awaiting the contracts, and yes, they are looking for drivers.

Break and meal break surveys were sent out, and you should complete and send them back as soon as possible. MV Transportation was in the process of putting together a survey with the help of Dennis Tong, but the members had already received the union survey. The operators at MV had questions about the use of cameras on the

bus, and I also had questions, so I went to the source and this is what I found out: If the operator hits a speed bump, railroad track, pot hole or anything that would jar the camera, it will take a 20 second clip: 10 seconds before the bump and 10 seconds after the bump. These 20 second clips are viewed by a company out of state, and if anything is found of interest they are sent to MV for viewing. They are used to identify, correct and improve driving issues and to exonerate the driver when falsely accused of an accident, not to punish. President Jon Hunt has sent a demand to bargain letter over this issue.

I would like to thank everyone who has kept me informed on the goings-on at each property.

# ATU Local 757 Officer Reports

(From Page 1)

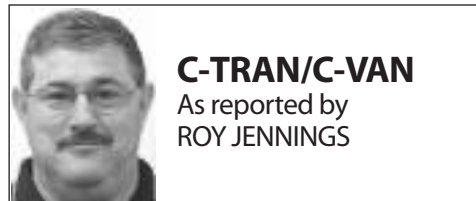
put some more buses out of service.

In other news, First Transit (Laidlaw Lift) contract talks will begin again in March, and I am sure things will begin to move (in what direction I am not sure) and I will report to you as soon as I can.

Even if I am a broken record, please take your breaks, and for you new drivers, the rule for additions is one half hour and not an hour and one half after your end time. Of course this is the rule unless you have requested to work extra.

Well, in closing, our prayers go out to Keith Woods and family – rest assured we will be thinking about you.

Take care out there, and I will write more next month.



**C-TRAN/C-VAN**  
As reported by  
ROY JENNINGS

Here it is, February, 2008. Just a little bit over eight years ago, we were all worried about Y2K. For us here at C-TRAN, a lot has changed. A senior full-time operator was making \$17.20 an hour while a senior full-time paratransit operator was only making \$12.00 an hour. Paratransit dispatchers were making \$20.00, while administration assistants and passenger service representatives were only making \$11.00 and \$12.00 respectfully.

Hopefully by the time you read this article, our Washington State legislature will have moved closer to passing House Bill 2216. This bill would require the appointment of a non-voting labor member onto each of the public transportation governing bodies. In short, what this will mean to us here at C-TRAN is that Amalgamated Transit Union Local 757 will be able to appoint a member to the C-TRAN Board of Directors! We will no longer be kept in the dark as to what sometimes happens here at C-TRAN. All Union employees at C-TRAN will finally have a voice on the Board of Directors.

Can someone please tell me why it is that, after all that has been done, we still have members going into discipline meetings with management without a Union representative? I can not figure this one out.

If you have a safety-related issue, please contact Joe, Vera, or Sheila.



**Laidlaw PPS**  
As reported by  
ANNA TOMPTE

Brothers and Sisters, it is up to YOU! Should you be called into the district manager's office, it is up to you if you want to use your Weingarten Rights! It is up to you, should you be asked into the district manager's office, to invoke your guarantees under the Weingarten Rights and ask for your representative to be there with you. It's all up to you!

These last few months, the company, First Student Portland, has terminated several drivers, some with their Union Representative and other

drivers without! Or some drivers have just been sent a "certified" letter to their home. You have a very effective union representative who is there for you, and not interested in gossip or hearsay.

We must stand together, not separately. Use your Union Representative to stand in with you if you receive an unexpected invitation to see the district manager. We do not have a general manager as most yards do. Our GM is our district manager, and that can be a bit intimidating, in the company's favor, not yours. I'm here for you, but it is up to you to know your Weingarten Rights – see the back of my business card or the union bulletin board in the Drivers' Room.

I want to encourage each of you to attend the monthly Union Meetings held at Riggler Elementary (NE 55th and Prescott). This forum is a way for you to stay informed about the issues facing union members, with an opportunity for you to take an active part in both the discussion and decision-making process of the ATU, First Student Portland Drivers and Mechanics.

What is bugging you? What is your complaint? Please see me or one of the stewards regarding issues or gripes. Use the union box to submit an anonymous suggestion or idea.



**MV Transportation**  
As reported by  
DENNIS TONG

Recent conversations with MV operators remind me to highlight certain contractual benefits that have been collectively bargained for, improvements in working conditions that the Union has achieved for its members.

First: In the past, the Company policy for awarding sick pay had a harsh restriction — that the first sick day would not be paid. For example, if an operator was ill with the flu for five days, the Company would only pay for the second through the fifth day. Our current contract with MV provides that "...this one day "deductible" shall not apply to any employee who has not used paid sick leave during the preceding six-month period." Please refer to Page 18 of our contract: "ARTICLE 22 - SICK PAY."

Second: Previous Company policy regarding operator attendance was strict and unyielding; no excuses would be accepted. Attendance points would be assessed to all operators reporting late or absent. Now I refer you to Page 26 of our contract, the last paragraph: "Under certain circumstances, management may waive the issuance of attendance points due to events that are beyond the control of the employee.

These incidents may include, but are not limited to: a vehicle accident en route to the job; a death in the immediate family; an injury/illness that requires hospitalization of the employee or their immediate family."

These are just two examples of how your Union can move the employer through the collective bargaining process toward more enlightened treatment of its employees. If you have questions about any of the provisions in our labor agreement with MV, please contact me or any of our shop stewards (Andy Brown, Cassi Senoa, or Kathleen Brown). We look forward to the opportunity to serve you.

Good luck to all with the master re-bid!



**TriMet Salaried Employees**  
As reported by  
JIM FOWLER

There is not much new to report. Things have been relatively quiet on the grievance front. At the January Step 3 hearings, I was involved in seven grievances both as a presenter and on the panel. We actually settled all seven of the grievances. Perhaps through compromise there is hope for progress after all.

At the time I'm writing this, we are still trying to work out a sign-up for the inspectors. We are trying to keep the lead jobs from being rostered, and we want the lead sign-up to be completely separate from the regular inspector sign-up. My fear is that this thing will become a farce and the leads will just be doing everyday inspector work, resulting in grievances being filed and other issues.

In February, field operations supervisors met with Steve Banta and Peggy Hanson to discuss a variety of issues. One of the things to come out of the meeting was that our numbers are low and not being replaced like they should because there is a perception that all we do is sit in our vehicles and that we are not being productive. Well, using that formula and the perception of management by the rank and file, would the last manager to leave the building please turn out the lights?

I would like to congratulate Art Winslow and Moshen Jalalipour on their promotions from road supervisors to assistant managers of Field Operations.

I would also like to congratulate Travis Slyter, Conrad Russell, Debra Harvey, and Robert Bennett on successfully completing a tough controller training program. I'm sure you'll all do a great job.

Rail Supervisor John Frey retired in February, and we just can't get that smile off his face. We all wish both of you the best of everything.



**TriMet Merlo Maintenance**  
As reported by  
JEFF HUNT

This month I have had three pre-filings. Two of them have to do with overtime during a snow and ice event. In both cases the callout list was not followed. The good news is that all the people harmed have been paid, and the grievance is closed.

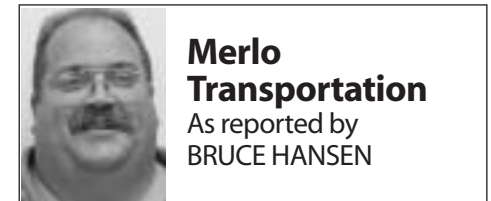
The other grievance was over an apprentice doing body shop work on overtime. In this case as well, the people harmed have been paid, and the grievance is now closed.

As far as Step 2s go, I have had one in which TriMet thinks it is okay for supervisors and managers to be doing our work, for instance store-room parts transport. This is not okay and has been moved to Step 3.

At Step 3, this month I had two. The first was that Cornelius Booker was doing bus trainer/mechanic work. He was inspecting P.A. systems, or as he put it, 'making sure the operator knew how to use it.' Guess what, I won and

he lost. Neither he nor any other manager will be permitted to do this any longer.

The second Step 3 grievance was about not following the correct seniority order when a supervisor has exhausted the help at their garage. The grievance was upheld and the top two helpers were paid eight hours overtime.



**Merlo Transportation**  
As reported by  
BRUCE HANSEN

As a result of our safety inspection by OSHA, TriMet was cited for not properly training our safety committee members. Our safety committee's members are now currently being trained to meet and follow OSHA guidelines. This is something our committee members deserve and need, something that will benefit all employees at TriMet.

Accident Reviews and Appeals have also undergone accident collision and reconstruction training from TSI. We are looking forward to bringing a four-day class for our committee as well. So, as you can tell, training has been an ongoing concern of the union to see that our members are treated fairly and equally.

At the Merlo garage, things have been rather quiet, although it concerns me that members continue to go into management on their own without representation. I would like to bring to your attention that we have a new management team that does not know nor understand all of our policies that are in place. We can not afford or allow them to issue discipline that does not follow our policies.

You need to understand that when someone from a management team tells you that you will be paid for something such as a class, training, etc. that they will not stand behind their word and pay you accordingly. So how can we trust management, how can we gain confidence in the management team when they tell us one thing and do something else?

Remember to be safe and always take your breaks. Drive the schedule; don't let the schedule drive you.



**Lane Transit District**  
As reported by  
CAROL ALLRED

I would like to thank all of you for the opportunity to serve you yet again as Executive Board Officer. As I write this, the Executive Board has not met, nor has the vote gone through the membership. But even if I am not the one selected to finish out the Executive Board Officer term at Lane Transit, it has been great doing the job again and having the opportunity to serve you even if it is only for a short time.

Something has been troubling me for quite some time, and I would like to speak to it in this article. A few months ago in the "Inside Lane" (the newsletter published by Lane Transit) the General Manager, Mark Pangborn, published a

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(From Page 15)

letter he had written in response to a letter he had received from a member of the public asking why there were not more bus pullouts around the Eugene/Springfield area. In that letter, the GM stated that a few years ago Lane Transit District had gotten the Yield to Bus Law passed. Not true! I don't know if the GM is just misinformed, or was deliberately trying to take credit for something the District had nothing to do with. The truth in this matter is that your Union, ATU 757, got the legislation passed with the help of a legislator representing Astoria. Most transit districts in the state were not in favor of the legislation. Perhaps a letter would be in order from the GM to this person correcting his error and giving the Union the credit it is due.

I had the opportunity to meet with the six new bus operator instructors: Marcus H., Stacy H., Brian P., Amanda K., Bob J., and Gail J. Let's give them all the encouragement and support we can to make them successful in this new part of their career. Instructing is a difficult job, and unfortunately the compensation for instructors doesn't nearly come up to the time, effort and blood, sweat and tears these folks put in on a daily basis.

I also got to meet with our six newest bus operators for lunch on their first day as new Union members. Please welcome Amy B., Mike J., Jim L., Neno O., Betty S., and Charlie S. Think back to your first days as an operator and remember how scary it was. Let's welcome them into our family of Union brothers and sisters.

On Feb. 11, six bus operators completed their one-year probationary period. Congratulations to Natalie C., John G., Vivian H., Steve H., Jake M., and Brian P. You all came through with flying colors.



**TriMet Light Rail Transportation**  
As reported by  
MICHAEL T. OLIVER

Got an e-mail from Al Szejter; he's enjoying his retirement in Panama but he misses his old friends. E-mail the old geezer at panamaniac337@gmail.com. I would encourage any retirees who want to be put on mailing lists to send me your e-mail address, and I shall do the rest.

A six-way heart bypass is not the best way to spend the holidays but I made it okay with a little help from my friends. Thanks to Sue Hall, Susan Brown, Evette Farra, Jean Strickland, Doug Stanley, Jason Choi, Mark Bailey, Duane Morrison and my little sister Rita. I could have done it without you, but you made it so much easier.

New construction will be a big issue in the coming months. We will have special sign-ups for April and August and just possibly other occasions too. Stay alert: TriMet can call a sign-up as needed for construction purposes. The Spring S/U is over and folks handled it in the best way possible. Dick Garvin did a great job at Ruby, and he will be running it from now on. All the run numbers have changed, so people will have to check the duty paddle to know what is available. No duty paddle? Call me at 503-888-8340 or e-mail me and I shall supply one. And by the way, Melissa Hoffman at the Scheduling Department

does a bang-up job with our duty and block paddles and deserves a big "thank you."

It's good-bye to Bill Coffel and Dennis Schutt, also of that department, one to the Bay Area and the other to retirement. Big happenings in the scheduling department: PSC can enjoy the company of Driss Boulhanna and Sully Sullivan for the spring. More news about PSC in the next issue.

Do not attend a meeting with management unless I accompany you. Check with the senior LRO if you have a question. If you are going into a situation where discipline is a possible result, you need me. It is your responsibility to inform me, not management's. Keep me informed at mtgbo2002@msn.com



**TriMet Powell Maintenance**  
As reported by  
DAVID KAY

It appears the grievance meeting is a great way to waste time and resources. All three pre-filings have been moved to Step 2 as full grievances and will continue through the system. A discipline issue has been grieved and as per our WWA starts at Step 2.

One of the most difficult jobs we have as union officers is dealing with member-versus-member issues. At times this is dealing with on-the-job issues or off-the-job issues being brought to the workplace. As a union officer, this is a real Catch-22, as each member has the right to representation. Our usual response is to bring in another officer thereby ensuring each member has the best representation available.



**TriMet Light Rail Maintenance**  
As reported by  
MICHAEL CONNER

The race to the bottom: It is out of the norm now for TriMet to move employees who drive a bus or fix a train into management positions. In years past, the managers came from the ranks, and shop managers had control of their areas. If there was an issue, the E-Board officer could go to the supervisor or manager and get it fixed. No more. Now all decisions, aside from a few hours of pay issues, must be cleared by those at the top. Human Resources and the work force development department all must have their say before even minor issues can be resolved. While the ranks of those of us who drive and maintain are reduced, TriMet has increased its legal and human resources departments markedly.

This emerges from what I see as a protection of management that is so top heavy at TriMet that it has nothing to do but encroach on lower management's responsibilities. If you are not a six-figure-income manager at TriMet, you probably get a similar amount of respect from upper management that us folks down here actually doing the work of moving people and keeping aging equipment running do.

These managers who come from other places do not have the buy-in to see TriMet succeed that is shared by those of us in the bargaining unit and lower management employees who

have been here for many years and need TriMet to be a success so as to provide for us in our retirement. For many of these off-the-street wonders, it is just a resume building stop for five years or so, and, like a homeless transient fishing in a dumpster after all the good stuff is gone, move onto the next place. Unfortunately in order to make that resume look good it requires slashing the budget, reducing jobs, and other corporate-type antics that do not benefit those of us who are in it for the long haul.

Good luck to us all, and you can count on those of us here in the trenches at ATU to work hard to protect your interests as best we can.



**TriMet Powell**  
As reported by  
ROSE JORDAN-FAIRLEY

Greetings, brothers and sisters. We've just completed spring sign up and heard very few complaints. But I have a few concerns regarding the recent sign-up. Some of you feel the need to no-show sign-up and call at the last minute in hopes to sign over the phone. This is unacceptable. Please take the time to fill out request slips the day before you sign, and turn it in in a timely manner.

Do you have money in the bank? If you don't, don't take the time from work. Timeloss is beginning to become a serious issue. Check your time before calling in or taking off. Your livelihood is on the line if you don't.

Safety in the yard has become a concern to me. Stay alert, and watch your fellow brothers and sisters as they make their way to their buses crossing many tracks. Powell Garage is doing well, and I want to extend my thanks to all of you for making our garage Number 1.

**TriMet Center**  
As reported by  
SANDY GUENGERICH

Hello. My name is Sandy Guengerich, and I am proud to say I am your new Center Street E-Board officer. I look forward to working with you on any questions or union matters.

The first thing I would like to mention is that all workers should keep all copies of FMLA and doctors' notes or any other documentation pertaining to their personal work file. This will clarify many problems should one arise.

I would like to encourage Center Garage to feel free to report all maintenance issues such as sun visors, seats, mirrors, cameras. We all know summer is around the corner and we all like the air conditioning working properly, as well as safe working conditions behind the wheel.

At this time I would like to thank Sam Schwarz, Rose Jordan-Fairley and Bruce Hansen for taking time out of their busy schedules to work with me on any questions I may have in regards to any garage issues. Give a big hand for Dan Booker, Center Garage shop steward, for being our eyes and ears!



**WHEELS**  
As reported by  
JOHN HARVEY

Hello everyone. I have noticed some errors on my paycheck. I brought this to the attention of payroll, and I was given several reasons why my vacation was different from one month to the next. If you are a full-time employee, your vacation should be the same every month, unless you are on unpaid leave. Something funny is going on. I am investigating and will resolve this problem. Everyone should make sure that the figures are correct on their check.

We have one grievance that is on its way to arbitration. We are still having some problems with our breaks and meal periods. Everyone received a survey. I hope you took the time to fill it out and send it back. It is important for the Union to know what is going on, to take steps to cure the problem!

We will start negotiations in a month or two. Everyone should start jotting down any changes that you would like to see in the next contract. If you have a problem, come see me. I will do my best to resolve it.

Hope to see everyone at the next meeting.



**TriMet Center Maintenance**  
As reported by  
CHAD MATHER

Facilities Maintenance is still a messed-up department. Management (Rock Scott and Judy Munroe) for some reason have decided that all issues need to go to mediation or arbitration before they can make any decision. At that point they can intertwine any document or decision into any grievance that comes up in the future. Dealing with this group is becoming a nightmare. It is sad when you show up for a hearing and the supervisor agrees with you but the management named above does not allow the settlement or remedy to be achieved.

In bus maintenance we are still having issues with senior mechanic pay. We are up to a total of five different grievances on this issue. Tony has been coming around this month and talking to the crews. It looks like all of a sudden he has an interest in what the people have to say. I hope he takes all of the info we are giving him to heart. Anything would be nice to help morale within our group.

The clerks and timekeepers seem to have had unrealistic goals placed upon them. Only the ones with the heaviest loads and most responsibilities are getting any heat from management on performance. I would like to say thanks to the bus-side timekeepers for all the hard work and time spent to make sure we get paid. I encourage all to just stop by and say thank you, you are appreciated.

We are getting new lists of grievances and their statuses. I should have this soon and will be able to give you more accurate timelines on when things should be heard. Be safe and have a great summer.