In Memoriam: Carl Faddis 1953-2018

ATU Local 757 is profoundly sad to announce the passing of brother Carl “Bus Man” Faddis, a bus operator at Lane Transit District and longtime officer of our Local, who departed this earth on Monday, September 17th.

Carl came to LTD in 1998, after working as a school bus driver in Junction City. He came from humble means, and the security of a union job — with union benefits — was deeply important to him. As former LTD Executive Board Officer and current Retired Member Chapter Vice President Paul Headley recounts, Carl was flat broke when he took the job, and “he thought he’d died and gone to heaven when he got off probation.”

Carl was born in Louisiana, and if the accent didn’t give that away, you quickly picked up on it when he started sharing some of his homespun wisdom from the bayou. As Executive Board Officer Bill Bradley says, “Carl gave everybody the gift of a good memory, something to look back upon and smile about, whether that was a little phrase, a pick-me-up story he’d give you.”

He was something of a community character, relishing his role as the “Bus Man,” and always working to bring a smile to someone’s face. He believed in working hard and having a good time while doing it.

Brother Faddis was a dedicated unionist. He served as Recording Secretary for Lane Transit District members from 2003 to 2006, as the Extra Board Liaison Officer from 2009 to 2011, and finally as Executive Board Officer from 2011 until his retirement earlier this year. As Bill Bradley says, “Carl was driven by his belief that everyone he worked with was worth fighting for. He always kept his brothers and sisters front and center in his mind, and he often forgot to take care of his own needs while taking care of everyone else’s.”

As Recording Secretary, brother Faddis kept meticulous notes about negotiations and labor/management meetings, and his attention to detail was second to none. Paul Headley remembers two victories for LTD members that Carl was instrumental in achieving: a negotiation over benefits for retirees, and an arbitration on health & welfare benefits for active members.

ATU 757’s Financial Secretary-Treasurer Mary
Greetings fellow brothers and sisters,

When we become Members of ATU 757 we take this oath during our Orientation:

"I, in the presence of God and the members of this Union, do solemnly promise and Pledge (without any reservation or evasion) to support the Constitution and General Laws of this Amalgamated Transit Union. I will keep myself in good standing by paying all dues, fines and assessments required. I will work to promote the best interests of this Union and encourage my fellow workers to become members of the same. I will not take the place of any of any member of this organization, or any other union worker who may be on strike or locked out. I will not reveal any of the private business to any one not entitled to know the same. I will not engage in activity evidencing gross disloyalty or in conduct otherwise unbecoming a member, and will not knowingly wrong a member or see one wronged if in my power to prevent it. I will not appeal to any legal authority in matters pertaining to this Union until I have exhausted all means of redress provided by its laws. I will be considerate of others in word and action and will never discriminate against a fellow worker on account of race, religion, creed, sex, sexual orientation, age, disability, citizenship or national origin. I also promise to promote the cause of trade union principals and defend freedom of thought whether expressed by tongue or pen, with all the power at my command.

I understand there is nothing in this obligation that will in any way interfere with my political and religious rights or that will be in any way inconsistent with my duties arising from any of the relations of life.

This obligation I take upon my honor, and solemnly promise to keep the same, as long as I remain a member of this Union."

Please take time to seriously study and reflect on the above document. We all need to follow it to its fullest definition at all times. Okay, let's move on, we'll bring it up at its best, no ifs, ands or buts about it!

With that being said, I take this opportunity to publicly and sincerely apologize to Carol Covuilllon for the actions of members taken against her at the September 7, 2018 driver meeting.

Solidarity wins!

Hello brothers and sisters! As you're reading this, winter sign-up is almost done and construction is underway at Powell Garage. This month at Powell there are 2 grievances for pay issues and multiple meetings for SIPs. There is no SIP policy, they watch the video looking for SOP violations. I would say in about half of the meetings over SIPs, the video doesn't match the complaint, but if they see other violations like red lights or stop signs, they will issue discipline even though the complaint says nothing about that. I will say, those who go from union positions to nonunion positions seem to forget where they came from, but when they're tired of being managers or get sent back they're grateful to come back to their last help union position after harming union members with discipline. Yes, the contract changed, and there's no limit to going from union to nonunion and back again.

Congratulations to the recent graduates of the diesel apprenticeship program they graduated the Friday before the fall sign-up was to take effect and they got to sign jobs. Congratulations also to the incoming diesel apprentices that started and signed jobs on the fall sign-up.

Lastly I want to take time out to say good-bye to Carl Faddis who was the Eugene Executive Board officer. I met Carl at a labor school conference in Eugene last year. We fished for salmon up at home and he was one of the kindest, heart-of-golds individuals, and you knew he was special. It wasn't until a few years ago that we crossed paths gain when Carl became Eugene E-Board officer and also ATU Union Santa after Dave Kay retired. Carl you will never be forgotten for your hard work, dedication and love for everyone.

Greetings brothers and sisters, as time pauses and pleasure allows me an opportunity to jot down a few things that we are currently dealing with at Rail and Portland Streetcar. First thing to everyone please exercise your right to have union representation whenever you are required to talk to management no matter what it's about. Things can go awry and next thing you know it can turn into something disciplinary.

I have filed several ATU grievances about the changing of the call boards being mounted vertically as was the size, we've had a rash of call board violations every since they changed them without notification to us. Also it is my opinion that the reprimand is too much too harsh, it goes against our Working & Wage Agreement as far as progressive discipline steps being skipped, an ATU grievance has been filed on that as well.

We have a tentative agreement securing our superintendent positions at Streetcar and all 7 positions will return very soon. If you need to speak with me for any reason the best method to contact me is by text, my business cards are on the union boards please don't hesitate to contact me.

Please remember to take your comfort breaks at the end of the run. Turning and burning is not only unhealthy, it's also unproductive in our efforts for better schedules, you will never get a reprieve when you have a rule violation because you were asked to turn and burn, so please don't do it. If you hear of anything as far as DMV or ODOT asking about your cell phones or anything please let me know, remember our battle cry, NOTHING ABOUT US WITHOUT US! Semper Fi!

Hello Fellow Operators,

As I get used this position, please understand that if I miss a call or get back to you late, it is due to a work-home life balance. I generally work from 10am to 10pm. I am also driving and have to match
calls with my break times.

Soon here at Merlo there will be strong encouragement for wearing safety vests. Please wear these provided garments. These safety items are for all of our safety. If you have or have had a form of discipline (warning letter etc) that says "you have had X number of SIPs and that warrants this (discipline)" please get in touch with me. There is no policy for the amount leading to any discipline.

Remember to hold your tongue when a person is nearly missed at a stop. You may have picked them up, but telling them they need to wear brighter clothes will only result in a complaint (SIP). Too many of those will place you on the radar to be disciplined. As a seasoned driver, I’ve said, “the more you try to make the public to the right thing the more you will fail and be in the office defending your job.”

I am aware that TriMet is using SIPs to lead to SOP violations leading to termination. All the while we are asking what is the policy for SIPs/Cricket.

Be safe and never drive angry, scared or tired.

Brothers and sisters, it’s been a difficult month for the LTD/ATU family. Carl Faddis’s passing on 9-16-2018 came faster than any of us wanted to believe. Carl and I were able to form a tight bond through our differences. We became a bit of an ‘odd couple’, his wonderful color to my logical black and white. Through our discussions about current events, the contract, strategy, or policy, we were able to take deeper dives into issues that allowed us to happen upon ‘the answer’, that if left to our own devices, we would have never found.

Carl taught me empathy, unionism, and always holding everyone in the highest regard. He cared so much for everyone he came across that he at times forgot to care for himself. He truly was one the most impactful people to ever walk into my life and I will miss him dearly and always hold his spirit close to my heart. His work will live on in all of us. So let’s take that torch and continue to build our Union family, our LTD family, and our community into a more just, caring place to be. I’m looking for two operators to volunteer for the LTD Facility Safety Committee. I’m always looking for new Union stewards. Let’s get involved and create an environment that would make Carl proud. Carl ‘Bus Man’ Faddis, may you rest in peace.

Hello brothers & sisters.

First, hoping all of you are settling into your Fall work. It can often take a few weeks to get into a groove, and get used to both new Riders, and new Routes. This can also be a time where some SIPs can come in, during this mutual adjustment period. So, one thing to be aware of, is that the Company is now viewing footage, from time SIP was called in, to confirm or deny claims. It is during this process, that they often are finding other violations, sometimes, that may eclipse the original SIP. Like what? Well, Traffic Control Device violations, ie, Stop Signs and Traffic Signals. In trying to find the interaction that lead to the SIP, they usually are viewing footage for 10-15 minutes, on either side of the time when SIP was called in. Please, don’t take this lightly. Be very careful out there, and approach the Traffic Signals with more caution, and “Point of No Return” should be Green to Yellow, and definitely not Yellow to Red. Come to complete stop at all Stop Signs. Give it a 4-second count after stopping, and before proceeding. There have been other things that have been caught on film, that people have been disciplined on, too. Use common sense. Don’t be lazy. Be the Professionals we are.

A quick note to the Line-14 Operators: Please adhere to the ‘Slow Order’ on the Route. People are getting letters for driving 2MPH over! Better late, than over ‘Slow Order’ MPH. Don’t ‘turn & burn’, use “restroom delay” and “ready for service” on your CAD/AVL (under “Service”), at each end of your Run.

Second, Cold & Flu season is upon us. Make sure you set your Flu Shot, so you stay healthy. Please note the Flu Shot Clinic info (Days/Times) that is posted at the Bus Garage Report Areas. Center Street is Mon. Oct. 1. Also Kaiser and Regence are offering Flu Shots. In early Oct., too. We drive “Mobile Biology Labs”, where people are sneezing and coughing constantly. The Company used to have placards in all Buses, (why were they taken down?) which said, “In Respect To Your Fellow Riders, Please Cover Your Mouth, When Coughing Or Sneezing.” There was a picture of a person coughing into their forearm/elbow, in order to remind people that to cough into your hand, then touching a common surface, is also a way to transmit the germs. I also suggest getting some anti-bacterial wipes, to clean your Work Station, before you leave the Yard. Sometimes, in spite of their best efforts, your fellow Bus Operators may get sick. Stay Healthy: Vitamins.


Lastly, help each other out In the field: “Blocking” for each other at tough Stops, so they can get back on Route. Letting whoever got to a Pinch Point first, to get through, so you can both keep moving. When we forget to do those things (maybe because we’re running late), bad things like mirror strikes to both Buses, or body damage, can happen. Safety. Service. Schedule. In that order. Help each other out, back at the Garage. Share Tips & Tricks that have helped you out. Newer Bus Operators, Don’t be afraid to ask questions of your Senior Operators, as they love to “drop knowledge”. Senior Operators, don’t be dismissive, be helpful. Remember all the questions we asked? Don’t forget, we all were Newbies once. This is the Classic Union Relationship: Journeyman & Apprentice, passing the knowledge of this oftentimes challenging Trade (it is a skilled Trade, don’t let anybody tell you otherwise), from the more experienced to less experienced, so we all become a Stronger and more United Workforce.


Greetings and salutations, brothers and sisters! I hope everyone enjoyed the great summer weather as much as my family and I have. Your Union officers are currently working hard on several issues which we hope to have resolved in the next month.

First and foremost is uniforms. I am hopeful the uniform committees will be
Power to the People! Labor Strong!

Sisters and brothers, I want to give you some great news about our continued strength in our union. For most of our public-sector workplaces, the union officer onsite and management have worked with each other to help new hires sign up for the union. They all want new employees to be successful, and some of the success for employees is knowing who to call and talk about their rights in the workplace.

As many of you know, for over 40 years ATU met with TriMet new hire employees for orientation. TriMet abruptly discontinued this practice beginning approximately March 2016. ATU filed and won an Unfair Labor Practice, UP-003-16, with the Employment Relations Board (ERB) regarding the orientations, but TriMet won’t accept the decision and is continuing legal appeals. Why? Because they estimate the approximately 700 employees who did not receive union orientation will cost from $41,451 to $62,176. Yet in the same appeal TriMet touts that the Transportation Bill (HB 2017) passed by the Oregon Legislature will provide TriMet with a cool $49 million in the first full year.

Sisters and brothers, let’s not forget what this is about: taking away the power of your collective voices. Management knows that if we can’t talk to the employees they will not sign up for representation and the union will not have funds to stand up for working families. TriMet Executive Board Officers have come through in a big way, they have done a great job talking one-on-one to new hires. But we need everybody’s help. Please reach out to your coworkers. Introduce yourself and find out if they have met their union representative. When you are starting a new job, it is nice to see a friendly face and meet a coworker. Invite them to go to the Union office and enroll to be a union member so we can keep the union strong. Let them know why you are sticking with the union.

Secretary-Treasurer’s Report

By Mary Longoria


IN MEMORIAM: Carl Faddis

The next meeting of the Retired Member Chapter will take place Wednesday, November 7th, at Westmoreland Union Manor, 6404 SE 23rd Ave, Portland.

...Carl Faddis

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Longoria remembers Carl’s impact on people around him, saying that “Carl was loved by his riders and co-workers. You could just feel the love when you rode his bus, riders from all walks of life would light up when they spotted Carl out and about. He loves the smiles and shrills of joy from the kids when he handed out presents and candy canes on his bus during the Christmas season and at the Union’s annual Santa Party. He truly gave without expecting anything in return. He made me smile just by being in the room. Carl, you’re gone from this earth but we’ll never forget you.”

After the passing of ATU 757 Vice President Rufus Fuller in 2001, Carl wrote an obituary which rings true for brother Faddis himself, and there’s no more fitting memorial to him than his own words: “But today it is obvious that of all the things he loved, he loved us best, and what will truly last is the respect he had for us, the encouragement he gave us and the respect we now have for each other in spite of whatever differences we might have.”

Rest in peace, Carl.

...Officer Reports

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able to come together with C-TRAN shortly, we have been fighting this fight for a long time now and thank you for your patience. I know many of you have come to myself and other union officers wondering what’s been taking so long. I can say after many meetings we have finally got some good choices on uniforms, pants, coats, etc. The committee will be meeting next on October 5th to review some of the last items received and we will have some more information for you after that meeting. Again, thanks for your patience on this matter.

We are also working with C-TRAN on several other issues, such as getting more input on bus builds, an antiquated accident policy, and a more palatable distracted driving policy among others, we are hopeful these will have an end result of a less punitive stance from management, by rewarding productivity and safety, and encouraging driver participation, education and training, as opposed to a polices of punishment and driver exclusion.

We are also continuing to work with C-TRAN on operational concerns they have within the customer service unit, a task that has proved to be very frustrating to myself, the officers and members of this bargaining unit at this time. We will be also monitoring the change of venue upon the completion of the new office building on 112th. It is currently C-TRAN’s plan to move all administrative staff to that building along with all customer service representatives. Ever forward.