During this month’s daytime Charter meeting on Tuesday, October 23rd, I received yet another complaint that newly-hired employees are still expected to train the even-newer people coming in the door. I know there are a lot of folks coming to work at TriMet. Hiring is a good thing, if there are mechanisms in place to train and educate new people as they come in. That’s something we’re clearly not seeing at TriMet.

Safety is supposed to be number one on the list, but I’m beginning to have some major concerns with Old Man Winter rapidly approaching.

**Powell Garage** is still a mystery. Nobody from TriMet management has gotten back to us on how they’re addressing operators’ concerns about where they’re going to park during the upcoming construction project. I asked again last week for their updated plan. Didn’t get it. It’s like the blind leading the blind.

I must say, some good things are happening across the river at C-TRAN. It’s like a breath of fresh air to have officers and management sitting down together to come to agreements that work for both sides. That’s how it’s supposed to work. And you see it in C-TRAN employees’ faces. Sure, it’s not perfect up in Vancouver, but whenever we stop by the garage we see folks who are happy to come to work, and proud of their jobs.

We’re taking the **Bend Area Transit** final offer to members for a vote on Saturday, October 27th. You’re going to be reading this article after that vote, so please check our website www.atu757.org to see how it went. We may already have workers on strike if they reject the offer, and then vote to walk off the job. So be sure you’re looking for ways to support our Central Oregon sisters and brothers.

We have opened our school bus contract in Corvallis, negotiating with **First Student**. Just like all other locations, there’s a shortage of CDL drivers in Corvallis. The Lamar Advertising contract is opening as well. They’re one of our smaller bargaining units, just 6 folks, but I’m looking forward to sitting down for that group. And we’re getting together with **Sunset Empire Transportation District in Astoria** to work on their first contract.

**CC Rider in Columbia County** voted in September about whether to join the Union, and so they’re our newest members. Please join me in welcoming them to ATU. If you see them on the road in Portland, Hillsboro, or Tillamook, give them a wave. Their subcontractor is **MTR Western**, and as soon as workers joined the Union, MTR gave Columbia County 180 days’ notice that they’re running scared and pulling out of their contract. They didn’t even want to negotiate with us! What’s up with that? They still must work with us in Corvallis, unless they do the same thing there. Time will tell.

**President’s Roundup**

**By Shirley Block**

Sisters and Brothers, I want to wish everyone a Happy Autumn. This time of year is beautiful in the Northwest, with the change in the season and the vibrant colors all around us. I hope everyone gets a chance to slow down for a moment and take in the warm colors, crisp mornings, and bountiful harvest that makes this area so beautiful.

This is a busy time in the financial office with several reports due and our independent auditor coming in to do his work. With new elections comes a few new faces on your Budget and Internal Audit Committee, let me introduce them:

**Chair-Bill Bradley**: Bill is the new Executive Board Officer from Eugene working for Lane Transit District (LTD). Bill has helped with ATU’s negotiations with LTD for several years, he also has a seat on the joint ATU-LTD’s members Pension Trust Committee.

**Mike Francois**: Mike is the re-elected Executive Board Officer from Portland working for TriMet in the Maintenance Division at Powell Garage. Mike has been on the Budget and Audit Committee for several years and is the only returning committee member. Mike has been at the negotiating table for ATU negotiations and has owned his own business. With his experience, Mike has been a great addition to the committee.

**Mikel Burke**: Mikel is the new Executive Board Officer from Salem, where he works as an operator for Cherriots. Mikel has been at the negotiating table for ATU negotiations and has helped write some of the current contract language. He worked several years at a large law firm and is familiar with legal and financial processes.

**Secretary-Treasurer’s Report**

**By Mary Longoria**

**A busy time in the financial office**

Below is the committee’s first Budget and Audit Report:

The first order of business was the review of the ATU 757 six-month International Audit Report ending June 30, 2018. The committee members reviewed the Statement of Receipts and Disbursements, Officers’ Salaries and Expense, Taxes and Withholdings, Bank Statements, and Financial Statements. The International Report was accepted and approved individually by the committee members.

The second order of business was preparing the 2018-2019 budget. Here are some of the major topics the Committee discussed:

- Budgeted amounts defined in the current bylaws;
- Recent proposed bylaws change in initiation fees;
- The need for membership approval of political contributions and arbitrations;
- Possible budget items for cost cutting/savings.

The Finance Committee prepared a proposed budget for fiscal years 2018-19 based on their review and discussion. The budget was proposed to the Executive Board in October 2018, accepted for adoption, and presented to the members for final approval.

As I’m writing this article, Meeting Week is still going on, so be sure to check out our website, www.atu757.org, for an update on the membership vote.

I want to thank the committee for their commitment to our members and the financial power of our union.

**Present from Partners Annual Toy Drive**

It’s that wonderful time of year again! Time for the Presents from Partners Annual Toy Drive, sponsored by Labor’s Community Service Agency!

Help bring holiday delight to children of out-of-work families by dropping off new, unwrapped toys, OR a cash donation to the ATU Union Hall at 1801 NE Couch St., in Portland.

The deadline to drop off toys is Monday, December 10th.

Toys will be distributed in December at a festive, labor-sponsored celebration for working families who have been affected by unemployment and temporary hardship. LCSA and Presents for Partners have helped MANY ATU families through hardships, so let’s return the favor.
Hello, Brothers and Sisters!

This month at Powell there were three grievances filed. One for a red light violation back in January, and they decided in October to discipline the operator (unlawfully). The 2nd is about leaving the garage late. Apparently this is the only operator that has been disciplined for leaving late out of all three bus garages. The 3rd grievance is for an operator who defended themselves against a passenger who was eventually arrested and charged with a felony. But, of course, TriMet says the operator was in the wrong. All three of these are going through the grievance process, and we’re just waiting on TriMet to schedule meetings.

The next issue is parking. It’s being moved to temporary locations until December 25th, then we will shift to Main Street Park and Ride. And we’ll have to take a shuttle (outsourced to an outside nonunion company) to the garage and back to our out. Once we get enough drivers, the shuttles will be brought in house... but we have enough drivers to cover the westside MAX bus bridge for 2 weeks, just not this non-public shuttle. Right-side mirror strikes on poles and trees are still up. I know I’m repeating myself, but watch your right-side clearance! I want to see the number of PAs go down.

Lastly, one thing to think about if you’re considering dropping out of the Union. If half of your location or department opt out, some employers will consider that a case where employees don’t want to be union anymore, and could go to the state to decertify the union. Please think really hard about that if you’re thinking about opting out of the union.

Thanks, and be safe. I’m here to help. Call or text me at 503-890-4870. I will answer unless I’m in a meeting, driving, or sleeping.

Hello, Brothers & Sisters,

As TriMet gets bigger and bigger, so will ATU 757, and that means changes most likely will occur. There may be another shift added to unit rebuild, the body shop, the radio department as well as Facilities Maintenance. There is that fourth shop off of Columbia Blvd that will be moved to Center Maintenance garage. Hopefully, their will be more trainers and assistant supervisors added as the fleet and number of building increases for bus and facilities maintenance. This is good for upward mobility.

Recently bus maintenance has been working with the dispatchers up in the OCC at Center admin building. The goal was to reduce road calls and road trades. Their have been supervisors, assistant supervisors as well as mechanics who worked up in the OCC.

During this month there has been numerous incidents that never makes it to the media. We all have difficult jobs and it’s great to hear from other individuals that witness how another department works in a crisis situation. We are in the transit industry and at times unfortunate situations do occur. Their were two incidents: one in which a baby stopped breathing and the second was a person got stabed and was bleeding on the front doors of the bus. In both situations the dispatchers did an outstanding job all the while in assisting the operators and getting emergency crews to the locations. These are just a minute example of what happens daily to ATU 757 members.

Operations dealt with life and death situations all the time and you’ll never hear about them or the outcome. There are a lot of ATU 757 members who were involved from operations to maintenance and will never get the recognition but in my book you are all what keeps this city moving. I am very proud to say ATU 757 members are professionals, and this is what we do.

Lastly there have been more cars brought into your location last month’s article. Keep your doors locked, windows up and don’t leave anything in plain sight. What might not be valuable to you might be to the person looking at and breaking into vehicles. Hopefully the parking lot across the street will open up soon and their will be less cars in the neighborhood.

Call or text me at 503-890-4870. I will answer unless I’m in a meeting, driving, or sleeping.
ATU Local 757 Officer Reports

From Page 2

Brothers and sisters, if you receive a phone call from management personnel during your off hours and they proceed to ask you questions about an event that took place? (I personally would JUST HANG UP!), I advise you to refrain from answering any questions without a union representative present, especially if it could lead to disciplinary action. If the incident that took place was that important to management, could try to request you to come in for questioning or just schedule a meeting with you when you’re back at work. Do not forget to use your Wein-garten Rights! Call your union Representative. Don’t forget to just hang up!

Maintenance Brothers and Sisters thanks for doing such an exceptional job at holding of the maintenance divisions together. The district in a whole is experiencing a shortage of employees in every department. Due to the enormous growth of the district, low unemployment rate in the region, the low journeywork’s wages and lack of poor planning of predicting the retiring workforce. In my opinion this fault falls heavily on the district, it has failed to keep up with the starting wages and an adequate maintenance hiring practice. This has left the district scrambling looking for a fast way out, well guess what? There isn’t. TriMet and the ATU are going to have to work this problem out together to come with

reasonable resolution to solve this problem that plague us without violating the WWA (Working and Wage Agreement).

I know some of you are getting frustrated waiting to get a chance to get into the Maintenance Apprentice training programs. Please have patience. Also the training of the new employees, this has also became a problem, I call it the blind leading the blind. Upper Management has brought this upon themselves by hiring inexperienced people and putting them over skilled trades employees. Instead of hiring from within.

Another issue: TriMet Rail Maintenance trainers are not union. Now that we don’t have enough trainers on the rail side, TriMet is having trouble filling the positions and when they do so from the outside the learning curb is so drastic they come to the shop floor and try to learn from us. The new supervisors doesn’t know the cleaning routine of the shops, trains, busses, janitorial and wayside. I know with growth comes growing pains hopefully we could come to some sort of a resolution in the near future that would benefit us all including the public. Until this takes place please check your union boards, ATU website (www.atu757.org) and check in with your union officer from time to time.

Greetings fellow workers.

By now everyone should have received (and probably spent) their retro pay checks. If you haven’t, please get hold of me and we will work on it. I want to thank every person for being patient with us as we have tried to answer all of your questions. I also want to thank Lisa Rogers from HR for being receptive to all of our questions and getting us in contact with Payroll who came to our in-house union meeting to answer all of your questions in person.

Lastly, I want to recount our last visit to the school board where Beth used the public comment section to thank the school board and Superintendent Guerrero for following through on their promise to show up and ride one of our routes with us. It was fairly entertaining watching the school board get ready for what has usually been a very heated 3 minutes when one of us speaks, only to have Beth thank them. Knowing that negotiations for our next contract are already around the corner, we are striving to keep the lines of communication open with the school board. Continued hiring/retention struggles have made it clear that we will have plenty of work to do during bargaining. I’d encourage everyone to think about goals for our next contract, and fill out a contract proposal suggestion form.

Joint Insurance Committee members.

I had the privilege of attending another Employee Benefits conference, this time with John Hampton at my side. I saw John eager to learn and expand his knowledge to help each union member out there. We learned about the duties and responsibilities we have as pension trustees, defined contribution fiduciaries, and voting health insurance committee members. We must be as well or better educated as our management peers in order to serve you best, and with these opportunities, we will be. Lastly, I want to thank Becca and Andrew for all their efforts leading up to and during Carl’s memorial service. They did an amazing job and I’m sure Carl would be proud and I know his family appreciated it very much. If I missed anyone, I’m sorry but thanks to all of you who pitched in.

Remember to vote this November! Use the power of your vote, if you don’t, you give someone else’s vote more power.

Hello, union Brothers and Sisters! Sorry I have not been up to speed on things lately, but I have been keeping my ear open.

We have a couple issues. First, there have been questions pertaining to Oregon Sick Time Law and how it is being interpreted by First Student with regards to our contract. The claim by First is that no one is aloud, by law, to carry more than 40 hours of sick time on the books and that it does not roll over from one year to the next. After looking into the law as written, this turns out to not be the case. The law clearly states that sick time can be rolled over but that they are not required to carry more than 80 hours. Also, the law’s section (4)(a) states: "An employer is not required to carry over sick time if, by mutual consent, the employer and employee agree that... the employee will be paid for all unused paid sick time at the end of the year in which the sick time is accrued..." Oregon Revised Statutes 653.601 to 653.661. We are currently taking steps to clarify this situation. This may take a while to untangle because labor laws allow each side time to research and respond.

Another issue, we are currently experiencing a very high rate of absenteeism, and more than a few drivers have commented on this. We understand that it is flu season and many people are out because of the flu and we appreciate you staying home when ill so as not to infect the rest of us. Yes, stay home until well. However, if are not really ill, we desperately need you to come to work. We do realize that some are on FMLA or OFLA so if you can please come to work.

Greetings fellow brothers and sisters, For better or worse, we finally have a new contract! For those of you post-2012 hired, full-time employees wishing to switch off of the company’s Aetna health insurance plan and to the no-deductible Kaiser plan that most of the senior operators enjoy, I believe there will be an open enrollment in November, and the new insurance will take effect in January.

Your employer is required to provide your retro pay within two full pay periods following ratification (the vote date) of the contract. This means that you should receive your retro either the day of this publication or on November 16th. To confirm your total retro, you will need to do the math yourself. To do this you will need to add your hours from your pay stubs, or go to https://ipay.adp.com and use the registration code 1stgrp-ipay to start your account. Make sure to click SSN and enter your Social Security Number. After a few more confirmations and re-login, you’ll be sent to the dashboard screen. Click the “Pay” tab on the left and start adding your hours. Overtime pays the difference at 1.5 times. Make sure you keep that separate. The company owes you retro since July 1st, 2017 for driving, reports, vacation, sick — literally everything. Multiply your hours in each pay rate by the difference in the new pay scale and add all those totals — voila that’s your total retro pay.

With the contract out of the way, we are continuing our Action Committee in order to build solidarity and put a thorn in the company’s side. If you’d like to join, please see me. Our next meeting is Saturday, November, 10th from 9-11am at the Union Hall.

MOVED RECENTLY?
If you’ve changed your home address, please make sure you keep that information up to date with the union office. Call 503-232-9144 to update your information.
Portland Winterhawks

Discount Tickets to Games

Attention ATU 757 hockey fans! We’re thrilled to announce a new partnership with the Portland Winterhawks to offer discounted tickets to 8 upcoming games, exclusively for members of ATU Local 757 and ATU families!

Just head on over to https://pdxhwk.us/ATU757 to look at all upcoming games eligible for the discount and to buy tickets. Make sure to use the promo code “ATU.”

The next opportunity for discounted tickets is coming up very soon - join us on Saturday, November 10th at 6 pm as the Winterhawks play the Kelowna Rockets at the Moda Center!

Retirees’ Corner


Names in bold print above are our 50-year retirees – thank you for your service, sisters & brothers!


The next meeting of the Retired Member Chapter will take place at 9:30 a.m., Wednesday, November 7th, at Westmoreland Union Manor, 6404 SE 23rd Ave, Portland. The next meeting of the Retired Member Chapter will take place at 9:30 a.m., Wednesday, November 7th, at Westmoreland Union Manor, 6404 SE 23rd Ave, Portland. The next meeting of the Retired Member Chapter will take place at 9:30 a.m., Wednesday, November 7th, at Westmoreland Union Manor, 6404 SE 23rd Ave, Portland.

ATU 757 NOVEMBER MEETINGS

CHARTER
Charter members meet at 6:00pm Monday, November 12, at the Salvation Army, Rose Center for Seniors, 211 NE 18th Ave, Portland. The Charter meeting is 10am Tuesday, November 13, at Schoppert Hall, 1801 NE Couch St., Portland.

SALEM TRANSIT/MV
Salem members meet 7:00pm Tuesday November 13, at Oregon AFSCME, 1400 Tandem Ave NE, Salem.

VALLEY TRANSIT
Walla Walla members meet 7:00pm Tuesday, November 13, at WSDOT Maintenance Building, 1210 G Street, Walla Walla.

LANE TRANSIT
Eugene members meet 7:00pm on Wednesday, November 14, at the Woodworkers Local Lodge, 1124 South A St., Springfield.

PPS/FIRST STUDENT PORTLAND
PPS and First Student Portland members meet 6:00pm on Thursday, November 15, at Scott School Library, 6700 NE Prescott St., Portland (room 403).

COIC/Bend (NEW LOCATION)
Central Oregon members meet 6:30pm Saturday, November 17, at Round Table Pizza, 2940 N Hwy 97, Bend.

ROGUE VALLEY TRANSPORTATION
Southern Oregon members meet 6:30pm Saturday, November 17, at Jackson Creek Pizza Company, 317 E Main St. Medford.

TILLAMOOK/TCTD
Tillamook members meet 1pm Sunday, November 18, at Rendezvous Bar and Grill, 214 Pacific Ave, Tillamook.

CORVALLIS
Corvallis members meet at 3pm Sunday, November 18, at the Oddfellows Lodge, 223 SW 2nd St., Corvallis.

C-TRAN/C-VAN
Vancouver-area members meet 6pm Sunday, November 18, at the SW Washington Labor Council, 2212 NE Andresen, Vancouver.

COLUMBIA RIVER TRANSPORT/Hood River
Hood River-area members meet 6:30pm Tuesday, November 27, at the Columbia Area Transit break room, 224 Wasco Loop, Hood River.

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

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