Negotiations Update Around the State

The situation in Corvallis with MTS, the new contractor operating City Transit, is moving in the right direction. On January 10th, we reached a settlement with the company that brings everybody’s wages back to where they should be, with retro pay (the company cut everyone’s wages when they took over the contract).

Moving forward, two drivers who were let go when the new contractor came in will be rehired, and we’re still waiting to see where they are placed. I was told on Saturday the 12th that they didn’t include the yearly tractor which provides CC Rider service in St. Helens. They, too, have an RFP out for bid. We met with MTR again on Tuesday the 22nd for their negotiations. We have several tentative agreements (TAs), but the big elephant in the room is wages and medical benefits, which is no surprise.

As I’m writing this, we’re just starting Tillamook negotiations on Wednesday 23rd. We have lots of moving items here. We will see where it takes us. First day is always interesting.

We were also back in Astoria for our third meeting for their first contract. We have several TAs and we’re working on the wage proposal and medical benefits. Good old Astoria decided to fire our lead organizer and Shop Steward. But guess what? He still sits on the negotiating team as we push forward at the table and go through his grievance process. You should have seen the expression on their faces.

Now the real headache is still TriMet and the damn cameras. We have had so many meetings about them and I don’t know if we will come to an agreement that we can all live with. The Bus Transportation Executive Board Officers have figured out a camera angle that they can live with. It models the ones that both C-TRAN in Vancouver and LTD in Eugene use. Now TriMet is trying to put cameras on Rail Operators. This is totally unacceptable to me. They are saying they caught a few people with their cell phone on, so they want to do things the TriMet way and punish everyone. How would they feel if they were under a camera their entire work shift?

Secretary-Treasurer’s Report

By Mary Longoria

Sisters and Brothers,

This month, I am presenting the independent auditor’s opinion of the financials for ATU 757, ending June 30, 2018. This will be the third year the opinion has been published in the Labor Press. If you would like to view the complete report from auditor Aaron Traxton, CPA, you can find it on our website at atu757.org. The report is simply too large of a document to put all of it in the monthly Labor Press newsletter.

As of our last bank statement we now have in our main bank account approximately $1.8 million dollars. Thank you for your continued support of the labor movement and your union. United We Stand! Divided We Fall!

INDEPENDENT AUDITOR’S REPORT

To the Executive Board of the ATU Local 757,

I have audited the accompanying financial statements of the Amalgamated Transit Union Local 757 (a non-profit organization), which comprise the statements of assets, liabilities, and net assets—cash basis as of June 30, 2018 and 2017, and the related statements of revenue and expenses and changes in net assets for the years then ended, and the related notes to the financial statements.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis of accounting as described in Note A; this includes determining that the cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free of material misstatement, whether due to fraud or error.

Auditor’s Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that I plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether due to fraud or error.

Audit

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgement, including the assessment of risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. Accordingly, I express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements referred to above fairly, in all material respects, the assets, liabilities, and net assets of the Amalgamated Transit Union Local 757 as of June 30, 2018 and 2017, and its revenue and expenses and changes in net assets for the years then ended in accordance with the cash basis of accounting as described in Note A.

Basis of Accounting

I draw attention to Note A of the financial statements, which describes the basis of accounting. The financial statements are prepared on the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. My opinion is not modified with respect to that matter.

Aaron Traxton, CPA,
Tigard, Oregon,
December 10, 2018
Hello, brothers and sisters,

SIPs are always a topic of conversation in the bullpen, and I figured it’d be helpful to give you a recap of how to process works. When riders or drivers call in on us, then management views footage to confirm whether the alleged incident actually happened. They are viewing tape from about 15 minutes on either side of when the call came in to determine if the complaint has merit. Some do not, and nothing comes of it. Some do, and then we meet with our managers. You can and should always ask to have a Union Rep, Liaison, or Steward with you for that conversation.

Another aspect of this process is that they sometimes find other issues in their search for the incident is SIP based on, and they are “stumbling” across other offenses, many more serious than just the SIP. One of the more common offenses is rolling through stop signs, or trying to beat traffic lights.

This is serious. Do not give anyone the opportunity to “stumble upon” you doing this. Come to a complete stop at stop signs. Count to three, then go. You are not saving time by rolling through it, and it may even jeopardize your job! Traffic lights are much trickier. Come to a complete stop at stop signs. Count to three, then go. You are not saving time by rolling through it, and it may even jeopardize your job! Traffic lights are much trickier.

We recently had our sign-up meeting and we held it in a new spot so that we could have a quiet room and have people come in and fill out their forms. It worked well for the vacation sign-up, so we rolled it out for regular sign-up. Also, the only sign-ups not held at all garages are vacation sign-ups. They're held at the spring sign-up, so we rolled it out for regular sign-up. Also, the only sign-ups not held at all garages are vacation sign-ups. They're held at the spring sign-up, so we rolled it out for regular sign-up.

I also want to mention to wear your seat belt while driving ANY vehicle that TriMet owns. It’s not only policy, but also a safety issue, and will lead to discipline if you’re caught. Darin, Mike, and I have enough meetings — we don’t need any more. If you aren’t familiar with the SOP book or contract, please take the time to read them. It could help you avoid discipline!

Final note: Spring sign-up should be done by the time this is printed, and we held it in a new spot so that we could have a quiet room and have people come in and fill out their forms. It worked well for the vacation sign-up, so we rolled it out for regular sign-up. Also, the only sign-ups not held at all garages are vacation sign-ups. They're held at the spring sign-up, so we rolled it out for regular sign-up. Also, the only sign-ups not held at all garages are vacation sign-ups. They're held at the spring sign-up, so we rolled it out for regular sign-up.

I hope everyone had a wonderfully merry Christmas and a fresh start to 2019. So far the weather is not bad for this time of the year. In FEM, management just can’t seem to get it together. The department is short-staffed, and has inadequate and outdated equipment. They’re lacking vehicles and training support. They are also having overtime call out issues. Seniority list and phone numbers, what a concept!

In REM, the problem is lack of experienced supervision and trainers. As for our yard crew, I know some of you still feel it is the blind leading the blind at the moment, but that both sides have to solve discipline, grievances, and other issues. One way is the supervisor sitting down and resolving the issue. The other way is for the mechanics to take out a safe spot. If you are running hot at that point regularly, I can assure you, that will put you under Isolated for the day.

As reported by KEVIN KONODAFTA

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good work and keep asking questions. We got you!

As the Dr. Martin Luther King Jr. holiday has come and gone, I noticed that a lot of districts all around this great nation had jumped on the band wagon to celebrate Dr. King’s legacy. I also noticed that TriMet management doesn’t recognize it as an official holiday for nonunion employees. I find that hypocritical! I just wish the transit districts and their leadership would take Dr. King’s messages to heart. As transit agencies grow with the communities that they service maybe just maybe, instead of continuously trying to take away benefits from your employees every contract negotiation, why not try building on the foundation that we already have? We can do this by working together. If you noticed, I use the word “we.” We can start by helping build up our workforce from the communities that we serve. We can achieve this by re-pairing our internal conflicts and by educating our workforce. Then we can focus on the public by jointly recruiting and employing more people from the neighborhoods that we service. In due time, this will build a sense of pride within the communities. Believe it or not? It makes a difference in the community when you know the people who drive, operate, clean and maintain the equipment that you’re riding on.

I know this from personal experience. I was a teen rider. My bus driver, Mr. Achong, kept me out a lot of trouble. He knew my auntie who was also a TriMet bus driver. He knew the strength of the nation, but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who today attack labor forget these simple truths, but history remembers them.” Dr. Martin Luther King Jr.

Brothers and sisters, you are the Union. Without you we are nothing. I can’t thank you all enough for all of your support. We as a Union have to be able to adapt to the change and stay proactive as the district grows. We are experiencing new job descriptions, new equipment, vehicles, tools, and new work sites. So take training seriously! The work is ours and we are the subject experts. We, the Union members must change the way we do business. We have to educate our workforce and build up our stewardship numbers. On that note, if you’re interested, we need Shop Stewards on every shift and in every shop at all Rail locations. So check your Local Union boards and ATU757.org web page for updates. My email is sirrs@infini.t.com.

Greetings, fellow brothers and sisters, if you believe you may face discipline for something, please invoke your Weingarten rights. Tell management the following: “If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my Union Representative be present at the meeting. Until then, I will remain present in this meeting until excused from attendance, but I will not participate in this discussion.” After you have stated this, sit quietly. Do not answer any questions management has without a Union Representative present. Do not abruptly leave. You cannot leave unless they direct you to do so.

Management has repeatedly tried to badger people into believing that they don’t really need a Union Representative present. If they do this, continue to sit quietly. Management may also present you with disciplinary notice and ask you to sign for it. Just sit quietly. You do not have to sign anything. Management can take your badge and send you home to set up a meeting later with me. That is perfectly fine. If you miss a shift because of this, that is management’s fault. If management wants a representative at the moment, they will remove me from service if I’m working.

It is my job to get your shift pay for any shift you miss due to them sending you home. Similarly, please don’t write reports stating that you knowingly broke a company policy or committed a safety violation. It becomes much more difficult for me to defend you if you admit you knowingly did wrong. Finally, any of my shop stewards (Kathleen Brown, Klari Cannard or Andrew Brown) can represent you as a witness in the aforementioned type of meeting. Stay strong! You have a right to defend yourself!


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


The ATU 757 Retired Members’ Chapter Meeting will be held on Wednesday, February 6th at 9:30 a.m. at Westmoreland Union Manor, 6404 SE 23rd Ave. Coffee and doughnuts will be served at 9 a.m. The following month’s meeting will be held on Wednesday, March 6th at 9:30am.
Welcome to our January 2019 Training Class! Training on most issues is about halfway completed. Make sure you get signed up if you’re not already on the training list.

Here are the most recent contract issues that came up:

1. **Frontloading your 40 sick leave hours.** If you are hired after January 1, 2019, your sick leave hours will be prorated to reflect your hire date. The formula is 40 hours divided by 365 equals 0.1 hours per day, multiplied by the total number of days left in 2019.

2. **Holiday pay.** You must work for six months of continuous employment before you are eligible for holiday pay. However, if you work on the holiday you will be paid at the time-and-a-half rate for the hours you work on the holiday.

3. **Attendance points.** When you are hired you start out with 20 attendance points. If you are late, sick, or on a no-show, or you become ill and cannot finish your route you lose attendance points for each occurrence on a floating 12-month cycle. When you lose all 20 points you will lose your job. Here’s an example: If you call in on January 5, 2019, you will not get those points back until January 5, 2020. So, use your sick call-ins wisely. Be on time, plan ahead, and, if you need a day off, ask other drivers that are on the day off to cover your shift. And get it approved in advance so you will cover your needs and not need to call in unless you are really sick and get caught off guard. We want everyone to be well, happy, and working to bring home a living wage!

We are already past the Winter Solstice and are seeing longer daylight hours! This is my favorite time of the year. More daylight means we don’t feel like we are in a perpetual dress rehearsal. Enjoy life to the fullest while you can! Slainte! Salud! L’chaim!

**February Meetings**

**SHOP STEWARDS AND FUTURE LEADERS MEETING (NEW!)**

Are you an ATU 757 shop steward? A rank-and-file member who’s looking to get more active in the union? Join leadership and staff every month before our Charter Meeting for the Shop Steward and Future Leaders Meeting to help us drive ATU’s organizing in 2019 and beyond!

The Shop Stewards and Future Leaders Meeting will take place at 5 p.m., Monday, February 18th, at the Salvation Army, Rose Center for Seniors, 211 NE 18th Ave, Portland.

**CHARTER**

Charter members meet at 6 p.m. Monday, February 18 at the Salvation Army, Rose Center for Seniors, 211 NE 18th Ave, Portland.

**PPS/First Student Portland**

PPS and First Student Portland members meet 6 p.m. on Thursday, February 21, at Scott School Library, 6700 NE Prescott St., Portland (room 403).

**COIC/Bend**

Central Oregon members meet 6:30 p.m. Saturday, February 23, at East Bend Library, 6208 Dean Swift Rd., Bend. CHANGE IN LOCATION.

**Valley Transit**

Wallawalla members meet 10:30 a.m. Saturday, February 23, at WSDOT Maintenance Building, 1210 G Street, Walla Walla.

**Lane Transit**

 Eugene members meet 7 p.m. on Wednesday, February 20, at the Woodworkers Local Lodge, 1124 South A St., Springfield.

**ATTU 757 ParaTransit Conference**

As reported by KATHERINE BROWN

Hello everyone! In the middle of winter we are working hard on the challenges that are presented to us as para-transit drivers and dispatchers. In this article I would like to address the Oregon Sick Leave Law.

Use of Sick Time: employees can use sick time for their own illness or that of a family member and for protected leave for victims of domestic violent, sexual assault and stalking. The illness can be a non-serious illness, like a cold, a more serious medical condition or non-urgent preventive care, like annual physicals or dental check-ups. Sick time can also be used in the event of a public health emergency. Generally, sick time can be taken in minimum increments of 1 hour unless doing so would pose an “undue hardship” to the employer. These employers can require that paid and unpaid sick time are required to accrue at a rate of at least 1 hour of sick leave for every 30 hours worked, up to 40 hours of sick leave each year. Alternately, employers can grant 1.33 hours of sick time for every 40 hours worked (this is functionally the exact same accrual rate, but allows employers who have a payroll software based on a 40 hour work-week to continue to use the same system). There are also medical leaves in most of our union contracts. You need to study your contract and get assistance from your officer on the usage of medical leave of absence. It varies from contract to contract. It is a good idea to request the paperwork in person.

Please, if you need FMLA or OFLA and hit a bump in the road getting your paperwork from your employer, while you go in to request do not hesitate to bring in your officer or Shop Steward as a witness. This will be kept confidential.

Unity as a union promotes a success with solidarity. Until next time!

**TILLAMOOK/TCD**

Tillamook members meet 1 p.m. Sunday, February 24, at Rendezvous Bar and Grill, 214 Pacific Ave, Tillamook.

**Corvallis**

Corvallis members meet at 3 p.m. Sunday, February 24, at the Oddfellows Lodge, 223 SW 2nd St., Corvallis.

**C-TRAN/C-VAN**

Vancouver-area members meet 6 p.m. Sunday, February 24, at the SW Washington Labor Council, 2212 NE Andresen, Vancouver.

**Hood River**

Hood River members meet 6:30 p.m. Tuesday, February 26, at the Columbia Area Transit Break Room, 224 Wasco Loop, Hood River.

**Please Note:** Unless otherwise noted, all ATU members are invited to attend any of the above-listed meetings.

**Hi everyone,**

Seems like we just finished negotiations just a little bit ago and yet we are getting ready to go at it again. I’m excited to use all of the forward momentum we gained from organizing and banding together last time. Showing our solidarity with our school bus yellow shirts every Friday, speaking up at school board meetings, communication through our phone tree, and getting some positive press through some local news outlet. I’m also excited about some new ideas we have coming up, starting with this handy online contract change suggestion form that Andrew down at the Union Hall set up for us: http://www.atu757.org/portland-public-schools-contract-negotiation-suggestions/

We are still taking the paper forms so find Beth, Tim, or myself if you need one.

**Well, here we are again.** Now it’s February and it’s always the same thing, just a different day. We’ve been seeing a lot of issues with pink signs in the back windows as buses are pulling out of the yard. Remember, they go in the window after an AM route and after a PM route ONLY.

We are having too many twisted ankles and slips due to gravel in the lot. Those are causing minor to serious injuries. Recently, a person was transported to the hospital by ambulance. Please be very careful out in the lot, especially when it’s raining. And please notify safety if you notice any obstacles. Be sure to watch for potholes, which are getting wider and deeper as the rainy season goes on. Let’s keep each other safe!

Buses are breaking down every day. If your bus is having issues on Monday, please check with Dispatch on Tuesday morning, and ask if the issue was fixed. If you’re still not sure, take it to the shop and ask again, just for your peace of mind.

We have two grievances I’m working on right now, one on holiday pay and the other on sick days. I will keep you informed as things progress.