

Newsletter



December 2022

President's/BA Report— Isaac O. Tate

As the year 2023 rapidly approaches, so does my retirement. This will be my last newsletter as the President/Business Agent of ATU Local 758. I've reached that point (age) in my life that when I was younger, I could have never imagined. Of course, when we were younger (40) was old. Besides the best job I have ever had in my life; (14) years as a firefighter for the U.S. Forest Service, this is the second longest in a career (38.5) years of which (29) of those I've worked as a Union advocate on behalf of the membership. I have enjoyed my work as both an Operator and advocate and especially being in the position of being able to improve the working conditions and lives of many to include their families and loved ones. I have experienced a number of leadership changes at Pierce Transit and our other properties as well, and can only hope I've made a difference in how those leaderships have perceived "you" as critical and invaluable pieces, and in many cases the backbone of those agencies. I would really like to thank Vice President Terry Leazer, Financial Secretary-Treasurer/Recording Secretary Vonda Marshall and Executive Board Officer Russ Lowe who have all grabbed the reins to get us through this last (3-5) years. Also a huge thanks to Office Administrator Pattie Clark who's helped everyone in this office, and to those who have both served as and supported me as officers, stewards and volunteers. Many who are no longer with us.

As a Leader, this ongoing period of infectious disease(s) and erratic employment and working conditions have proven to be the biggest challenge of my career. As things "slowly" return to normal or the "new" normal, new ideas must be generated in regards to, and on behalf of the membership. Due to the economy and ever evolving mindset of workers, "old" mindsets too must be changed. All workers especially in the transit industry wherein recruitment lags, want and deserve better compensation as acknowledged in studies by both the American Public Transportation Association (APTA) and International Transportation Learning Center. Additionally, of importance in both studies was/is the need for Operators to have greater control over their schedules with the reduction of erratic hours, splits shifts and mandated overtime which will lessen burn-out and collateral damage (marriages, family, daycare and bonding time) inherent in the occupation. Personal time has become just as important as money, (which "is not to say" that money is not important). Business as usual doesn't cut it anymore.

So, if I didn't see you at the Retirees Luncheon or Holiday party, or around Pierce Transit as we work to tie up loose ends, I wish you and yours the very best, safest of Holidays and happiest New Year and New Years to come. And may good fortunes always be with you and yours.

*Happy Holidays and
Wishing you a Merry Christmas &
Happy New Year!*



Open Issues 2023

-Upcoming open issues for Union leadership in 2023 includes the commitment of Pierce Transit during negotiations and Chief Operations Officer Grantley Martelly and his staff's introduction of what I hope will be Operator scheduling that incorporates some of the changes as documented by APTA, and the International Transportation Learning Center's findings. It must be more than "rostering" work. It must be as those studies showed allowing Operators to have more say in regards to the scheduling of their work. I have advocated through the years the "addition" of thirty (30) hour work weeks, or (30) hour packaged work weeks. Thirty (30) hours is considered fulltime employment. You need (56) hours in a (2) week pay period to accrue vacation and sick leave, so that should improve attendance as well, and at first glance that would seem to accommodate those seeking less than a forty (40) hour workweek, however not being barred from additional hours over those thirty. Furthermore, less than (30) hours per week results in "higher" insurance premium cost sharing. More must be done to retain Operators. I was shocked when reading CEO Griffith's Weekly Message that in all of 2022 there was a net gain of "8" Operators. Although not common to Service Support, Operators, Dispatchers, Communication Centers etc Maybe it is time for shift differentials across all classifications that work more than the traditional work hours/week. There are a lot more ideas out there.

-Irregularities in "guarantee pay" are also an open issue. This oversight came to light after the Relief Board was eliminated until the end of the present (CBA). It is being addressed at present.

-In Facilities Maintenance, the idea of on-call Maintenance Mechanics has been discussed along with the parameters/working conditions. This may be implemented with the hiring of a new Facilities Maintenance manager. Affected members met with both Union leadership and Pierce Transit management regarding this proposal.

-In Fleet Maintenance, there have been discussions regarding moving JLM(s) in component rebuild (Farebox) into Radio. These discussions too are ongoing. The JLM(s) in the fare box positions have been briefed by both Union leadership and Pierce Transit management as well as Executive Board Officer Russ Lowe who discussed the proposal one-on-one with the JLM(s) who could be affected by the proposed change. Their concerns/opinions were heard.

-Another glaring issue is compensation for our Fleet Care Attendants, Transit Maintenance Workers, Transit System Maintenance Workers as well as Transit Facilities Specialist who are being exposed to biohazards, infectious diseases etc. on a level that was never imagined on a daily basis. There even appears to be an increase in physical assaults for some of these members. This must be addressed.

-The Radio Department on January 8, 2023 will offer a work-up opportunity to the Communication Tech position. This is a volunteer opportunity, if multiple members demonstrate interest then seniority will be utilized in selecting the member for the workup. The appointment will be for sixty (60) days, and then another sixty (60) day appointment made with this process continuing until all of the interested members have had an opportunity to do the work-up. Members currently serving a probation will not be eligible for the work-up until they have completed their probation. The sole purpose of this initiative is to allow members the opportunity to determine if they would have any interest in applying for the position of Communication Tech in the future.

Retirement Announcement for Union President Isaac Tate

After nearly 30 years of dedicated Union advocacy and leadership, Isaac has announced his retirement.

Isaac was the first ATU Black (African-American) Union President in the Pacific Northwest, and the longest ATU Local 758 President to hold office. He has served as Shop Steward, 1 term as an Executive Board Member, 3 terms as Vice President and 5 terms as Union President. *(Each term of 3 yrs.)* Isaac was also the first and only Black (African-American) President/Chair of the ATU Northwest Conference with member Locals from both the U.S. and Canada

Isaac's hard work, commitment, and dedication are worthy of admiration. His contribution of time, experience, and passion for fairness in the workplace has significantly made ATU Local 758 a stronger force. Our Union has solidified thanks to Isaac's commitment to all members.

Isaac, always an advocate of fair pay, fair treatment, health and safety protections for all transit workers, will always be remembered for his efforts and many contributions to our past, present, and future livelihoods.

On behalf of all his members, we would like to Thank him and wish him a long, happy, and healthy retirement.

Enjoy your new journey in life Isaac!



Thank You to our 2020-2022 Outgoing Officers and Executive Board Members

To our Union Vice President Terry Leazer and Financial Secretary/Recording Secretary Vonda Marshall, we thank you both for stepping up to your positions, you have kept ATU Local 758 going these past few years. Your dedication and commitment towards this Local have really made a difference. Your work is truly commendable and we appreciate your contribution.

Some of our Executive Board Members will be returning to serve another term and we thank them for their continued service to this Local and it's members. To the Members leaving we thank you for your commitment to help your fellow coworkers.





Amalgamated Transit Union, Local 758

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Weingarten rights

This statement could save your job! "If this discussion could in any way lead to my being disciplined or terminated I respectfully request that my shop steward be present at the meeting. Without Union representation present, I choose not to respond to any questions or statements."

UNION MEMBERSHIP MEETING NOTICE

Local 758 Union meetings will be held based on availability of IBEW Hall.

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