

Newsletter



October 2023 Edited by William Dehnel Recording Secretary

John Hoheusle, President/BA

I Can't believe Fall is already here and the rainy season has started. Just a reminder of Fall weather and the wet roads. Allow yourself extra time and space, while operating any vehicle personal or company. It's been a long dry summer and as we all know in this area, the roads become very slick at this time of year. Please drive safely.

We are currently in contract negotiations with Pierce Transit. The rumors are already flying around and almost all of them are untrue. Your Negotiations Team is working very hard to get you a fair contract. So please stop the rumors, because they are very unproductive and get all your coworkers upset for no reason at all. We will keep the Members informed where we are in the process, and answer what we can, but remember this should not be rushed. I will be reaching out to all the Operators who are members, to discuss how you bid for your work (roster work). Do not freak out, nothing is agreed upon yet. All we are looking for is honest feedback. The best place to receive information is at the General Members' meetings not in the shop or Operator's lobby.

I want to thank all of the Members who want to be involved with our Union, I have received many emails and letters expressing interest in becoming Executive Board Officers and Shop Stewards. That shows strength and unity within our Local. We have one of the best retention percentages of Members not opting out of the Union and all of you should take pride in that. I also wanted to thank all of you for believing in me and supporting me as I grow to be a strong Leader, but again I am only as strong as the Members of this Local.

SOUND TRANSIT

As most of you are aware the CBA was approved by the board this month. I want to thank **Eddie Or** and **Andrea Victor** for helping the team resolve the contract in a very timely and professional matter.

RIVER CITY/ PARATRANSIT

Russ and myself had a wonderful time at your Longview picnic. Shawnda did a great job putting it all together, the food was great and the conversations was awesome. **Thank You Shawnda!** We have signed a new Contract with Paratransit Services for 2023. I look forward to meeting with all of you soon at the Longview Members' meetings.

From Recording Secretary William Dehnel

I have had a few conversations where members have questioned if they should seek Union Representation when talking to management. This question often occurs after the member has already engaged in an interview where the manager has asked questions that lead to discipline. Questions such as “Did you violate this safety policy?” or “Why did you engage in this activity on such an such date?”. These are examples of investigatory questions.

This is an excerpt from the NLRB (National Labor Relations Board) website;

Any meeting may be an “investigatory interview” provided that the following occurs:

- *A manager, representative of management, or supervisor is seeking to question an employee.*
- *The questioning is part of an investigation into the employee’s performance or work conduct. During an investigatory interview, a representative of management may require an employee to defend, explain, or admit misconduct or work performance issues that may form the basis for discipline or discharge.*
- *The employee reasonably believes that the investigation may result in discharge, discipline, demotion, or other adverse consequence to their job status or working conditions.*
- *The employee requests a union representative. Employers are not required to advise employees of their right to representation and third parties (including union representatives) may not make the request on behalf of the employee.*

When making a request for a representative, the Board does not require that the employee specify that they need a “Weingarten” representative. Once an employee requests their representative, they are not required to repeat that request.

It is very important to realize that management is under no obligations to inform you that the interview is investigatory. They have every right to ask questions regarding your work activities and performance. The responsibility to ask for your union representative rests squarely on your shoulders. If you are asking yourself “Should I request a Union Representative?” Then the answer is yes.

Change of address-

Please contact the Union office with your change of address and phone number. 253.474.3123



RETIREE HOLIDAY LUNCHEON

Join us for a fun celebration

Saturday, December 9th, 2023 from 12:00 pm to 3:00 pm

at the La Quinta Inn

1425 E 27th St, Tacoma, WA

Cost \$30 (includes tax & tip)

RSVP to ms Lynne Proctor 253.304.4182

All are welcome!





*Please join us for a
Holiday Party*

Hosted by, ATU Local 758

Saturday, December 16th, 2023
6PM – 11PM

Clover Park Tech College Rotunda
4500 Steilacoom Blvd, Lakewood WA

Bring a dish to share
(BYOB)

If you plan on drinking, please arrange a designated driver.

Let's Celebrate the Holidays!

Please dress in Black & White
-21 and over only!

(Contact: Union Office 253-474-3123)



Amalgamated Transit Union, Local 758

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6923 Lakewood DR W B1 Tacoma, WA 98467-3221

(253)474-3123 atu758.org

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

Executive Board meeting -Thursday, November 2nd, at 3:30pm (EB only)
(ATU Local 758: 6923 Lakewood Dr. B-1, Lakewood, WA)

Charter Meetings

Thursday, November 9th at 6:30 PM & Friday, November 10th -Cancelled
(ATU Local 758: 6923 Lakewood Dr. B-1, Lakewood, WA)

Wednesday, November 15th at 7:15 PM in Longview,
(upstairs lunchroom: 254 Oregon Way, Longview WA)

EMAIL ADDRESSES AND CONTACT NUMBERS

John Hoheusle, President/Business Agent: 758president@atu758.org (253)533-0003

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William Dehnel, Recording Secretary: 758recordingsec@atu758.org (253)754-7584

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