

June / July 2005

# The 1005 Line

*The People Who Know Where They Are Going*

The news and information publication of ATU Local 1005 prepared and distributed by the Education Committee



Local 1005  
Minneapolis and St. Paul MN

## Update: Legislature Passes Transit Funding Bill

On Wednesday May 11, 2005, near midnight, the Minnesota House of Representatives passed the Erhardt Amendment in a close 68 to 66 vote across party lines. Seven Republicans joined sixty-one Democrats in an attempt to, for the first time, give Metro Transit and other regional carriers dedicated funding.

The amendment would increase the gas tax by five cents immediately and another five cents in fiscal year 2008. The bill captures .25% of the metro area sales tax and dedicates it to transit funding. The amendment also increases tab fees and allows counties to levy a wheelage fee. If left as is, the plan would have raised \$7.7 billion over the next ten years for both highways and transit.

We at Metro Transit owe a big thank you to the men and women of the House, both Democrat and Republican for this first substantial step to secure funding for our jobs and transit in the Twin Cities.

The Senate also passed the bill. It went on to the Governor. He carried through with his threats and even had a special stamp made for his special veto ceremony. No other governor has done that.

At press time a special session has been called by the governor. We all need to call the Governor's office to show our displeasure with his veto. We need to show him we need our jobs, and that we vote.

You can contact him by phone at 651-296-3391 or toll free at 800-657-3717.

One provision of the bill, a constitutional amendment permanently dedicating revenue from the Minnesota Vehicle Sales Tax (MVST) to transportation funding, remains intact. This would help fund our transportation system but it is highly unlikely to pass on a general election ballot initiative.

(Constitutional amendments require passage by the Legislature but not the Governor's signature, the Governor has no veto power over them). According to a 1994 opinion from

Transit Funding Continued on Page 4

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**RECORDING  
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KELLIE MILLER**

**FINANCIAL SECRETARY  
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**Calendar**

**EDUCATION  
COMMITTEE - 2:00 PM  
JUNE 21 ST  
JULY 19TH**

**EXECUTIVE BOARD  
JUNE 28  
JULY 26**

**UNION MEETING  
JUNE 28 - MPLS.  
JULY 26 - ST. PAUL  
10:00 AM / 7:30 PM**

**UNION OFFICE PHONE  
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OFFICE@ATU1005.COM  
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**THE  
PRESIDENT'S  
CORNER**

**ATU Local 1005  
President-Business Agent  
Ron Lloyd**



**Thank You**

This month I'd like to take the time to acknowledge and commend the folks on the Education Committee for doing such a fine job time after time in getting The 1005 Line published. The committee was formed in 1986 by bylaw #100. A single page newsletter was first published soon after, eventually developing into the glossy, multiple page paper we've enjoyed every other month in recent years.

The Education Committee consists of volunteer members from across the agency, operators, maintenance and office personnel, and an advisor from the officer ranks; the President appoints all. An Editorial Board made up of the Committee chairperson and three Executive members (also appointed by the President) review the draft newsletter, advising on contract and policy issues, protecting the union's interests for the greater good and editing copy.

They interview various subjects, such as members in lesser known departments, union leaders and new general managers. They brainstorm about potential articles. They research and craft articles, compile the newsletter, get the finished product to and from the printer, and finally, distribute a quality product on the property.

The committee members volunteer their time, which can become several hours each month. Their only compensation is two hours pay for their monthly meeting and the gratitude of other members for the information, updates and entertainment distributed via the newsletter.

The committee is always looking for fresh ideas, new viewpoints and untapped talent. If you have suggestions, like to write, draw, photograph or just want to see what they do, visit a meeting soon on the 3rd Tuesday of the month. If you're interested and ready to commit, talk to the board member at your location about being appointed.

If you like what you read and see, thank a committee member.



# THE AMALGAMATED TRANSIT UNION



OUR STORY...OUR HISTORY

By Scott Lindquist

From the Mpls. Labor Review archive located at  
[www.minneapolisunions.org/labor\\_review\\_archive](http://www.minneapolisunions.org/labor_review_archive)

## Union Claims Majority Car Men Union

Minneapolis and St. Paul Divisions Rail  
Employees Union Petition Labor Board

### ASK RECOGNITION AS REPRESENTATING MAJORITY

#### Nineteen Hundred Street Car Employees In Twin Cities Unionist, Murray Declares

Friday February 16, 1934.

On behalf of the Local Divisions Nos. 1003 and 1005 of St. Paul and Minneapolis of the Amalgamated Association of Street and Electric Railway Employees of America, M.J. Murray, fifth vice president of the Amalgamated Association of Street and Electric Railway Employees has petitioned the Minneapolis-St. Paul Regional Labor Board to demand that the Twin Cities Rapid Transit Company recognize the Association as representative of a majority of its employees.

Months of organization work that has been carried on under the direction of vice president Murray has reached a point where confidence is felt that the Union has by far the majority of the employees of the Street Car company.

This is the first time since War Days that there has been such a sentiment in behalf of organization upon the part of the Street Car employees.

Passing years have taught Street Car Employees the benefits of organization, or rather, the terrific price workers pay who forego organization. They have grasped the protection of the NRA enthusiastically and cooperated most willingly with vice president Murray in bringing the Twin City Divisions to their present strength.

The communication dispatched to the Regional Labor Board by vice president Murray on February 5, 1934 follows;

### Education Committee

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ADVISOR

CHAIR  
MEMBERS ROTATE

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FRANK COLLINS  
LIZ GOLDBERG  
VICE CHAIR  
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DELROY SCHAFER  
KEN DOLNEY  
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## AT THE GARAGE SOUTH

Contact Liz Goldberg

**Congratulations Rodeo Participants. We are proud of all of you. South representatives of honorable mention:**

**James Klueckman #350 - 1st Place, Randy Finch #128- 4th Place, Jonathan Hendrickson #64180-Rookie of the Year**

**Help our Garden Grow Another spring has begun and with it a chance for everyone to get involved with the South Garden. Enter the "Tomato Competition" or donate and/or help with planting and care giving. No green thumb required.**

**Anniversary Congratulations!**  
May 08-Samuel Achman #5349, Sr. Mechanic, 30 years  
May 12-Paulus Nicholas #5354, Sr. Mechanic, 30 years  
May 14-Rudi Stewart Dr. #6005, 15 years  
May 19-Charels Rawson #5143, Sr. Mechanic, 25 years  
May 21-Howard Brown #6015, Relief Dispatch, 15 years  
May 27-Richard Maurer Dr. #564, 30 years  
June 15-David Erickson Dr. #2077, 5 years  
June 24- Fredrick Swartz #5264, Sr. Mechanic, 25 years  
June 29- Kevin Finch Dr. #2082, 5 years  
July 08-Leonard Hopkins Dr. #2086, 5 years  
July 08-Dale Hough Dr. #2084, 5 years  
July 18-Vincent Achman #5448 Mechanic, 25 years  
July 20-James Odland Dr. #7022, 5 years

### Our Story Our History Continued from Page 3

"Dear sir:

In behalf of the Amalgamated Association of Street and Electric Railway Employees of America, comprising Local Divisions 1003 and 1005 of Saint Paul and Minneapolis, we , as employees of the Twin City Rapid Transit Company, are formally petitioning your board to demand the said Company recognize this Association as representatives of a majority of its employees.

The reason for this request is that Mr. McGill, president of the Street Car Company has expressed doubt as to whether this Association has the right to claim representation for a majority of the employees of the Company. We have something more than 1900 properly signed applications now in the possession of the secretaries of these two divisions. In our judgment, this is more than a sufficient number to give us a majority. Requesting your immediate action, I am, Very truly yours,

AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES - M.J Murray, fifth vice president"

### Transit funding Continued from Page 1

the Minnesota Attorney General, proposed constitutional amendments contained in a bill are not affected by a veto of the overall legislation. The constitutional amendment will be placed on the 2006 general election ballot and will allow voters to decide if they would like to have MVST revenue (much of which is currently spent on issues unrelated to transportation) solely dedicated to transit and highways beginning in 2012. If passed, this amendment would increase transportation funding by about \$250 million a year, 40% of which would be dedicated to transit.

We cannot wait until 2012, we need to get active now! We are so close to getting the funding we need, let's not pass this opportunity up. Call your legislators and the governor. To find your representative go to the legs/Org page of our website (www.atu1005.com).

## MIDWEST CONFERENCE By Michelle Sommers

I attended the Midwest Conference in Des Moines Iowa on April 8, 9. This conference is for ATU locals in the Midwest. This year the theme was contracts. Everyone brought copies of their union contract and by-laws to share. During the discussions I found that in a lot of areas we are equal to other locals in the Midwest.

On the drug testing policy we faired better than most. On funeral benefits we have fallen way behind others; most have more people considered as their immediate family, such as partners, aunts and uncles and others.

I did check to see if any other properties had a "point system" in place for overall performance. Nobody at the conference had even heard of such an idea and thought the idea was just stupid and/or crazy.

This was a short conference and a short report, but if anyone has any questions about Midwest locals, feel free to give me a call at the union office.

## Transit Safety and Security Committee March / April 2005 Summary

### Members:

Marshall Freeman, East Metro,  
Chair  
Theresa Collins, Nicollet  
Jim Merkl, MJR  
Jerry Larsen,  
Mary Vasterling, South  
Christine Kuennen, TCC Advisor

### Others in Attendance:

Dakin Hargest, TCC Supervisor  
Georgia Stinson, Asst Dir. Garage  
Operations  
Ned Swentik, MJR Carrer  
Ladders  
Jon Uzpen, Safety Specialist -  
Nicollet  
Steve Yaeger, Mrg. Nicollet  
Lee Bennett, Asst Mgr. Stree Ops.  
Lisa Johnson, Asst. Mgr. Street

### March 03 2005

TCC Supervisors have noticed an improvement in operator radio communication. There have been some instances where mechanics out on road calls, etc. are not logging on to MDT. Brenda states that Maintenance is working on issuing a service bulletin and this item could possibly be added. Jerry raised concern with MDT's not booting up. How can an operator communicate with TCC in an emergency? Christine will clarify this issue in a memo to operators. Issue regarding MDTs not being easy to read at night- some screen adjustments can be made by the operator.

Lowry Bridge is expected to reopen sometime this month. A window washer will not be placed at Uptown Transit Station because there is not a space to put it where it would not be tampered with.

Downtown City Council pilot project taking buses off Nicollet Mall in evenings to better facilitate sidewalk dining, pedestrian traffic, etc. Bus stop spacing on Minnetonka Blvd.- anticipate bus stop spacing completed early summer. 26/Central - shelter SB at 26th. "Buses Do Not Stop Here" signs are being torn down. Mary: At Old Apache Plaza/Silver Lake Village. Get bus stop signs for 4 line going S. Stop sign supposed to be bus stop- temporary sign torn down. Get permanent sign there. Lee will do. Jim: Could a washbucket be placed at Brooklyn Center Transit Center? Lee will check to see if the shop could build something. Discussion regarding the ongoing problems at BCTC. Transit Police have been monitoring the area with cameras. Sam will inquire as to the zero tolerance initiative at BCTC.

The TSSC web page will be updated soon. A sample of new material for the 1st and 2nd steps of the bus to help prevent slipping, etc. was presented to the committee to view. Jim asked if there was a disaster plan in case of an emergency need for a large number of buses, such as on September 11. Georgia stated there is a plan in place called the Bus Emergency Plan.

Bike rack mirror: Put a few on at Nicollet Garage. No feedback yet. Would like to expand test to buses at more garages. Will get bus numbers to committee members. Window shades: This problem should be resolved. Some were installed incorrectly. 4-way flasher sound: On 800s, 900s, 1000s, sit-

Continued on Page 14

## AT THE GARAGE East Metro

Contact Kim Rice #5975, Scott Stone #6328 or E-board reps Gary Rosenberger or Ken Dolney

### Drivers Complement:

341 total - 2nd system wide, 61 PT Weekday - 3rd, 18 PT Weekend - 1st.

James Pavlak, #3239, retired 4-29-05 with 34 years of service.

Dennis Gilson, #2922, just completed 40 years of service. Good for you!

Dave says, see me if you have problems with the new pick. The "comment information" on pull-out, pull-in, and double overs may be incomplete or contain errors.

Let's remember to use the proper pull-in lane. I know it's easy to forget, but it helps our union brothers & sisters when we make that extra effort. We often drive both AM & PM shifts, so don't forget:

AM assigned by dispatcher, PM read the blue sign by the wash-rack.

## AT THE GARAGE Ruter

Contact Scott Lindquist

Robert Buck has taken the position of Stores Co-ordinator at OHB vacating the Lead Stockkeeper position. Rick Rolfson transferred into the Lead Day stockkeeper position from East Metro.



## Government 101

### The United States: the Great Experiment

Liz Goldberg

Archaeological evidence suggests that America's first settlers probably crossed from Siberia to Alaska via the Bering Strait during the ice ages between 30,000 and 10,000 years ago and spread rapidly across the continent. Their descendants, the Native Americans developed a wide variety of societies and cultures.

The question as to which European peoples reached the Americas first has caused much controversy. Considerable evidence points to a Viking seafarer from Greenland, Leif Eriksson (1000 AD.) who with others settled briefly in a land they called Vinland; this has been variously located along the northeast coast from Labrador (Canada) to New Jersey. Christopher Columbus, the Italian navigator and explorer arrived almost 500 years later in an attempt to find a westward route to India and christened the Caribbean islands the West Indies and their inhabitant Indians. It became clear however that these lands were not Asia but a new continent; it received its name from Amerigo Vespucci (1454-1512), one of several navigators who followed Columbus west.

Earliest settlements were Spanish and Portuguese. The first English settlement was Jamestown, Virginia, in 1607. The first of the New England colonies, Plymouth followed in 1620. Its founders, the so-called Pilgrim Fathers were strict religious dissenters hoping to found an ideal community free of political harassment. The even more authoritarian Puritans founded the huge Massachusetts Bay Colony, which eventually incorporated Plymouth. Maine and New Hampshire began as offshoots, while opponents of their strict regime established the New Haven and Rhode Island settlements. Roman Catholics, by contrast, founded Maryland, in the 1630s.

Meanwhile, in 1624, the Dutch established the prosperous colony of New Amsterdam centered on Manhattan Island. In 1664 the British captured it and renamed it New York, New Jersey separated from it in 1665. The moderate English Quaker, William Penn, founded Pennsylvania in 1682 and was generally considered the most successful of the early colonies. Pennsylvania was unusual in that it maintained fairly good relations with the Native Americans, which later was undone by Penn's son who swindled the Delaware Indians out of a large area of land in a deal known as the Walking Purchase. Part of Pennsylvania later became the colony of Delaware. North and South Carolina were established in 1663 by English investors and Georgia in 1732 as a philanthropic alternative to the debtors' prison.

During the 18th century these colonies remained dependent on Britain in order to survive and expand. Defense was needed against the French and Native-Americans, upon whose territories the colonists encroached. By 1763, when the French had been finally defeated, the British colonies were close to being self governing republics and began to resent paying British taxes, The British government's ban on expansion into Native-American lands beyond the Appalachians, together with economic decline, fueled the growing unrest. Criticism at home led British authorities to impose even sterner controls lending even more support to the radical separatist minority. The Boston Massacre in 1770 where five people were killed by British troops became propaganda showpieces. In 1776, the Second Continental Congress duly declared the 13 colonies independent, and proudly proclaimed their confederation as a new nation, the United States.

In the War of Independence that followed, the American Continental Army, backed by state militia, faced British garrisons, later reinforced by German mercenaries. The ill equipped American forces were often rescued from defeat only by capable generalship, especially that of George Washington (1732-99). The turning point came when revolutionary France entered the war, sending military and financial aid to the rebels, disrupting transatlantic supply lines and threatening the British mainland. The surrender of forces under the command of British military leader Lord Cornwallis at Yorktown in 1781 marked the end of Britain's hold on the United States, although war did not end until 1783.

America's great expansion had begun even before the war ended. Vermont, Kentucky, Tennessee and Ohio joined the union during the next few years. In 1803, the Louisiana Purchase added extensive French territories in

the west and south. A year later, Thomas Jefferson (1743-1826) third president of the United States, dispatched the American explorers Meriwether Lewis and William Clark to explore the new territory following the Missouri River to the Rocky Mountains to the Pacific coast, their account of the journey helped to establish the strong sense of "Manifest Destiny" that was to fuel westward settlement.

In 1812 anti-British resentment led the United States Congress to declare war again. Despite American military success, the war brought the country close to fragmentation in 1814. But Britain, unwilling to fight another long war, agreed to equitable peace terms. The United States settled down to a period of consolidation and growth in the east and exploration and expansion westward. Texas and territories were acquired from Mexico in 1848, followed by further gains in 1853 with the Gadsden Purchase of Alaska from Russia in 1867.

In the meantime, conflict over states rights increased between the northern and southern states, with the south resisting the centralizing authority of the north. The plantation economy of the southern states depended on slave labor, while the religious idealist of the more industrialized northern states found slavery repugnant. In 1860, under the presidency of Abraham Lincoln (1809-1865) the southern states seceded and formed the confederacy. The Civil War (1861-65) abolished slavery but devastated the south with crushing poverty and interracial resentment for more than a century.

The United States established itself as the dominant power in the region following the declaration of the Monroe Doctrine in 1823, which denied Europe any right to intervene in the New World states. Encouraging revolutions in Latin American colonies including one in Cuba, supported by a United States invasion force which then led to war with Spain in 1898. The U.S. won, and as a result, acquired Puerto Rico and the Philippines. During this time the islands of Hawaii were also annexed. Westward expansion continued, helped by the growth of the great railroad network, immigration, the Gold Rush, the Wild West and industrial expansion.

In a short 398 years from the first settlements in Jamestown to the present, the United States achieved worldwide cultural dominance along with a standard of living the highest in the world. Leading the world in fields of industry, trade and commerce, transportation, communications, health, welfare and education, the U.S. is not without internal disparities. More importantly, the American experiment has affected the world profoundly by its ideals and actions and not just by its mere abundance.

Next: The Political Party System. Is the United States a Republic or a Democracy?

Sources: Encyclopedia of World Geography-Anromeda Oxford Limited 1993

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## Stars and Stripes

### History of the American Flag

"Betsy Ross, a Philadelphia seamstress, made the first American flag. In May 1776, George Washington, General of the Continental Army, came to her upholstery shop with a rough design for a flag. Washington favored a star with six points, and Ross pointed out that a five-point star could be done in one snip of the scissors and history was made." Legend or fact? The truth is historians have never been able to verify this traditional tale. What is known however is that Ross made flags for the Navy of Pennsylvania. The story of Washington's visit to the flag maker became popular about the time of the country's first centennial, after William Canby, a grandson of Ross, told about her role in shaping U.S. history in a speech given at the Philadelphia Historical Society in 1870.



The first unofficial national flag, called the Grand Union Flag or the Continental Colours, was raised near General Washington's headquarters just outside of Boston Massachusetts on Jan 1, 1776. The flag had thirteen alternating red and white horizontal stripes and the British Union Flag (a predecessor of the Union Jack) in the canton. Another early flag had a rattlesnake and the motto "Don't Tread on Me".

The Continental Congress approved the first official national flag, also known as the Stars and Stripes, on June 14, 1777. The Blue canton contained thirteen stars, representing the original thirteen colonies, but the layout varied. Although nobody knows who really designed the flag, it may have been Continental Congress member Francis Hopkinson. In 1818, after five more states gained admittance, Congress passed legislation fixing the number of stripes at thirteen and requiring the number of stars equal the number of states. The last new star bringing the total to 50 was added July 4, 1960 after Hawaii became a state. Source:Time Almanac 2005

## 2005 Bus Rodeo

By Ray Vander Wyst

It was time again to show off your driving skills and earn a trip to Dallas, Texas in the 2005 Metro Transit Bus Rodeo. The rodeo is open to all full time operators with a minimum of one year driving experience, no responsible accidents and not on a record of warning. The event was held on May 16, 17, and 18 at the Como Avenue State Fair Turnaround.

Judging included:

- A 10 question quiz
- Operator uniform appearance
- Driving the course

The pre-trip inspection segment was dropped and there was no need to bring your tools. The 10-question quiz involved questions all bus drivers should know. This quiz is basically used to break down "tiebreakers".

2nd and 3rd place finishers earned a slot in the Minnesota State Rodeo to be held this June in the St. Paul area, possibly Century Collage in White Bear Lake.

1st place earned a slot at the International Bus Rodeo to be held in Dallas, Texas which takes place from September 29 thru October 2.

Congratulations to James Klueckman Dr. #350, first place, Darrell Hanson Dr. #9289, second place, and Jack Berner Dr. #8927, third place. Because of the rules, Darrell Hanson advances to Dallas.

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### ATU Action Center Senate Passes TEA 21 Reauthorization Bill

By a vote of 89-11, the Senate on May 17 passed H.R. 3, the bill that would reauthorize federal transit and highway programs through Fiscal Year 2009. The bill guarantees \$293.8 billion in funding, including \$53.8 billion for transit over six years.

The House and Senate versions of the reauthorization legislation must now go to a conference committee for resolution of the differences in the bills. The Senate and House have indicated they plan to appoint conferees as soon as possible. There is not yet a tentative schedule for the conference committee to meet. The current TEA 21 legislation extension was set to expire May 31. But before adjourning for the one-week Memorial Day recess, Congress passed a 30-day extension.

While the Senate bill retains the provisions affecting the Section 13(c) transit labor protections, the ATU - thanks in large part to the thousands of ATU members who participated in a recent letter writing and email campaign - has received commitments from many crucial Senate Democrats, including Democratic Leader Harry Reid, to work on removing the controversial provisions in conference committee.

The White House has repeatedly threatened a veto if the final version of the bill exceeds \$284 billion. The votes exceeded the two-thirds majority needed to override a presidential veto.

Be in the know, to receive these messages that contain information on the latest issues affecting ATU members, sign up at ATU Action Center at: <http://www.unionvoice.org/atuaction/join.html?r=n7aAV1E1qq51E>

## Using the Farebox Correctly Means Job Security!

By Theresa Collins

With the shortfall of operating dollars and the downfall in ridership, it is extremely important for us as drivers to count each and every person that rides our buses, even if they do not pay a fare. We need to keep our ridership accurate, otherwise they could continue to cut bus service.

Let the passengers know they can make many trips on their transfers, including round trips. They are entitled to ride another bus even for a few blocks. This can help increase ridership. Our customers are just as concerned about service cuts as we should be.

The #1 key is for students and seniors.

The #2 key is for "Downtown" zone.

The #3 key is for Metro Mobility.

The #4 key is for mis-read store-valued cards.

The #5 key is used for an unauthorized no-pay or short fare.

The #6 key is for express fares.

The #7 key is for children 5 years of age and younger, Metro Transit employees and retirees, uniformed police officers, reserve, and sheriff's deputies (plainclothes officers must show ID), uniformed meter monitors, uniformed fire fighters and attendants to disabled customers.

The #8 key is cash with "Go To" card (soon to be implemented)

The #9 key is used for all "Go To" Metro passes.

The "A" + 2 key is used for downtown flash passes.

The "A" + 3 key is used to count mobility flash passes.

The "C" key is for special events, ramp and ride and flash pass.

The \* key is used to record passes and transfers not read by TRIM unit.

Do not push the dump button until all the money comes down and has been recorded as a beep, this indicates a fare has been counted. If the farebox is jammed because of coins or bills, you still need to count every passenger that rides your bus by hitting the #7 key. Inform Control about the farebox problem.

Lynn Wallace, Supervisor of Revenue, says "We want to count every passenger. Some funding is dependent on ridership. The Legislature scrutinizes it. Ridership is a huge productivity measure that is used to plan service. From a revenue standpoint, cash is well counted by the fareboxes. But we use farebox counts of non-cash transactions to distribute revenues to routes, to operators, to bus and rail, etc. So correct interaction at the farebox is important for ridership and revenue reporting."

"My department does the majority of the reporting about ridership and a lot about passenger revenues. I cannot stress enough--we use the farebox information. We use it day after day for every type of breakdown and roll up you can imagine. The farebox information is loaded into a database each day and stored for years (offsite). We do many comparisons between years--especially current year to prior year. When the data is not good, we risk putting out bad information."

**We want to stress the importance of counting every passenger.**

### Cigarette Fee (tax)

Governor Tim Pawlenty, who signed a written promise three years ago to veto any tax increase, called for the Minnesota Legislature to enact a 75-cents-a-pack "health impact fee" on cigarettes. Why can't he support transit?



## **CAFTA - NAFTA - FTAA They all Spell "Screw You"**

By Stephen Babcock

CAFTA is the North American Free Trade Agreement (NAFTA) all over again-but with broader reach. CAFTA, President Bush's No. 1 trade priority, would extend NAFTA's job loss, economic inequality, workers' rights abuse and environmental damage to five Central American countries and the Dominican Republic. Many people call it NAFTA's twin brother. The United States, the Dominican Republic and five Central American countries signed it May 28, 2004. The Bush administration plans to present the deal to Congress for ratification later this year.

NAFTA has cost nearly 1 million jobs in the United States and has failed to improve life for the workers of Mexico. Rather than creating good jobs and protecting workers, CAFTA would destroy more good U.S. jobs and actually weaken protections for Central American workers. CAFTA would reward governments that clearly violate international workers' rights standards by granting them trade preferences-and it would shield these governments from legal challenges about their treatment of workers.

CAFTA, which does not include protections for workers' right to form a union or safe work conditions, is the first bilateral or regional agreement the Bush administration has pushed since fierce opposition from workers in North and South America and their community allies stymied trade ministers in November 2003 from consolidating the Free Trade Area of the Americas (FTAA). If approved, FTAA would eliminate tariffs from 34 countries with a population of more than 800 million. Negotiations on FTAA were suspended for most of 2004 and trade ministers have not met this year to discuss it. FTAA is NAFTA all over again-but 10 times bigger. The FTAA would include almost every country in the Americas. The FTAA would make it easier for governments to ship jobs overseas with no safeguards for workers' rights.

When Enron took over the public water system in Buenos Aires, Argentina, rates skyrocketed, dirty water came from the taps and the water was shut off. The government took the water system back into public hands, and Enron turned to international investment rules to sue for compensation. Under the FTAA, these rules could be expanded to cover public services in the United States, allowing private companies to challenge public support and protection for our utilities, public transit, postal services, sanitation, health care and education.

"This is yet another job-destroying free trade agreement that will undermine workers' rights here and in Central America. Clearly, this administration has no interest in creating new rules for the global economy which work for working people." "This agreement will leave workers, family farmers, the environment, and communities more vulnerable, while enriching and empowering corporate elites," said John Sweeney, President, AFL-CIO.

If approved, CAFTA would eliminate tariffs from the United States, Costa Rica, the Dominican Republic, El Salvador, Guatemala, Honduras and Nicaragua. It would extend to Central America the disastrous job loss and environmental damage caused by 10 years of the North American Free Trade Agreement (NAFTA). U.S. workers lost 879,280 jobs and real wages in Mexico have fallen as a result of NAFTA in the past 10 years, according to the nonprofit Economic Policy Institute.

A recent report by Human Rights Watch has highlighted how workers in Central America are often denied such basic rights as the right to organize and bargain collectively. Yet, the Bush administration has refused to include workers' rights in CAFTA.

Public-sector workers face huge challenges. State and local governments are facing their biggest budget deficits since World War II, forcing layoffs and pay cuts for government workers. Pressure to privatize and contract out

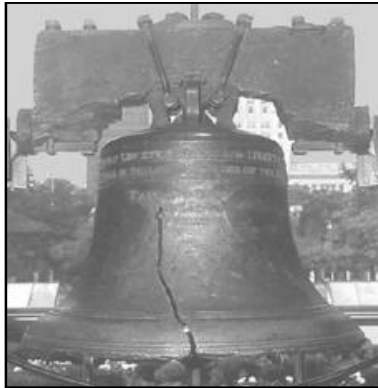
government work is increasing, and attacks on civil service protections and union rights for public employees are growing. NAFTA rules allow governments to consider cost and quality only, not social, labor or environmental criteria, in their purchasing and contracting decisions. The FTAA would expand these rules to state governments, undermining living wage laws, responsible contractor laws and project labor agreements. Laws that favor in-house bidders (including unions) and rules ensuring private contractors do not cut wages and benefits to win government work are also at risk.

CAFTA isn't good for U.S. workers and it's sure not good for our counterparts in Central America and the Dominican Republic. Tell your members of Congress to reject this CAFTA.

You can take online action, get more information and join the Stop FTAA campaign at [www.aflcio.org/stopftaa](http://www.aflcio.org/stopftaa).

## The Liberty Bell

The Liberty Bell was cast in England in 1752 for the Pennsylvania Statehouse (now named Independence Hall) in Philadelphia. It was recast in Philadelphia in 1753, It is inscribed with the words, "Proclaim liberty throughout all the land unto all the inhabitants thereof" (Lev. 25:10). The bell was rung on July 8, 1776, for the first public reading of the Declaration of Independence. Hidden in Allentown during the British occupation of Philadelphia, it was replaced in Independence hall in 1778. The bell cracked on July 8, 1835, while tolling the death of Chief Justice John Marshall. In 1976 the bell was moved to a special exhibition building near Independence Hall.



## Think about it

### Interesting fact about Big Business

According to a report from the Government Accountability Office (GOA), which came out last year, more than 60 percent of all U.S. companies paid no federal tax between 1996 and 2000.

In 2000, it continued, 94 percent of all U.S companies paid less than 5 percent of their total income in corporate taxes.

Among the largest corporations- (the 1 percent of all corporations that own 93 percent of all corporate assets) - 82 percent paid less than 5 percent of their income in taxes.

Further, about 70 percent of foreign-based corporations doing business in the United States paid no federal tax over the same period, the GAO said.

Who says business isn't getting more than their share?

## AT THE GARAGE Heywood

Contact Cecile Cloutier

**Congratulations to Dr. 1144, Phil Simonson who celebrated his 25th anniversary on 4/14.**

**Things are quiet around the garage. That will change around the time of State Fair and the September pick.**

**The FTH Garage held a pancake breakfast on May 12. Between the breakfast and the raffle, it netted \$380.00 for a satellite TV subscription and maintaining the garage's fitness equipment.**

**Nicollet Mall will be closed to bus traffic until the City of Minneapolis completes repaving work. Afterward, it will be closed to bus traffic from 6:30 - 11:00 p.m. until September 24.**

## AT THE OFFICE Heywood

Contact Cecile Cloutier

**Naomi Kimani was hired as a Timekeeper.**

**Connie Hill, Payroll Clerk Computer Operator, retired in April.**

## AT THE GARAGE OHB

**If you have information you would like to share contact:  
Tom Campbell**



## *Transit Rally*

Advocates for increased funding for roads, rail and bus transit joined forces on April 6, 2005, at a rally hosted by the Minnesota Transportation Alliance at the State Capitol. Organizers had expected just under 1000 attendees, but nearly 1300 showed up.



On a related note, (as you read in the lead article) the House and Senate voted for a bipartisan, multimodal Omnibus Transportation Funding bill. It includes enough stop-gap funding for transit to avert the proposed fare increases and service cuts by increasing stable funding for transit. Transit allies in the House were able to retain the Erhardt Amendment that was added by a slim margin despite the efforts of House Republican leadership to remove it or scuttle the bill entirely. This is substantial, dedicated, ongoing funding for transit and roads statewide.

In the past two weeks, Transit for Livable Communities' leaders and other transit allies have sent thousands of postcards to their representatives, placed hundreds of phone calls and met with their legislators in person. Teams of TLC leaders phone banked around the clock to target key swing votes. As a result, several representatives and senators changed their position at the last minute and the bill passed. This is a huge victory. The debate has shifted and our vision for an affordable and convenient transit system that works for all members of this region is a giant step closer to reality.

Thank you for all your hard work. Together, we are an organized and powerful voice. This is a major victory for transit. **WE MUST NOT STOP - GET INVOLVED!**

**Unfortunately at the time of printing, the deaf ears of Governor Pawlenty have refused to listen to the people and has carried through on his promise to veto the bill. The Legislature is now in a special session at the time of printing**

Source of info:[tcmnnesota.org](http://tcmnnesota.org)  
Pictures by Cecile Cloutier



## Meet the Education Committee: Liz Goldberg

### A series on the members of the Education Committee

**Background:** "I began with Metro Transit on a dare really. A friend of mine who was a driver told me that I should apply for a job as a driver because it was a secure position and had good benefits. I remember telling him that driving a bus was not my dream job but that I bet him that I could be as good or better than some men. Pretty cocky of me considering the world of Metro Transit was so very male dominant. But, I wasn't making a lot of money then and my dream was to go back to school and that meant I needed to make more money, so one day, I went to St. Paul and applied for the job. I was hired July 31, 1984 and here we are, a short twenty years later. I started part time at South Garage and went full time after a year and was instantly bumped to Heywood where I stayed for 17 years.



Liz's outgoing personality shines through her costume.

I live in Apple Valley and two years ago one cold winter night during a snowstorm as I drove my 22 miles home on 35W I swore to myself that I would never again spend another four agonizing hours on the freeway to get home. I transferred to South Garage and that is where I am now. I miss Heywood everyday, but I love being so close to home"

**Interests:** "Books are more than a hobby, they keep me alive. I read everyday about everything in the world, textbooks mainly. Music, gardening, crafts, searching for and collecting antique jewelry, sewing, entertaining, being with my family and being active in my religious community are also favored activities.

I guess you could say that the Education Committee is also an important interest of mine. I write the South garage column and usually do a series. Meet the Union Members was a past series that required me to interview union members and supervisors who worked in union departments other than the driving division. What I could not print was as interesting as what I did print but, that is another story. What is so appealing about writing for The 1005 is that the field of possible subjects for articles is so vast and interesting that I have more ideas than time. Most importantly however, the committee for me is a vehicle that serves to satisfy my sense of obligation to my fellow worker - my world.

"A candle loses none of its light by lighting another candle."  
author unknown.

### CRYPTOS by PAT KELEHAN Guest Crypto by Delroy Schafer

Each letter stands for another. If you think X=O, for example, it would equal O throughout the puzzle. Clue:F=E

Z G W F A C B A C R X D Z A D A R C A D  
T R H Z X I Q D P Z A J O F I F A R N M F D,  
Z ' W R D L Z X I G B C R J Q I F  
C R Z D F Z X W H Y F M F C H.

(Answer on page 19)

### AT THE GARAGE LRT

If you have information to share contact E-Board Reps Bob Boyle or Mark Ammend

It has been one year, June 4th since Light Rail has been running Revenue Miles.

Congratulations to Chris Anderson for winning the first ever Vehicle Maintenance Rodeo. Good luck in the Nationals at Pittsburg June 3rd and 4th.

ting on layover or shoulder, the beeping sound is very loud. Bill will check to see if the volume is adjustable or not. Mirror spray- no answer yet.

LED step lights: Lights stay on for longer period of time when doors are open. Trying to do on non-Led buses also.

Bill mentioned that Maintenance was going to install new mirrors on outside of buses but this project is postponed due to budget cuts. Looking into ordering adjustable electronic mirrors on new buses. Theresa: On 900 series buses, the retarder works intermittently. A bulletin will be issued.

Sam gave an update on the AAMP. The ride along with the media in February was postponed. Would like to do a few more trial runs before the media is present. Will have another update at next meeting. Shelter Maintenance first priority is the Park/Rides, then bus stops, designated busy streets such as University, Lake Street, etc. Sam reported that when the Go To card is functioning 100%, Service Development will look at changing the Pay Leave policy.

Discussion regarding Head to Toe cards. The committee was in agreement that a better option might be to place a sticker in the driver area. "Head to Toe" information will also be incorporated into new operator training.

### **April 7, 2005**

Reminder to operators: If there is someone causing a disturbance on your bus, open the bus doors to allow the person to leave. Do not try to keep them trapped on the bus. See Operator Rule Book & Guide. TCC has seen an improve-

ment in maintenance mechanics checking in with buses. Reminder to set parking brake to prevent runaway buses. Call Control at the start of an incident; do not wait to call until the subject is leaving the bus.

Rt. 67 will no longer serve the Hamline High-Rise. Currently on detour and will become a permanent change with September Choice. The is due to the driveway is a problem for buses. Jim: Too many artics in Leamington lower level PM rush. Lee stated that there are plans in place to try to remove the route 270 from Leamington. Also, will look into whether or not it is possible to remove the trolley buses. Jerry: Bus Stop on 7th St at Chicago- has not been a bus stop for quite some time. He has noticed customers at this stop recently. Street Ops will post "Buses Do Not Stop Here" signs again. Route 6 SB from U of M. On Oak St from Oak to 4th St. double turn lane from Oak to 4th, vehicles tend to go straight in one of the left turn lanes. The arrows need repainting. Dips were filled in 4th Street crossing 2nd Av. Jim: 46th St at Hiawatha EB, dips between tracks. Route 6 NB towards U of M on SE University at SE 10th AV, off ramp between bridge, not necessary to have stop at 10th, eliminate.

38th Street Station- bus operators are still dropping off passengers here. This encourages passengers to run across the tracks to board the train. A route information bulletin was recently issued regarding this. There are two stops for rt.19 NS- make 1 stop. Moving route 23 stop to one of the route 19 spots. Removing wooden barrier

around JC. Shut rail power down for this for approximately one night. A rail representative will join the committee sometime in the next few months.

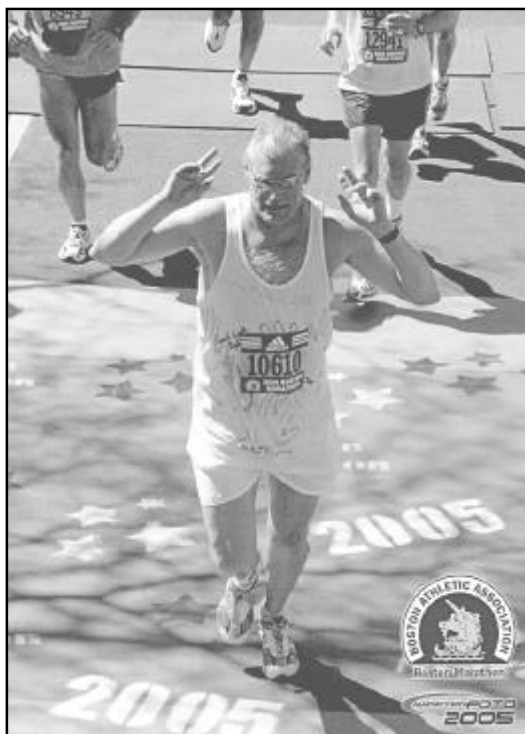
Attendance was good. Next forum will be held at Nicollet. Sam Jacobs not present to give report. Will get update at next meeting. Continued discussion regarding the stroller issue- strollers block the aisles. Check to see if there are funds for a hand-out card and/or a rules of riding placard requesting that passengers fold strollers up prior to boarding. Will check with Marketing regarding this. Also, it was suggested that an item regarding cell phone use could be covered in Take Out or a placard.

Christine noted that the TSSC presentation for the part-to-full-time classes needs an update. Christine will bring this to the next meeting for the committee to review. TSSC Goals for 2005 distributed to committee. Discussion regarding accident/incident stickers that used to be in the driver area in the bus. Committee would like to see these on the buses again. Christine will check into whether there is money available. Mpls/St. Paul stats distributed. Lt. Johnson reported that transit police are working on robberies occurring at rail platforms.

### **"Thought for the Day"**

"We must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to big differences that we often cannot foresee.

By: Marian Wright-Edelman



Well... I could of won if they would have disqualified those six thousand four hundred and fifty five people in front of me!!

Pat Kelehan

## ***INTERMITTENT FMLA CHANGES***

There has been a recent change in the interpretation of the administration and eligibility determinations of *Intermittent FMLA*. These changes will affect how we currently manage eligibility for all our employees using *Intermittent FMLA*.

This change will eliminate the need to check eligibility requirements for intermittent FMLA usage.

Once an employee meets the eligibility requirement (having worked a minimum of 1,250 hours in the last 12 months) for the specific FMLA certification period, they remain eligible for intermittent time off for the duration of the Health Care Certification. The employee would only become ineligible if they had exhausted all their 12 weeks of available FMLA hours or they have a new certification where they would need to meet the eligibility requirements again.

This change does not effect the eligibility requirements an employee must meet for a new FMLA certification. On each new or extension of and expired FMLA certification, the employee will still need to meet the eligibility criteria, the only change affects *Intermittent FMLA* usage and eligibility.

## **AT THE GARAGE Nicollet**

Contact  
Theresa Collins #1378

Pat Kelehan, Nicollet A/C technician, finished the Boston Marathon in 3 hours and 55 minutes. He said his experience was the equivalent of Mr. Ed running the Kentucky Derby.

After 26 years Terry Kisling #5479 is retiring.

Randy Pray in Building Maintenance is retiring after 34 years.

We will start accepting donations for the Nicollet Garage Sale after the State Fair. This year's sale will be held on Sat. Oct 1st, 9:00 AM-2:00PM. We need several volunteers to help before, during, and after the sale. This is our biggest \$\$\$\$\$ maker for the year. Please remember all donations help pay for all these extras; Cable TV, Water Purifier, Fitness Room, Cards for employees. Any donations will be greatly appreciated. Contact Theresa Collins #1378.

Now that good weather is here, sign out a bicycle from Dispatch. We have 3 bikes for Nicollet employees to ride at their leisure.

Motorcycle parking is now available on top of the tank farm; there is a ramp for easy access.

Bob Bolden #750 has recently retired. We wish him well.

## "Remember, Even if You Retire, Your Assets Don't Have To!" Minnesota State Deferred Compensation Plan

Stephen Babcock

The Minnesota State Deferred Compensation Plan (MNDCP) is a voluntary, retirement savings plan offered to you by your employer, authorized under section 457 of the Internal Revenue Code and Minnesota Statute §352.96. MNDCP is administered by the Minnesota State Retirement System and is open to all Minnesota public employees.

The Plan is a pre-tax payroll deduction plan and is an easy "automatic" way to help you save for retirement through payroll deduction using pre-tax contributions, and tax deferred growth. You decide when to start, how much to contribute, and which investment options to use (within Plan limits). You set aside a portion of your income and it accumulates on a tax-deferred basis. That means less of your current salary is subject to current income tax, your savings and investments earning accumulate tax-deferred until you start drawing it out at retirement.

The MNDCP began in 1971 and currently has about 80,000 participants with assets exceeding \$2 billion. NBI/Ochs Services, MNDCP representatives are available on the third floor in the MSRS office in the Retirement Systems of the Minnesota Building, (60 Empire Drive, just north of the capital in St. Paul, between Rice Street and Highway 35E) To schedule MNDCP appointments at the Retirement Systems Building call the toll-free number 1(877) 457-6466 and press option 4. Use 651-284-7723

to request brochures, forms and any other supplies you may need. They are able to provide a more comprehensive retirement picture, including not only MNDCP but also employees' regular retirement plan (MSRS is also located there), Health Care Savings Plan.

The State Board of Investment (SBI) selects a number of brand name mutual funds and other investments to offer you a varied selection of choices. The State Board of Investment (SBI) and its staff review the External Options and Supplemental Investment Fund options quarterly. The SBI may, after careful consideration, replace a fund if deemed necessary. MNDCP's annual administrative fee is .25 percent and is one of the lowest cost programs nationally.

The MNDCP offers three broad categories of investment options. External Options - The State Board of Investment has contracted with various retail mutual funds for inclusion in the MNDCP. These funds are valued on a daily basis, Monday through Friday, except on holidays when the New York Stock Exchange is closed. The fund value is established at the end of the business day. All transaction requests received prior to 3:00 PM Central Time will be processed that business day.

Supplemental Investment Fund (SIF) - Provided by the State Board of Investment, SIF accounts are valued on a monthly basis except for the Money

Market Account, which is daily valued. Transaction requests and deposits are held "pending" during the month. All transactions into and out of the accounts are processed on the last business day of the month. For more information on any of these funds or to request a prospectus, call toll-free MNDCP hotline at 1-877-457-6466 or visit the site's Investments page.

### Self-Directed Mutual Fund

Window Account - This option connects you with nearly 1,200 no-load and load-waived mutual funds beyond the MNDCP's regular offerings. You self-direct your investments, selecting from over 100 different families of funds. There is a \$50 cost for this option in addition to your normal Plan expenses; however, no individual transaction fees will be charged. The State Board of Investment does not review the self-directed mutual options.

You have flexibility in changing the way your money is invested. No fees or penalties are charged for transfers. (Although there is a yearly management fee charged annually based on your funds.) You should be a savvy investor to follow this option.

You don't have to wait until age 59 ½ to begin withdrawing in order to avoid an early withdrawal 10 percent penalty tax. Payouts can begin 60 days after you separate from service with your employer. (Separation of service may be due to retirement/termination, disability or death).

Withdrawal of funds is flexible until the age 70 ½. (A minimum withdrawal is then required) You are not locked into a payment schedule, except with an annuity. You can change, stop and/or restart payments at any time, according to your needs. When you are close to retirement, there are retirement counselors to explain details of distribution options and to answer any questions.

There are several tools for helping you manage your money. Log onto [www.mndcplan.com](http://www.mndcplan.com) and download the Retirement Income Planner (RIP), simply click on the calculator icon. The Rip will provide an estimate of your public employee pension, Social Security and MNDCP income, based on the information you enter. With RIP, if you are not on track you can make adjustments before retirement.

Another tool is the Rebalancer. It automatically redistributes your account balance to selected investment options at the frequency period you choose. It is available with daily valued funds only. Rebalancing will begin one frequency period from the time your transaction is submitted. Some investment options may not be provided due to plan restrictions.

**EXAMPLE:** If you have 40% in Fund A, 20% in Fund B, and 40% in Fund C, over the course of time and through market fluctuations; the funds may gain or lose value. Thus, for example, if Fund A gains more than 40% of the value of your entire portfolio, the Rebalancer would reapportion assets so that once again, only 40% would be in Fund A, 20% in

Fund B, and 40% in Fund C, in keeping with the original percentages you designated. To implement the Rebalancer, go to the web site at [www.mndcplan.com](http://www.mndcplan.com). Or, call 1-877-457-6466. **NOTE:** Rebalancing does not assure a profit nor does it protect against loss in declining markets.



#### Investment Strategy

A safe strategy to follow would be Dollar cost averaging; some people use this when investing in the stock market. (Which is what you are doing in some investment options) Dollar cost averaging reduces exposure to stock market fluctuations and risk by investing equal, fixed amounts of money in particular investments on a regular schedule. This means you end up buying more shares when prices are low and fewer shares when prices are high. In the long run, this slow and steady investment pace could lower your average cost - turning the normal ups and downs of the stock market in your favor. To implement dollar cost averaging, go to the web site at [www.mndcplan.com](http://www.mndcplan.com). Or, call 1-877-457-6466. **NOTE:** Dollar cost averaging does not assure a profit and does not protect against loss in declining markets.

Investors should also consider financial ability to continue a dollar cost averaging plan during periods of low and high price levels.

#### Annual Maximum Contribution

**Limits:** For those wishing to increase contributions, use the following guidelines; for persons 50

or over you can set aside higher amounts. Annual contribution maximums increase yearly through 2006. For 2005, under age 50 can contribute \$14,000; over age 50 to \$18,000 with a catch-up maximum to \$28,000. In 2006, persons under age 50 can contribute \$15,000; over age 50 to \$20,000 with a catch-up maximum to \$30,000. "Taxable compensation" is your gross compensation minus any pre-tax contributions to retirement plans other than MNDCP.

#### Investing Advice

Follow the four steps in selecting investments that are right for you.

Get to know the different types of investments.

Diversify your investments.

Allocate your assets based on time horizon and risk tolerance.

Build your portfolio.

There are restrictions for withdrawing money prior to termination of employment. Restrictions are based on hardship level and each case is handled individually with no guarantee of withdrawal. You may have conditions accompany it. During the last strike some employees experiencing financial difficulty were able to withdraw funds to meet obligations.

Your State Deferred Compensation Plan used along with a combination of other investments, as well as a strategic retirement plan, must begin years before you plan to retire for success.

Source:  
<http://www.mndcplan.com>,  
<http://www.msrs.state.mn.us/>

## Psychology 101

K.H. Rice

The study of human behavior is a subject we usually have more than a passing interest in. The biggest road-block to learning is the differing viewpoints and the huge body of information that confronts us. One of the key points is the polar opposites of cooperation and competition. Competition has been the focus of numerous studies. Dr. Eric Berne, often called the father of transactional analysis, pointed out the benefits and pitfalls. Country artist Tom T. Hall, in his song about what it costs to be a winner, makes the point that an obsession with winning is very destructive. The benefits are the main focus for most industrial leaders. They love to talk about the creative and productive aspects of our competitive instincts, but it's often short sighted.

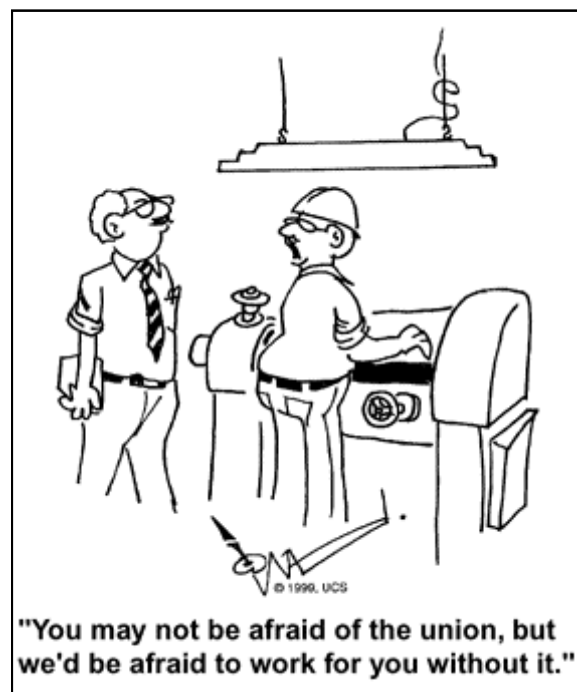
Sport analogies are useful to illustrate these points. We enjoy sports contests, but it's clearly a matter of degree. There are rules to be followed. It's about *fair play* and also about *teamwork*. We are a social species. Yes, we do have sports like golf and boxing where individuals are the main focus, but even then we make them our "group" heroes. Columnist Bob Sansevere made an observation about sports teams that is worth noting; "Coaching in sports is a lot like supervising in the work place. Coaching is more than strategy or a my-way-highway attitude. A coach or supervisor, a successful one, knows the intricacies of the job and idiosyncrasies of the workers. Some players need pampering, others need prodding, still other perform best when left alone."

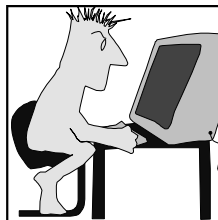
Supervising or coaching is usually a type of appointed social leadership. Union and civil leaders are elected and serve at the will of those they represent. Teamwork is often the stated goal of social leaders. The cooperative aspects of our humanity makes this possible. The way we get along at work, our labor relations, is a result of several factors. One of these, our different viewpoints about social issues, is a source of stress and frustration. Highlighted by different priorities, it's a key issue during contract negotiations. The bottom line for managers is maximum possible production at a minimum cost. Union employees want reasonable expectations, gratifying enterprise, just compensation, in a safe and clean environment. We have a difficult road ahead of us, but it is possible to forge reasonable agreements. Agreements that seek just solutions, and are not about "winning" a power struggle.

### Retirements

*Congratulations to the following employees who Retired in April*

Roger J. Karas, East Metro Mechanic #5330  
Charles L. Lauren, East Metro Operator #1674  
James A. Pavlak East Metro Operator #3239  
Connie J. Hill, Payroll Computer Operator #429  
Larry L. Naber, Heywood Operator #989  
Doyle A. Williams, Heywood Operator #8850  
Kathleen A. Toner, Nicollet Operator #274  
Lloyd C. Anderson, Ruter Operator #6448  
Sandra K. Kozak, South Operator #551





## Letters To The Editor

Submissions for Letters to the Editor are subject to approval of the Editorial Board and space considerations. Letters to the Editor are solely the opinion of the author and do not represent endorsement by ATU Local 1005 or the Education Committee. If you have an editorial to submit, please contact a committee member or our advisor Michelle Sommers at: msommers@atu1005.com

## Future Shock

The future of Metro Transit, management tells us, looks bright. The market need is there. Our customers realize how important our service is, and we have the ability to provide for current & future growth. The problem is, we're told, the current economic environment isn't good. Well, the answer is simple, or so it would seem. Metro Transit needs a longer contract with us. This would and/or could address the current short fall, and the needed and expected growth. We could then avoid future shock, or the appearance of political smoke & mirrors.

K.H. Rice

Driver 5975 - East Metro Garage  
ATU 1005 Education Committee

## Point System Update

As of April 18, 2005 the proposed performance plan has moved from a judgment through meetings, toward arbitration and mediation.

The judgment came back with three major points important to members;

- 1) The case shall proceed to mediation per Rule 114. The parties shall select a qualified neutral by July 24, 2005, and inform the Assignment Office, Room 750, of their selection. The deadline to complete mediation is October 24, 2005.
- 2) A pre-trial/settlement conference is hereby set for January 24, 2006 at 9:30 am in Room 1110.
- 3) If necessary, at the conclusion of the pre-trial/settlement conference, a date may be set during the three week trial block commencing March 6, 2006 and ending March 24, 2006. The estimated length of trial is 2 days. A jury trial has not been requested and fees have not been paid.

After the temporary injunction, the new law firm of Medcalf, Kaspar, Howard, Engdahl & Lazarus was brought in to represent the Union. Since then the meetings with management have failed to produce a settlement, the last being on May 3, 2005. Two more meetings are scheduled, one on Wednesday, May 25, 2005 at 9:00am, and another Friday May 27, 2005 at 10:00 am.

Arbitration has been voted and approved by the members with an arbitrator picked, but no date set to start the action. Which as stated in the judgment must have been selected by July 24, 2005 and mediation completed by October 24, 2005.

The Union officers are working hard and smart to protect members from unfair labor practices. Members are upset with the implementing of this performance plan to the point that one driver summed it up in the comments on a record of warning and wrote; Blah Blah Blah Blah. This is pretty self explanatory of the thoughts that many of the drivers have.

Rick Steffels driver 5985

It's official: Minnesota had the highest voter turnout — 79 percent — of any state in the nation in the 2004 general election, the U.S. Census Bureau reports.

**Answer To CRYPTO:** If Metro Transit starts paying us with vegetables, I'm asking for a huge raise in my celery.

# The 1005 Line

## Dale Hoelzel



On May 3, 2005, ATU 1005 lost Dale Hoelzel, Sr. Mechanic Overhaul Base Body Shop, to a fatal heart attack.

In the 32 years he worked with us at Metro Transit, Dale gave generously of his time and talents; always willing to help any one of his coworkers, he was a strong union supporter. He worked for years on the Fabrication Bench. With his practical common sense approach to solving problems and a good sense of humor, Dale had the ability to help throughout the system. From State Fair Projects to mounting a bus front end on the Minneapolis Transit Store, making retirement gifts and organizing the Body Shop in the Supervisors absence, he will be greatly missed.

Dale enjoyed doing a good workout at the fitness club, riding his Harley, listening to his collection of 70's rock music, a good steak dinner, driving his 1974 Mercury Cougar and utilized his month of vacation to attend PBR Rodeo events in the Las Vegas area. He also enjoyed getting up on Saturday to join some Metro Transit employees for the Breakfast Club.

Dale was a down-to-earth person full of compassion and charitable to others. He would help those in need and did so on many occasions. Dale was truly one of the good guys, loved and respected by those that really knew him. We were fortunate to have known him and we will miss him.

## Ole Richard Vangstad



Ole Richard Vangstad, a 27 year veteran and long time dispatcher, passed away on May 8th, losing his two year battle with cancer, at the age of 68. Ole had retired on May 2, 2003. A long time dispatcher at FTH Ole was the mark-up dispatcher at MJR at the time of his retirement.

Ole possessed a great sense of humor that remained with him until his death. He loved to have a good laugh and tip a few with the boys. Ole coached young boys in football and baseball. He never lost sight of the fact that each was just a game and it was most important that each of his players had an opportunity to learn and to play.

Ole was well respected in the workplace by all whom he worked with and worked for. Ole was instrumental in developing and coordinating new methods and techniques to insure better coordination and completion of system operator picks. Just before his death, Ole and his wife had planned on visiting Norway. Ole is survived by his wife Norma, 5 kids, 17 grandchildren.

### DRUG TESTING RIGHTS

If you do not use the specific wording when you request results from a positive drug test, the agency has no obligation to comply. All they are required to do is give you a paper stating the results are positive. Every employee has the legal right to request, in writing to the Medical Review Officer (MRO), copies of: the Litigation Package\* of the initial test (this will tell you how your test turned up positive); the Confirmative (breaks results down into specific levels); the Threshold Levels (baseline of all tests).

\*The Litigation Package can be nearly 100 pages of technical data, which cannot be analyzed or understood by a layperson, including union officers. Professional interpretation is available at the member's expense, starting at about \$50. minimum.

### WEINGARTEN RIGHTS STATEMENT

If disciplinary action is suspected, read this statement to your foreman: I request to have a union representative present on my behalf during this meeting because I believe it may lead to disciplinary action taken against me. If I am denied my right to have a union representative present, I will refuse to answer accusational questions and any I believe may lead to discipline.

