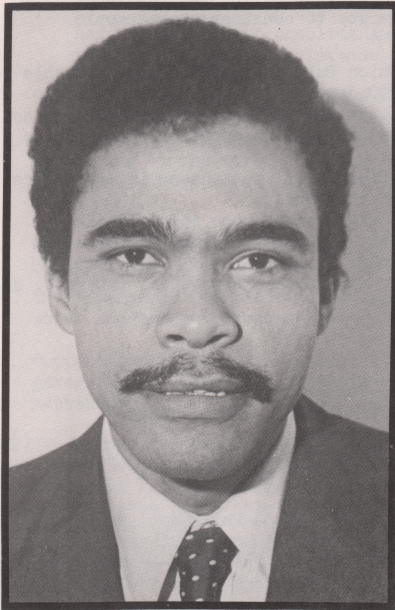
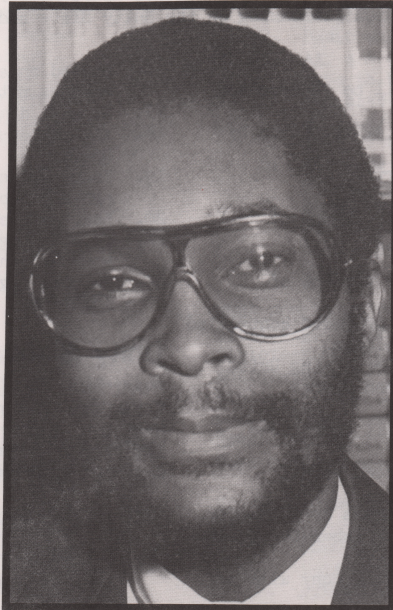


# A VOTE FOR



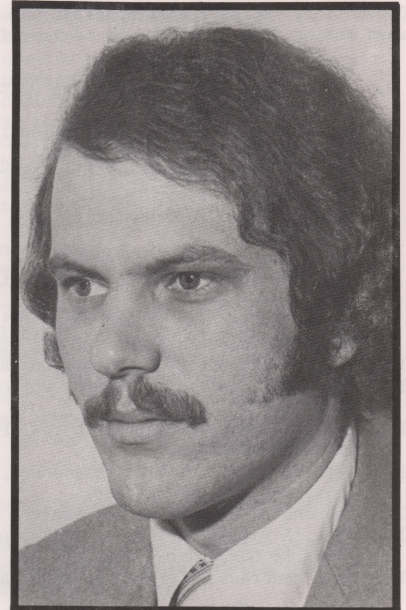
**PHIL  
MAYO**

SHOP STEWARD No.1



**MAURICE  
WALLER**

SHOP STEWARD No. 2



**CRAIG  
SIMPSON**

SHOP STEWARD No. 3

# IS A VOTE FOR CHANGE

---

Defend unionism·A more democratic union·  
Safer buses·Better wages & benefits·More  
job security·Safety from assault·Fight  
discrimination·Better public relations·  
Work for social goals·A fighting union

---

**NORTHERN DIVISION \* DEC. 5**



# UNITY SLATE PLATFORM

All three of us support the platform of the Unity Slate which is reprinted below and pledge to work to implement this platform if elected to the position of Shop Steward, Executive Board Member and Delegate to the International Convention. We have also endorsed the candidates running on the Unity Slate and urge you to consider these people when making your decision who to vote for.

1. Return Union to membership.
2. All members of the Bargaining Unit will be represented with Bylaws Changes.
3. No short cuts in financial guidelines as set forth by International and Local Bylaws.
4. We will have quarterly financial reports.
5. No absentee leadership.
6. 24-hour union representation with posted hours of availability.
7. Union meetings with an agenda.
8. Business Agents will be required to be present at Union meetings.
9. Glass covered and locked union Bulletin Board controlled by Union Representatives at all work places.
10. A permanent Safety Committee for all Bargaining Units
11. Permanent Contract, Charter, Uniform and Sports Committees.
12. Assigned responsibility reports from all committees in union meetings.
13. Reports on all settled grievances, posted at all Divisions and work places.
14. Respond to attacks on 689 members by press or Authority.
15. We will readily negotiate with Dept. of Labor for guidelines to our Federal Rights.
16. When contract is signed by both parties a copy will be

posted on all Union Bulletin Boards, and available to members within 90 days.

17. We will demand that the Authority honor our contract.
18. ALL job descriptions will be approved by Executive Board.
19. Your business affairs will be treated in confidence; privacy provided on request.
20. Your newsletter will become more job related.
21. We will fight for better retirement, economic and working conditions.
22. We will fight to regain the respect and integrity of Local 689.

## Unity Slate

PRESIDENT: Walter R. Tucker  
 FINANCIAL SECRETARY-TREASURER: John A. Thomas  
 RECORDING SECRETARY: Herbert Bynum  
 1st VICE PRESIDENT: William Campbell  
 2nd VICE PRESIDENT: Arthur W. Kelley

SHOP STEWARDS: Northern Division—Phil Mayo, Maurice Waller, Craig Simpson; Southeast—J.J. Farley; Non-Operating—James Bynum; Metro Rail Operators—J.D. Taylor

## OUR STAND ON UNION ISSUES

In addition to supporting the platform of the Unity Slate, the three of us pledge to work for the following measures if elected. We will not be able to achieve all these goals in the three year term of office, but do pledge that together with the rank and file, we will fight to win as many as can be won. Once again the following are our positions which we will stand for on the executive board, in dealing with Metro and at the International Convention if elected.

- I. DEFEND UNIONISM: The unions at Metro are under attack. Counties in the suburbs are drawing up plans to set up non-union bus companies to replace Metrobus and Metro is increasingly contracting out work to non-union companies on the rail and in the mechanical department. We must strengthen our unions to deal with these threats.
  - A. Organize employees of non-union bus companies that compete with Metro into ATU Local 689. This applies to the Ride-On system and any other such outfits.
  - B. Fight contracting out to non-union companies on subway and in mechanical department.
  - C. Joint negotiations with Teamsters Local 922 at Prince Georges Division on contracts.
  - D. Merge the ATU and TWU Internationals. There is no reason for two unions dealing primarily with transit workers to exist as separate entities. We will vote at International Convention in favor of a merger of Amalgamated Transit Union and Transport Workers Union.
- II. A MORE DEMOCRATIC AND RESPONSIVE UNION: Unions were not meant to be the personal fiefdoms of a select few. Officers are supposed to be leaders, not dictators and are supposed to carry out the wishes of the rank and file. Too often in the past officers and shop stewards have not responded to the needs of the membership through indifference or overwork. Steps must be taken to correct this.
  - A. Financial Accountability to the Membership
    1. Change by-laws so that a strict accounting procedure is implemented.
    2. Read monthly financial report at first regular union meeting of each month.
    3. An audit committee of three members be elected by the membership and make a report in addition to the report of the Certified Public Accountant.
  - B. Equal union representation for all 689 members. Change by-laws so that mechanics, subway workers, union members at OCCB, and operators all have equal union representation.
  - C. Recall elections be provided for. If 40% of members sign a petition for recall, an election must be held. A 2/3 vote needed for recall. If officer is removed, a new election held to fill position.
  - D. More shop stewards for all 689 members
  - E. Change required meetings to run for office from 6 each year for 2 years prior to nomination to 6 for 1 year prior to nomination.
  - F. Office hours for shop stewards. In addition to our phone numbers, we will post "office hours" so that you will know when and where you can find us.
  - G. Shop stewards should educate membership. We will educate membership as to the existing contract, all important union business and conduct general education as to the workings and purposes of 689.
  - H. Tape record all regular union meetings, special union meetings, and executive board meetings in order to supplement minutes of these meetings.
- III. SAFER WORKING CONDITIONS AND EQUIPMENT: Metro cares nothing about this and it is up to the union to fight to improve it.
  - A. Right of Refusal to work under unsafe conditions
    1. Incorporate safety checkpoints into contract so that the contract provides that you have the right to refuse to operate a vehicle which is unsafe. Incorporate faulty radio, emergency lights, panic button (or bus without shield once they are installed) into checkpoint list.
    2. Provide a similar list for mechanics and rail operators.
  - B. Provide for a dual shop card system. One shop card on buses or trains goes to company; one goes to union.
    1. If a vehicle has repeated problems in, for example, brakes—shop steward can take vehicle off street until brake system is

working properly.

2. Union copy of shop card can be used in grievances. For example if you are in an accident because of bad brakes and company runs test and says brakes are good, union could check files on that bus to see if it had repeated brake problems and introduce that as evidence in grievance procedure.

C. Periodic safety checks. Union should conduct periodic safety checks of equipment and working conditions. They should hold off any equipment from going on the street or track that is unsafe. They should halt anyone from working in unsafe conditions.

D. Work to bring Metro under federal, state and local Occupational Safety and Health laws.

E. End "Emergency Overtime" in mechanical department which amounts to forced overtime.

F. Support action needed to maintain temperatures in garages at no less than 60 degrees in winter for mechanics

IV. SAFETY AGAINST CRIMINAL ATTACKS. Despite repeated warnings from the membership, the current leadership of Local 689 has failed to fight for increased safety and responds to this issue only when the rank and file pressures them to act. The safety issue is one of the most serious confronting our local and action needs to be taken on many fronts.

A. More transit police both plainclothes and uniformed on the buses. More Metropolitan police protection of buses.

B. Improve Silent Alarm system

1. All buses to be checked by mechanical department once a week to make sure radio, silent alarm, and flashing exterior lights are working.
2. Publicize flashing exterior lights as an indication of trouble on the bus throughout the various police departments in the jurisdictions that Metrobuses travel through.

C. \$5,000 reward for information leading to arrest and conviction of assault on a Metro employee. \$2500 to be paid by Metro, \$2500 to be paid by union. Reward to be publicized on buses and subway and on radio and TV.

D. Obtain a report on success of cages for operators in Boston and turnstiles in New Jersey and evaluate for a recommendation on whether to press Metro for these.

E. No disciplinary action by Metro against employees who defend themselves against criminal attack except in event an employee is found guilty of criminal charges related to the incident.

V. BETTER WAGES AND BENEFITS. The authority has been chipping away at wages of employees through various means and taking away existing benefits when an improvement is warranted in both areas when the complexities of working for a modern transit system justify more compensation for the job done.

A. No takeaways. Make it clear to Metro by words and actions that we will not accept any changes in the contract that are to our detriment.

B. Better Benefits

1. Better and earlier retirement
2. 100% Health & Welfare paid by Metro regardless of whether CHA raises their rates
3. Improved dental plan
4. Martin Luther King's birthday and Inauguration Day be made paid holidays
5. 4 paid person business days per year to be used at the employees discretion.
6. Improved vacations.
7. Paid uniforms for bus operators
8. Six weeks paid maternity leave
9. Sick leave paid from first day out

C. Remove provision for part-timers but allow those now working part-time to continue under present restrictions.

D. Better Pay

1. Keep full cost-of-living clause
2. Basic wage increase
3. AA, A & B mechanics percentage of top operator rate to be increased
4. New classification for Metrorail technicians with pay above that of AA mechanic
5. 100% of top operator rate for station attendants
6. Increase night differential for operators: after 8 p.m.—2%, after midnight—5%
7. Establishment of a differential of 20% of the top operator rate for any operator required to take a passenger count or survey.
8. Stop practice of "red-circling" employees

VI. MORE JOB SECURITY. The turnover among employees is appalling. This is a result of tremendous pressure on employees by Metro management through application of an antiquated rule book and arbitrary and capricious discipline. Unfortunately our union leaders have held the position that rules and regulations are the strict domain of management and one can only follow the rules. This must change.

A. Spell out in contract a disciplinary progression

1. Caution—Warning—Reprimand—1 day suspension—3 day suspension—5 day suspension—termination
2. Authority can't skip any steps
3. All offenses drop after 365 days and are removed from both division and OCCB files
4. "General Record" cannot be used for disciplinary action.

B. Union representation at any interview with management which can be expected to lead to discipline.

C. Burden of proof in disciplining an employee must be borne by Metro not employee.

D. Change accident rating system

E. Overhaul rulebook so that it corresponds with the realities of working for a modern transit system. From thenceforth rulebook to be updated yearly.

F. Put a "No-layoff" clause in contract

G. Strengthen schedule committee so that Metro's operating schedules are brought into line with reality

VII. FIGHT DISCRIMINATION. Despite a large influx of minorities and women over the past 10 years, discrimination continues to exist at all levels and in all job classifications throughout the Metro system.

A. Discrimination be made a basis for a grievance by writing a new section in the contract. If the employee can demonstrate that discipline has been administered in a discriminatory fashion, employee will win grievance.

B. Job Training Programs be instituted so that employees in lower classification jobs can move into higher classifications and not be "locked-in."

C. Affirmative action in hiring be improved

D. Union publicize laws prohibiting discrimination to its members so that all employees will know their rights.

E. Company-wide seniority so that employees can transfer from operating to non-operating department and vice-versa without loss of seniority and accompanying benefits.

VIII. BETTER RELATIONS WITH THE PUBLIC. Metro has sought to blame all its problems on the employees so as to take public pressure off of themselves. Unfortunately our present union leadership has not seen fit to publicly defend Metro workers, educate the public and unite with

—continued on page 4

## Continued from page 3

the ridership and community to deal with the real problem in the D.C. mass transportation system—Metro and the right-wing business interests which backs them up. This must change.

- A. Our union must publicly defend its members against Metro's attempts to blame us for all problems in the transit system.
- B. Oppose cuts in service and fare hikes in public hearings
- C. Expose mismanagement on the part of Metro to the public
- D. Educate the public as to the nature of our work which justifies our wages and benefits
- E. Unite with community groups and individuals to solve common problems and to achieve common mass transit goals.

IX. COMMITMENT TOWARD SOCIAL GOALS. We will never be able to realize all of our goals at Metro until we begin to unite with others to achieve certain social goals. For too long our union has been isolated and trying to deal with problems that can only be dealt with in concert with others. Unfortunately our current union leadership turned their backs on this type of activity and took the local out of the mainstream of the trade union movement six years ago.

- A. Our union must actively join with other unions to achieve labor goals through the D.C. Central Labor

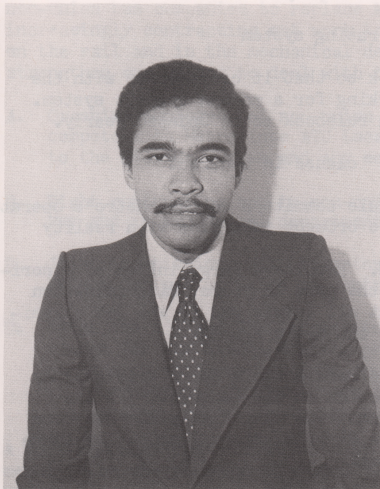
Council and other labor organizations and bodies.

- 1. Repeal "Right to Work" laws in Virginia
  - 2. Collective bargaining and right to strike for public employees
  - 3. Aiding the organizing of unorganized workers into unions
  - 4. Aiding and defending other unions which are threatened with union busting
- B. Our union must join with other unions, community, and progressive organizations and establish common efforts to combat discrimination, unemployment and other social problems.
- 1. Defend the unemployment compensation program and workmen's compensation programs which are under attack by business groups in the D.C. area.
  - 2. Support the passage of the D.C. Voting Rights Act
  - 3. Work for full employment
  - 4. Combat efforts to undermine civil rights gains made during the 60s.
  - 5. Work with others to ease the housing crisis in the D.C. area.

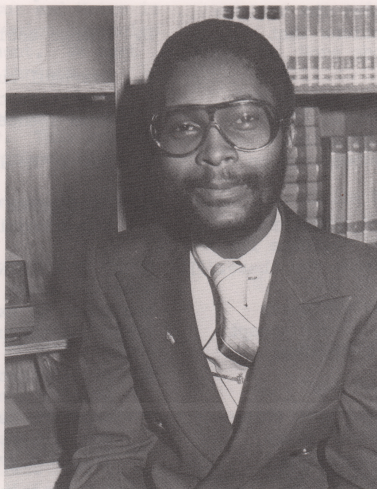
X. A FIGHTING UNION. For too long our union leadership has been afraid to speak out, to stand up to Metro, to press for changes long overdue. In addition we have been hamstrung by legal obstacles placed in our way. This must change.

- A. This union must actively stand up for its members rights, and actively press for needed changes and find the means to obtain them.
- B. This union must press for the legal right to strike with adequate safeguards against union-busting.

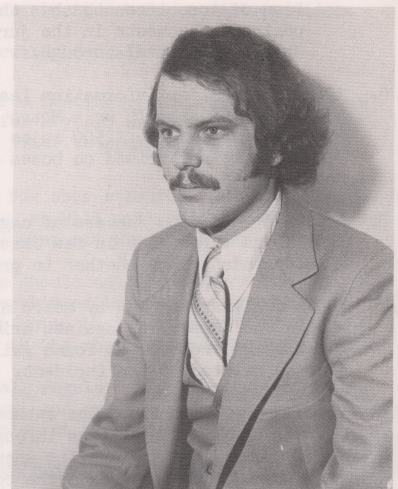
## VOTE FOR KNOWLEDGEABLE & ACTIVE SHOP STEWARDS



Philip Mayo is 32 years old and is married with one child. He has 1½ years higher education at Strayer College and has five years seniority with Metro. He has been active in the union and in keeping his fellow employees informed on current union business, and is a founding member of the Rank & File Action Caucus of 689. He helped organize the benefit for employees fired during the July strike and served as a member of the Audit Committee which investigated a number of questionable financial practices by the local.



Maurice Waller is 31 years old and has received an AAS in Public Administration from Washington Technical Institute and a BS degree in Public Administration from Federal City College. He is a former director of the Mayor's Youth Opportunities Service and has seven years seniority with Metro. He has been active in the union during this time, is a founding member of the Rank & File Action Caucus of 689 and was an organizer of the benefit for employees fired during the July strike.



Craig Simpson is 28 years old and is married with two children. He has completed three years at the University of Maryland, majoring in political science. He has six years seniority with Metro and has been active in the union during this time. He is a founding member of the Rank & File Action Caucus of 689, has been active in keeping the membership informed on union affairs, was an organizer of the benefit for employees fired during the July strike and served on the Audit Committee that found a number of deficiencies in the union's accounting system for the year 1978.