

Newsletter



April 2024

President's Report - John Hoheusle

We hope this message finds you well, following the recent contract vote. We want to express our gratitude for your active participation and engagement in shaping the future of our workplace. Your voice is essential, and your commitment to process is valuable.

The successful completion of the contract vote, is a testament to the strength of our Union and the importance of collaboration. We appreciate everyone who took the time to understand the proposed changes and cast their votes. This process reinforces the principles of democracy and inclusivity, that are fundamental to our organization.

We understand that change can be both exciting and challenging. To provide clarity and ensure everyone is well informed, we have two (2) membership meetings every month, where you can receive accurate information. Please try to make time to attend.

Now that the contract has been approved by the members, our focus shifts to the future. We are committed to working together to ensure a smooth transition and foster a positive working environment. Your feedback is crucial in shaping the ongoing implementation of the contract. We encourage you to share your thoughts, suggestions, and concerns through proper channels. Please do not spread misinformation in the lobby, breakrooms, transit centers and on social media. This creates a very toxic work environment and creates division amongst the members.

Attendance

It is very important to keep track of your sick leave hours, to ensure you have enough time-off when you need it for health reasons.

Know Your Entitlement: Familiarize yourself with your company's sick leave policy, including how many hours or days you are entitled to and any specific requirements for using sick leave.

Monitor Your usage: Keep track of how many sick leave hours you have used and how many you have remaining. This can help you plan for future absences and ensure you do not exceed your allotted time.

Plan For Contingencies: If you exhaust your sick leave hours, explore alternative options such as requesting vacation time or personal holidays. You can also apply for FMLA or Washington State leave.

By paying attention to your sick leave hours and managing them responsibly, you can ensure that you have the support you need when dealing with health challenges while maintaining a professional approach to attendance and leave management.

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President's Report continues.....

The Department of Transportation (DOT) has specific guidelines and regulations for drug testing to ensure the safety of employees in safety-sensitive positions. These guidelines cover various modes of transportation, including aviation, commercial motor carriers, maritime, pipeline, and railroads. Here are key aspects of DOT drug testing guidelines:

1. **Regulated Substances:** The DOT mandates testing for the following substances:
 - Marijuana (THC)
 - Cocaine
 - Amphetamines
 - Opiates
 - Phencyclidine (PCP)
2. **Testing Methods:** DOT drug testing must use urine specimens, and the testing process adheres to specific collection and laboratory procedures. Laboratories performing the analysis must be approved by the Substance Abuse and Mental Health Services Administration (SAMHSA).
3. **Testing Panel:** The standard drug test panel, often referred to as the 5-panel drug test, includes the five substances mentioned above. Some employers or specific DOT agencies may opt for additional testing, such as expanded panels or testing for other substances.
4. **Prohibited Medications:** Certain prescription and over-the-counter medications may contain substances that could lead to a positive drug test result. Employees are required to inform the medical review officer (MRO) of any medications they are taking.
5. **Random Testing:** Employees in safety-sensitive positions are subject to random drug testing. The selection process is truly random, and employees may be tested at any time without prior notice.
6. **Pre-Employment Testing:** Job applicants must undergo a drug test before being hired for safety-sensitive positions.
7. **Post-Accident Testing:** Employees involved in certain types of accidents or incidents are required to undergo drug testing. This includes accidents resulting in fatalities, injuries requiring medical treatment away from the scene, and significant property damage.
8. **Reasonable Suspicion Testing:** Employers can require drug testing if there is reasonable suspicion that an employee is using drugs based on observed behavior, appearance, or other factors.
9. **Return-to-Duty Testing:** Employees who have violated drug and alcohol regulations must undergo a return-to-duty drug test before returning to safety-sensitive duties.
10. **Follow-Up Testing:** Individuals who have tested positive or violated drug and alcohol regulations may be subject to unannounced follow-up testing as part of their return-to-duty agreement.

It's important for both employers and employees subject to DOT regulations to be familiar with these guidelines and comply with them to ensure safety and regulatory compliance. Keep in mind that specific details may vary depending on the mode of transportation and individual circumstances.

Be Safe Everyone!

John

Wellness Days

As many of you may know, with the new CBA employees will now be eligible for 2 Wellness Days a year, if you participate in in the Well City program.

To earn these two paid days off, you will have to participate in one wellness activity and take the annual wellness survey. Some examples of activities that would qualify are, attending the wellness fair in September, redeeming a gift card from the Castlight App, or watching a Wellness Committee cooking demonstration.

The easiest of these activities to complete is probably taking the assessment on the Castlight App and redeeming the gift card. If you have questions about this process, you can have the Wellness committee assist you in the process. They often have a table set up outside of the shakeup room during the shakeup.

If you do this activity, please make sure you redeem the gift card so it can be tracked to give you credit for your days off.

The Wellness Committee will be putting out a list of activities scheduled later this year. The annual wellness survey will be put out near the end of the year.

MAKE SURE TO DO THE SURVEY! If you don't complete the survey, you **WILL NOT RECEIVE YOUR 2 DAYS OFF!** Once you have qualified for the two days off, they will be added to your leave balances on January 1st of the following calendar year. Enjoy your 2 extra days off!

Andrew Boring
Financial Secretary

Slow Down

A quick reminder from your Co-worker and Shop Steward Jerry Hardeman. He has been representing too many Operators caught speeding or running red lights.

Remember you are an hourly employee and you should just drive your bus and not worry about being late.

Slow down and be safe!

Jerry Hardeman



ATU Local 758 Picnic 🍉

Saturday, July 13, 2024
12:00pm to 5:00pm

At the Tacoma Sportsman Club
16409 Canyon Rd E, Puyallup, WA
Contact the Union Office - 253-474-3123

Camp-out July 13 & 14, 2024

Bring your folding chairs & sunscreen! (BYOB)

Get your teams together!

ATU Local 758

**Ronald Thornton Memorial
Golf Tournament 2024**

All are invited to play!

at

Eagle's Pride Golf Course

On August 10, 2024, 9am Shotgun Start!

Teams of 4 - \$100 per person

For Information contact:

Gerald Hardeman 253-405-7086

This is a pre-paid event!

All registrations and payment are due by 8/2/2024!





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, May 2, at 3:30pm (EB only)

(ATU Local 758: 6923 Lakewood Dr. B-1, Lakewood, WA)

Charter Meetings

Thursday, May 9th at 6:30 PM & Friday, May 10th at 10 AM

(ATU Local 758: 6923 Lakewood Dr. B-1, Lakewood, WA)

Wednesday, May 15th at 7:15 PM in Longview,

(upstairs lunchroom: 254 Oregon Way, Longview WA)

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