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EVERGREEN LEADER

The Voice of I.A.M. & A.W. District 160 in Western Washington and Alaska

Vol. No. 57

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DIRECTING BUSINESS REPRESENTATIVE'S REPORT

Taking Time to Understand the Other Side

The latest round of gun violence has rocked the United States and brought a resurgence of gun control debates. Some argue it is too soon after such a horrible incident, for debating the issue. One thing is for sure it is not too late to blanket our friends, family and fellow citizens, in love and understanding, as best we can, regarding their loss.



Dan Morgan

These senseless acts cause a range of emotions beyond grieving the loss of innocent

lives. Anger is one such emotion. As a proponent of the Second Amendment my anger is aimed at the individuals committing these horrendous acts. Not only for the loss of life and injuries, but it will be these individuals that will cause gun rights to be taken away.

As a gun owner and shooting sports enthusiast it is my sincere belief that now is the time for common sense discussions and debate of gun laws. Anyone who believes as I do that gun ownership is a right must also admit that with that right comes responsibilities. We need to move past the clichés and preconceived ideas such as guns don't kill people; people kill people and let's ban cars because of road fatalities or the arbitrary label of assault rifle.

There are currently thousands of laws regulating firearms and I don't know what new law(s) would prevent mass shootings. What is clear is people are dying and whatever system we have, is broken. Holding gun owners responsible for the proper storage and possession of their firearms is a good place to start. Also the current gun laws vary widely from state to state. Now is the time to unify gun laws on a national level. Banning guns is not the answer, doing nothing is not the answer. Discussion and debate in a respectful manner is the place to start.

The polarization surrounding the gun issue is clear, to facilitate productive talks each side must respect and listen to the other. Understanding all sides of an issue is the first step in finding a solution.

It is not my intent to promote further discord, rather to encourage open and honest discussion of an issue. It is my sincere desire that we all begin to consider opinions that are not our own and seek intelligent reasoned solutions to a very serious problem.

Washington Machinists Fight for Workers at State Council Meeting

Nearly 50 delegates to the Washington Machinists Council hit the state capitol in Olympia last week to be the voice of working families across the state.

Prior to their lobbying efforts, Washington Lt. Gov. Cyrus Habib and State Sen. Karen Keiser addressed the delegates during the Legislation and Education Session. The labor-friendly politicians shared what legislative issues were coming up in the state and how they can help fight for working families in their state.

The delegates also received a political report from IAM Political Director Rick de la Fuente. Western Territory Grand Lodge Representative Matt McKinnon gave the



Washington Machinists Council Political Director Larry Brown (right) with Lt. Gov. Cyrus Habib.

delegates a report highlighting the success in organizing across the Territory.

"The delegates to the Washington Machinists Council really make a difference here in our state," said District 160 Directing Business Representative and Washing-

ton Machinists Council President Dan Morgan. "They stay educated on the issues and legislation that affect working families and march right to the Capitol to hold their politicians accountable."

"I'm very proud of the work of the Washington Machinists Council delegates and their leadership," said Western Territory General Vice President Gary Allen. "These Sisters and Brothers stay on top of legislative issues that not only affect union members, but all working families and their communities. I also want to congratulate Council President Dan Morgan on his upcoming retirement. Brother Morgan has served our membership well and I wish him nothing but health and happiness in his future endeavors."

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NOTICES

LOCAL LODGE 297

Western Metal Pension Trust's Money Managers and Lawyers will be at the Local Lodge 297 Regular Lodge Meeting on April 5, 2018 at 6:00 p.m. to update the status of the pension trust and answer questions.

LOCAL LODGE 289

Automotive Machinist Pension Trust Representatives will be at the Local Lodge 289 Regular Lodge Meeting on May 2, 2018 at 6:30 p.m. to update members on the status of the pension trust and to answer questions.

LL 289 Proposed Bylaw Changes

April 4, 2018 – at the General Meeting the proposed bylaw changes will be read.

May 2, 2018 – at the General Meeting the changes will be read and discussed.

June 6, 2018 – at the General Meeting the proposed changes will be read, discussed and voted on by the membership.

LL 289 Meetings to be Suspended

The July and August General Membership Meetings will be suspended.

In addition, the June/July/August Shop Steward Meetings will be suspended.

IAM District 160's 20th Annual

Run For The Dogs

July 21, 2018

Benefitting Guide Dogs of America
Cedar Valley Grange
20526 52nd Avenue West
Lynnwood, WA
For Advance Registration, go to
<http://iam160.org/2018runforthedogs.html>

Motorcycle Poker Run

Classic Car Show

Additional Prizes for High and Low Poker Hands

Barbecue

\$750.00 Grand Prize

\$250.00 2nd Prize

\$25 Suggested Registration

NEED NOT BE PRESENT TO WIN!!

IAM & AW District Lodge 160

Business Representative Position Open

In preparation for an anticipated Business Representative opening, the District is accepting resumes at this time.

To be considered, resumes must be received by the extended date of Friday, April 13, 2018, and must be in accordance with District 160's bylaws Article IX, Section 9.1 which states "A Business Representative shall be a member in continuous good standing of affiliated Local Lodges of this District Lodge for not less than two (2) years prior to District Lodge approval, working at the trade, skill or profession at the time and also qualify under the IAM Constitution."

Candidates must be free from delinquencies of any nature to the IAM Local Lodge, District Lodge or the Grand Lodge.

Members interested in applying for the position of Business Representative must submit a resume and driving record to:

Tom Burke, President
IAM District Lodge 160
9135 15th Pl. S.
Seattle, WA 98108

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LOCAL LODGE MEETING NOTICES

LODGE 79 - SEATTLE

Regular Lodge Meeting – 5 p.m., 3rd Wednesday, 751 Meeting Hall, 9135 15th Place South, Seattle.

Executive Board Meeting – 5:30 p.m., the Monday preceding the regular lodge meeting (3rd Wednesday). District 160 Conference Room, 9135 – 15th Place South, Seattle.

LODGE 130 - EVERETT

Regular Lodge Meeting – 7 p.m., 2nd Thursday, Labor Temple, 2810 Lombard, Everett.

LODGE 282 - BREMERTON

Regular Lodge Meeting – 5:00 p.m., 3rd Wednesday, 822 Park Avenue, Bremerton.

Executive Board Meeting – 5:30 p.m., 3rd Tuesday, 822 Park Avenue, Bremerton

Local 282 Whidbey Island – 4:45 p.m., 2nd Wednesday, NAS Whidbey Island.

LODGE 289 - SEATTLE

Regular Lodge Meeting – 6:30 p.m., 1st Wednesday, 751 Meeting Hall, 9135 15th Place South, Seattle.

Shop Stewards' Meeting – 6:00 p.m., 3rd Thursday, District 160 Conference Room, 9135 15th Place South, Seattle.

Executive Board Meeting – 5:30 p.m., 1st Wednesday, District 160 Conference Room, 9135 15th Place South, Seattle.

LODGE 297 - TACOMA

Regular Lodge Meeting – 6:00 p.m., 1st Thursday, Firefighters Hall, 1109 South 50th Street, Tacoma.

Executive Board Meeting – 6:00 p.m., Tuesday preceding the Regular Lodge Meeting (1st Thursday), 2121 70th Ave. W., Suite A, University Place, WA.

Retirees' Club Meeting – All Local 297 retirees are invited to attend meetings the 3rd Tuesday of month, 9 a.m. at Tower Inn & Lanes Bowling Center, 6323 – 6th Ave., Tacoma. Breakfast followed by meeting. Occasional bus trips and potlucks. Join us!

LODGE 695 - OLYMPIA

Regular Lodge Meeting – 7 p.m., 2nd Wednesday, Labor Temple, 1191/2 North Capitol Way, Olympia.

LODGE 1690 - ANCHORAGE

Regular Lodge Meeting – 5:30 p.m., 2nd Wednesday at the Union Hall, 701 W. 41st, Suite 202, Anchorage.

LODGE 2379

Regular Lodge Meeting – 7:00 p.m., 1st Thursday, Lodge office, 2064 Vista Dr., Ferndale.

Executive Board Meeting – 6:00 p.m., first Thursday, Lodge office, 2064 Vista Dr., Ferndale.

DISTRICT 160 RETIREES CLUB

10:00 a.m., 1st Tuesday, 751 Meeting Hall, 9135 15th Pl. S., Seattle

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Directed by D.B.R. Dan Morgan

Training the Shop Stewards



A photo from our District Lodge 160 Shop Steward training on March 10th in the Seattle Union Hall. We had over 80 of our local area Shop Stewards in attendance. Thank you to Western Territory Educator, Melissa Campbell, for providing another outstanding day of training.

If you missed this one, please be sure to RSVP to a future one. If you are a Shop Steward that did not receive a notification in the mail about this training course, please contact our Seattle office, so that we can make sure to update our Shop Steward list.

DISTRICT 160 RETIREE NEWS

By Art Boulton

We have now experienced one year of President Trump's administration. It has been a bumpy ride, with too many issues to list. The two pieces of legislation that have the greatest impact on retirees are the "Tax Cut" and the Bipartisan Budget Act of 2018. The "Tax Cut" is basically giving money to the wealthiest and the corporations with the hope that some of it will trickle down to the rest of us. This is a typical Republican 'tax cut' plan! The Bipartisan Budget Act of 2018, however, has some beneficial health care provisions.

I will outline some of the changes and improvements as a result of the BBA of 2018:

- Funding for Outreach to Low-Income Medicare Beneficiaries.
- The law guarantees funding for community health centers, and National Health Service Corp for 2018 and 2019. Congress also approved additional funding for the Children's Health Insurance Program (CHIP), guaranteeing the program's funding through 2027.
- Effective January 1, 2018, it permanently repeals the Medicare payment cap on outpatient physical, occupational, and

speech therapies.

- The Medicare Part D "donut hole", will now close in 2019 instead of 2020, and then beneficiaries will be required to contribute 25% to the cost of prescription drugs.

- Changes to Medicare Advantage for people with chronic conditions and dual eligible.

- Medicare coverage will now expand to speech generating devices.

- Medicare home health benefits will change in 2019 to base eligibility on a review of the patient's medical record.

To offset the costs of the above provisions, beginning in 2019 higher income beneficiaries \$500,000 for individuals or \$750,000 for couple's contributions will increase for Part B and Part D from 80% to 85%. The ACA Prevention and Public Health Fund will be reduced by \$1.35 billion over 10 years. (My source of information on the BBA of 2018 was from "Justice in Aging")

The meetings of the District 160 Retiree's Club are on the first Tuesday of every month at 10:00 am in a hall on the ground level of the Machinists Building, 9135 15th Place S., Seattle. Come and bring your spouse or a friend.

IN MEMORIAM

Local Lodge 79

Fleischacker, Frank 1/11/2018
Lavin, Emmett "Red" 2/15/2018

Local Lodge 130

Alseth, Dan 3/3/2018

Local Lodge 297

Boling, Harold 1/8/2018
Brown, David 12/19/2017
Gismervig, Martin 1/12/2018
Patane, Steve 3/13/2018
Weimer, Jim 2/19/2018

RETIREES

Local Lodge 79

Sanders, William Pacific Power Products 1/31/20187

Local Lodge 130

Embree, Suzy Community Transit (Sups) 12/31/2017
Kacker, Ray Everett Sound Machine 12/31/2017

Local Lodge 282

Carter, John IMF (Navy) 12/31/2017
Gelbach, Roger NUWC PROF (Navy) 1/31/2018
Leabo, Reese Lockheed Martin, SWFPAC 2/28/2018
Pugh, Gary Puget Sound Naval Shipyard 2/28/2018

Local Lodge 289

Brown, Loy Hexcel Corporation 1/31/2018
Cook, Brian SSA Terminals, LLC 2/28/2018
Gibson Jr., Ralph Modern Machinery 12/31/2017
Lageson, Kelvin SSA Terminals, LLC 12/31/2017
Mulvihill, Mike Kenworth Truck Co. 1/31/2018

Local Lodge 297

Eylders, Jon Martinac Shipbuilding 1/31/2018
Price, Herbert United Parcel (Pacific) 12/31/2017
Sheard, Steven City of Tacoma 2/28/2018

Local Lodge 697

Price, Mark Crown Cork & Seal 2/28/2018

Local Lodge 2379

Foster, Jack City of Lynden 12/31/2017

BUSINESS REPRESENTATIVES' REPORTS

By Greg Heidal
Assistant DBR

Hard to believe, but at this time we are still in negotiations with Vigor Industries. There was a vote in February and we are entering the mediation process at this time. We are as far we can get with the Company and the next step is to strike. I will let you know the outcome.

We have Washington State Ferry's negotiations starting in July and I would say the outlook is bright. We always hear that "we will just have to see what the budget looks like." Of course it would be so much easier if we knew what the budget for transportation was going in, but State is no different than any other business and they are not going to give up any advantage they have. The Washington State Ferries are part of the Puget Sound Metal Trades as is Lake Union Drydock and Fishing Vessel Owners that are also opening for negotiations this summer.

I have been busy with numerous arbitrations and have another one in May that has to do with improper deduction of wages for a Health and Welfare issue. I am awaiting a ruling at this time on a termination that was argued in December. I have a brief to complete and of course the upcoming arbitration to continue prepping for.

The Nomination process for Grand Lodge Officers has come to an end and the incumbents have come out on top. I feel it is always a good thing that there are those willing to step up to the challenge of leadership within our Union. I personally believe we have a great team in place at this time and look forward to working with them to help build our Union and move on into the future.

Now is the time to come together as no time before to fight for what we have been so fortunate to share in. Let's not forget the blood and sweat of those who brought the fight when we were just pups and made the sacrifice to see we had a brighter future. It is our responsibility to continue the work. So I would ask all to get involved and participate at all levels from the shop floor to your Union hall to the National level of our Union. I look at the movements that have been restarted as the continued oppression of women, minorities and labor and it reminds me of the struggles of the past but if we evaluate the issues they are the same it is just a different time and as in the past we have to lay them bare and realize we are still fighting the same oppression the tactics are

just different. Look at the left hand while the right steals us blind. Your rights have been fought for whether they are Union, Federal or State rights and I, for one am not willing to give them up. Come stand with your Union Brothers and Sisters at your local lodge and get active on the hill voicing your opinions for if we stand by and do nothing then we are doomed by our own inactions and will have no one to blame at the end of the day but ourselves. Never forget the attack from Corporations and our own Governments, local and National that continues to erode our rights.



On February 27, 2018, The U.S. Supreme Court is scheduled to hear arguments in Mark Janus v. American Federation of State, County, and Municipal Employees, Council 31 (AFSCME), a case that may prove to be one of the most impactful labor and employment cases in decades. At issue in Janus is whether public-sector fair-share fees are permitted under the First Amendment. Under longstanding labor law, any worker who is represented by a union may choose not to join the union or pay membership fees. The union, however, must represent all employees in the bargaining unit equally. Therefore, in twenty-two states, unions and public employers may negotiate as part of a collective bargaining agreement a provision that permits the collection of fair-share fees. These fees are calculated to cover the costs germane to collective bargaining, while allowing workers who benefit from the union's representation to opt out of paying any fees toward the union's social or political activities.

This balance was established in 1977 by the Supreme Court in Abood v. Detroit Board of Education and in Janus, the Supreme Court will decide whether to overturn that forty-one-year-old precedent. This will impact our District as we represent over 700 employees that are at risk of this court case.

A quote:

"Our labor Unions are not narrow self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures they have brought justice and democracy to the shop floor."

The labor movement has consistently demonstrated its devotion to the public interest. It is and has been good for all of America."

— John F. Kennedy

By Brandon Hemming

The last twelve months have been some of the busiest that I have experienced as a Business Representative. With the help of member committees, beginning in April of 2017 we were successful in securing future benefits through contracts, for 14 IAM bargaining units. I promise you this was no small feat, and was largely made possible by the outstanding individuals that volunteer to be on the negotiating committees.



I want to take a minute to personally thank the Machinists Union members that participate on committees. Most of these

men and women don't start out having any specific aspiration toward holding the position of a steward or a member of a committee, but are not willing to simply speak their mind or make a list and pass the responsibility off to another to make changes on their behalf. These are true leaders within our ranks that deserve much recognition for the work that they do.

I would encourage all our members, not only to show gratitude to your committee men and women, but to look for opportunities to volunteer for these positions to do your part to strengthen our contracts and grow our great Union.

By Glenn Farmer

The Shop Steward Meeting on March 10 was a huge success. The content provided was excellent and well presented, but most notable factor was the sheer numbers participating. Eighty members showed. At a time when Unions are under attack, the willingness to step up has never been more important and necessary to our survival. I've mentioned how I value the Stewards in my shop many times. The longer I do this the more I realize one of my main functions is to bring Stewards to whatever level they aspire. This really hit home as I watched the members file on that day. At a time when our very existence is under siege, these are warriors that will hold fast. My deepest, heartfelt thanks to you.

Peter Pan Seafood contract negotiations are in the voting stage. The challenge is to reach the members. While we do have a contingent in King Cove that stays around 10 months out of the year, the bulk of the members leave for the season to many diverse locations. Getting the ballots out and getting them back become a real challenge. IAM Member Dennis Tinker contacted me recently wondering where the hell his ballot was. Dennis is the Watchman at Port Moller, AK, which this time of year puts him as the most remote



Dennis Tinker

working member in District 160. I asked him for a picture and said I'd make him famous. He insisted he was already famous and what I meant was more famous. Here's to you, Dennis. The ballot is in the mail.

I recently completed a First Contract with GLR James Watson for our newest members in District 160. We now have 150+ Aircraft Mechanics working on F16 Fighters at Eielson AFB outside of Fairbanks, AK. The timeline was short, and complicated by half the Unit moving from Fairbanks to Hawaii and eventually Guam, USA, but with the assistance of Business Rep., Alfredo Silva, we were able to get the agreement ratified in time for the gains to take affect per the Service Contract Act. Next steps include getting Stewards in place and every one's paperwork completed. I'm also looking at getting the new Stewards back to Maryland for training. My visits to Fairbanks will be more frequent and looking forward to experiencing minus 40 degree weather. I probably won't get much sympathy from the Unit. They have to work in those conditions.

The members at Swissport in Anchorage are also in negotiations this year. We met with the Company in late February and have an extension until May. This time around we had several members interested in being on the committee. Thanks to Caroline Caron, Lynn Uini, and Lyndsey Orange for being the best bargaining committee since I've worked with Swissport. Swissport does ground service and operations for moving cargo at the Anchorage Airport.

The City of Blaine and Fairhaven Shipyard contracts are also in the final stages. Wages are improving. It's been a busy year.

This is an election year. Watch out for each other. Vote Labor. Vote inclusion. Vote...

By Bob Westbrook

Welcome to 2018 and the challenges ahead. I am certain that several will write about the Janus Supreme Court case so I will decline except to say that since the decision will most likely not benefit ongoing collective bargaining we will need to be proactive to ensure that members understand the pitfalls if they do decide to not be union members in the public sector. Such a decision will further weaken unions and their bargaining strength. Since a rising tide raises all boats a declining tide will ground them.

As for the part of the world that I can affect I will continue to strive to organize and bargain for the betterment of workers. The latest negotiations that I engaged in have greatly assisted negotiations that will ensue next year for the Strategic Weapons Facility Pacific (SWFPAC) bargaining unit working for Lockheed. I, along with the SWFPAC Chief Steward, traveled to San Antonio for the Sunnyvale & Santa Cruz, Eastern Range and Vandenberg AFB negotiations. Our involvement was necessary since considerable language and benefits adopted in their negotiations affect "me-too" language in the SWFPAC agreement. Although, for the most part, we sat in as observers we had opportunity to provide input. Fortunately, their negotiating committee, led by GLR Goddard and Aerospace Coordinator Bennett, held out to ensure that there would be no pension freezes for new hires as well as



guaranteeing a good contract.

Upon return to Washington I quickly started preparing for negotiations with LB&B Associates for the P8 Poseidon Simulator bargaining unit located at Whidbey Island Naval Air Station. I met with the negotiating committee to receive the surveys and worked on language that will go into our proposals. I am presently generating our proposals for the negotiating committees review so that we will be prepared for negotiations that will be held in Dallas later this March.

Right on the tail of this will be negotiations with Fidelity Technologies Corporation and Bowhead Systems Management Submarine CMS. I will be meeting with the negotiating committee soon for the surveys and preparation of proposals. Those negotiations will take place in Maryland.

Outside of negotiations, I have an additional arbitration to schedule. Arbitrations also take considerable time and effort in which to prepare. All this makes the year go by very fast. However, I enjoy working for the members no matter the pace. The members' needs are always in my mind and heart. I just wish I had more time and energy. It is difficult for some when I have to delay taking care of individual member needs when negotiations and arbitrations are at the forefront. However, I have to prioritize for the good of the many. I just ask for patience and understanding while I juggle things and know that I will get to you as soon as possible.

BUSINESS REPRESENTATIVES' REPORTS

By Bobby Joe Murray

How many of you have heard of the Supreme Court case "Janus v. AFSCME Council 31? I'm sure some of you have, and maybe most of you. Here is what you need to know.

The Facts About the Janus Case

A U.S. Supreme Court case called Janus v. AFSCME Council 31 threatens our public sector unions, those unions representing public employees and all working families. This case, which came before the Supreme Court in February, represents a huge threat to our union. As a local leader, you are critical to how we defend and protect our union, our members and public services in the face of this threat.

This lawsuit aims to take away the freedom of working people to join together in strong unions to speak up for themselves and their communities. This past February, the U.S. Supreme Court heard the case and a decision is expected by the summer.

What is this case really about?

The case aims to erode the freedom to form unions to improve our lives and the communities we serve. Real freedom is about making a decent living from our hard work; it's also about having time to take a loved one to the doctor, attend a parent-teacher conference and retire in dignity. The corporate special interests behind this case do not believe that working people should have the freedom to negotiate a fair return on their work.

Who is behind this case?

The National Right to Work Foundation is part of a network funded by corporate billionaires to use the courts to rig the rules against working people. For decades, these wealthy elites have used their massive fortunes to gain outsized influence to chip away at the progress unions have won for all working families. Now they want the highest court in the land to take away our freedom to come together to protect what our communities need: a living wage, retirement security, health benefits, the ability to care for loved ones and more.

How do unions benefit our communities?

People in unions continue to win rights, benefits and protections for all working people and their communities. When public service workers belong to strong unions, they fight for staffing levels, equipment and training that saves lives and improves the public services our communities rely upon. And when union membership is high, entire communities enjoy higher wages.

What are fair share fees, and why are they important?

Unions work because we all pay our fair share and we all benefit from what we negotiate together. Fair share fees provide public service workers with the power in numbers they need to negotiate better wages, benefits and protections that improve work conditions and set standards for everyone.

Each public service worker chooses whether or not to join a union, but the union is still required by law to represent and negotiate on behalf of all public service workers – members and non-members alike. All employees receive the wage increases, benefits and workplace rights negotiated through the union.

The corporate special interests behind this case want to take away our ability to build strength in numbers. That is why they want the Supreme Court to rule that workers can receive all the benefits of a union contract without contributing anything in return. All workers should chip in their fair share to cover the cost of representing them.

Is anyone ever forced to join a union or pay for politics?

No. The simple truth is that no one is forced to join a union and no one is forced to pay any fees that go to politics or political candidates. That is already the law of the land. Nothing in this case will change that. This case is about taking away the freedom of working people to join together, speak up for each other and build a better life for themselves and their families by undermining their ability to form strong unions.

What is the real impact of this case?

When working people have the freedom and opportunity to speak up together through unions, we make progress together that benefits everyone. The wealthy elite behind this case are trying to use the highest court in the land to take away our freedom to create the power in numbers to secure better lives for ourselves, our families, our communities and our country by undermining our ability to form strong unions.

If fair share fees are struck down, employees who benefit from the gains that the union makes will not have to pay anything toward the cost of that representation. If the billionaires and corporate CEOs behind this case get their way, they will take away the freedom of working people to come together and build power to fight for the things our families and communities need: everything from affordable health care and retirement security to quicker medical emergency response times.



By Alfredo Silva

As we begin the winter thaw and transition into spring, I would like to inform you of some of the latest news from organizing, servicing and other related news. 2017 was a good year for organizing in District 160 and in Washington state as a whole, as companies continue to profit and continue to treat their employees as commodities and not people, people will continue to seek us out to provide justice on the job.

We ended 2017 with a major organizing win in Alaska, where over 150 F-16 Mechanics and support staff voted overwhelmingly to join the IAM, and they have already ratified their first contract in February.

An estimated 584,000 Washington state residents belonged to labor unions in 2017, a new report from the U.S. Bureau of Labor Statistics shows, and an increase of 45,000 from the previous year and 84,000 since 2015. National union membership levels, which have dropped in recent years as Republican lawmakers passed more union-busting "right-to-work" laws, held steady at 10.7 percent in 2017. But unions gained members in many free-bargaining states like Washington, where the union membership level increased from 17.4 percent in 2016 to 18.8 percent last year.

Union members earn higher wages, with median weekly earnings of \$1,041 compared to \$829 for nonunion, according to the new BLS report. With union wages averaging 25 percent higher than nonunion wages, full-time union members make more than \$54,000 per year on average, which is \$11,000 more than nonunion workers. With its 18.8 percent union membership rate, Washington rises to the 3rd most unionized state in the nation, after being 5th highest last year. Only New York (23.8) and Hawaii (21.3) have a higher percentage of their workforce unionized. Although unions grew by 262,000 members nationally in 2017, the national membership rate remains just 10.7 percent, driven down by so-called "right-to-work" states like South Carolina (2.6), North Carolina (3.4), Arkansas (4.0), and Louisiana (4.4).

Right-to-work laws take away workers' freedom to join together and negotiate a fair return on their work. These laws ban unions and employers from agreeing to union-security clauses that require everyone covered by the contract to pay a fair-share representation fee. These laws, which have racist origins, require unions to represent everyone, regardless of whether they pay any dues or representation fees. (It's like allowing people to opt out of paying taxes but still getting to benefit from government services.) Right-to-work laws weaken unions financially,

make it much harder to organize workplaces and negotiate contracts, and result in those states having lower wages.

In addition to earning higher wages, another federal report recently showed that union members are far more likely to have employer-provided retirement and health care benefits than their nonunion counterparts.

The Bureau of Labor Statistics found:

- 95 percent of union workers had the option of an employer-sponsored health care plan, compared to 69 percent of nonunion workers;
- 94 percent of union workers had the option of an employer-sponsored retirement plan, compared to 65 percent of nonunion workers; and
- 93 percent of union workers had the option of an employee-sponsored prescription drug insurance, compared to 67 percent of nonunion workers.

In addition, the quality of the benefits provided to union workers typically was better, the data showed. For example, workers were expected to contribute 19 percent toward the cost of the family's health care under union-negotiated benefits plans, while nonunion workers were forced to shell out 35 percent of the cost, which represents an 84 percent increase in out-of-pocket costs.

On the servicing side, the members at Markey Machinery recently ratified a 4 year agreement in which the bargaining committee worked very hard in securing over 12% General Wage Increase over the life of the contract and a signing bonus.

The members at The Gear Works, had begun negotiations preparations and were scheduled to meet with the company on February 8, 2018. When the company on February 5, 2018 abruptly called an emergency meeting and announced that "effectively immediately, all operations were ceased and everyone was laid-off".

At WestRock, negotiations have been ongoing for several months, unfair labor practice (ULP) charges were filed against the company which further stalled negotiations, we just received word that we have upcoming bargaining dates set for late March, which we are all eager to resume.

At Western Pneumatic Tube the stewards have been very active and engaged in order to keep up issues as they arise and have been actively engaged to resolve them.

None of this work could be accomplished without the help and support of our committees and shop stewards, that are the back bone to this union and its first line of defense, so when you can please thank your shop stewards, for many it is a thankless job, and I for one very much appreciate the hard work they do every day to benefit all of our members.



By Paul Miller

I spent two weeks in February at the Winpisinger Center for training. The first week was spent in negotiation prep class with our negotiating committee from Republic Services. As always with this class, it was time well spent. It was the first trip for 4 out of 5 on the committee to the Winpisinger Center. We all learned a lot, enjoyed our time together (at least I did, maybe I shouldn't speak for them) and are more prepared than we ever have been for negotiations with this bargaining unit. While we don't have a date set for



negotiations yet, we will very soon. I'm excited to see how things go this time around.

The second week was for an Employee Assistance Program (EAP) class. An EAP is a work-based intervention program designed to identify and assist employees in resolving personal problems (e.g., marital, financial or emotional problems; family issues; substance/alcohol abuse) that may be adversely affecting the employee's quality of life and or work performance.

There are different ways an EAP program can be set up depending on existing resources or lack of existing resources. Some insurance plans have a built in EAP phone number plan participants can call for

assistance. Employers may also have a program they pay for to an EAP company to provide a basic level of EAP benefits. Others may have nothing available to them at all. The premise for the IAM EAP program is to train our members to be a point of contact with knowledge of what exists, or not with benefits. Then, armed with that knowledge begin to develop resources on their own. Then, when a member contacts them for an issue, they can quickly get them the information and assistance they need. The focus is to provide at least a couple of options for the member to choose from.

These member driven programs are huge assets for those in need of help. The program is completely voluntary and confidential.

The benefits can range from basic to complex based on the resources available within each bargaining unit. As needs are identified, there is a possibility to negotiate with the employer to add benefits to better assist the membership. I want to thank Brandon Hemming for attending the class with me as we look at ways the District can support these programs. Also a big thank you to the new SSA EAP committee who attended the training, they are Matt Hanson, Mat Johnston and Jesse Botsford. I didn't know ahead of time but there were also four members from our local lodge 2379 at the training. If you're interested in learning more or starting an EAP program in your workplace please contact me: paul@iam160.com