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EVERGREEN LEADER

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

Vol. No. 55



December 2016

DIRECTING BUSINESS REPRESENTATIVE'S REPORT

Stop to Consider the Important Things in Life

Each year, the month of November is Men's Health Awareness month. This seems fitting, given the almost universal fact of men ignoring and denying their healthcare needs. Since I am no different than the rest, it should come as no surprise that three weeks ago I was released from the hospital after spending a week in intensive care. My time in the hospital and the weeks since recovering have provided the opportunity to consider the really important things.



Dan Morgan

I cannot adequately express my gratitude for the support and caring of friends and family during this ordeal. For those who haven't heard, let me explain the detour life recently placed in my path.

In late October, while driving home from an arbitration hearing in Everett, I began to feel like I was coming down with the flu. When I arrived home I was running a temperature. I assumed I had the flu and stayed home for the next several days. Not getting better, I called my doctor and made an appointment. The doctor said "Take these pills and call me if you're not better in a couple days." I wasn't better and called the doctor in two days. The receptionist took a message and said the doctor would call me shortly.

When the doctor had not called a few hours later, my daughter decided we were waiting no more and took me to the ER. I was admitted with pneumonia and my blood test showed my kidneys were not functioning properly. Further testing indicated my kidneys had completely shut down. The diagnosis was sepsis from the pneumonia had infected my kidneys, complicated by diabetic ketoacidosis. Since my kidneys had shut down, dialysis was necessary. Fortunately, after only two dialysis sessions my kidneys started to function again. After the diabetes was under control I was able to be discharged and recover at home.

The real point to all of this is, had I taken better care of myself some of these health issues could have been reduced or eliminated, the complications of diabetes in particular. The reality is I let life get in the way. Because of personal issues at home, work issues and everything else wanting a piece of my time, there was no time left, or so I let myself believe.

As unionists we are looking out for our brothers and sisters, and I encourage each of you to also look out for yourselves. Get your annual checkup and take care of the one taking care of the rest of us. I wish you all a safe and healthy Christmas and New Year.

Letter From New District 160 President Burke

By Tom Burke

District 160 President

Greetings, District 160 Brothers and Sisters! I'd like to introduce myself to you. My name is Tom Burke and I am a member of Local Lodge 695 in Olympia, Washington. I was recently seated as the new President of District 160, replacing Robert James.

First off, I would like to thank the outgoing President Robert James for his many years of service to our District. I want to welcome John Gehringer from Local Lodge 297 in Tacoma, Washington who is our new Vice President, and also Bill Robey, our newly seated District Delegate from Local Lodge 289.

I recently had the distinct honor and privilege to present a check in the amount of \$35,000 to Guide Dogs of America on behalf of District 160 at the 36th Annual William W. Winpisinger Charity Banquet. This check was representative of the hard work the members of District 160 put into fundraising efforts this past year. This is just one example of the great things we



Pictured L to R: Guide Dogs of America Director Dale Hartford, International President Bob Martinez, Assistant Directing Business Representative Greg Heidal, and Tom Burke, District 160 President.

can do when we all work together!

I look forward to getting to know you better. When time permits, I am making

an effort to attend some local lodge meetings to meet and talk with the membership. Happy holidays to all!

IAM Local 289 Members Show Pride



Nick Anthony (L) and Justin Middleton (R) are Machinists at West Coast Container Services where they service, repair, install and remove Gen Sets for refrigerated cargo containers. They are new to the team at Husky Terminal at the Port of Tacoma where they crafted this sign in their work area to show their Machinists Union pride! A job well done on their lunch and break times! Submitted by Jeff Eberle.

NOTICES

News from Local 79 Hope Lodge

On behalf of the officers of Local 79, we wish all of our Union brothers and sisters a happy holiday season. Stay safe and see you in the new year!

Don't forget the general membership meetings are held on the third Wednesday of each month at 5:00 p.m. in the meeting hall located downstairs from District 160's Seattle office, 9135 15th Pl. S., Seattle, Washington.

LOCAL 130 NOTIFICATION

There will be a dues assessment vote at the general membership meeting Thursday, January 12, 2017 at 7:00 p.m., Labor Temple, 2810 Lombard, Everett, Washington.

Please make every effort to attend!

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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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ORGANIZING REPORT

By Alfredo Silva

As we begin to bring 2016 to a close, it gives us an opportunity to reflect and to look forward to what the new year might bring.

This year we have been successful in multiple organizing campaigns. Even as you read this newsletter we are in process of conducting another organizing campaign which should be completed before the end of the year.

During an organizing campaign it is easy to just think of the new members we might gain, when in reality we are helping to improve their lives, along with their families' lives and in turn help out entire communities.

This year the Department of Labor issued some new rules that would help out millions of workers. The "Persuader Rule" which was intended for greater transparency, which forces employers to disclose to their employees who is behind anti-union organizing rhetoric. In other words, an employer has to say whether they hired a consultant to fight union organizing.

The "Overtime Rule" which was intended to significantly increase the number of people who qualify for time-and-a-half pay for any hours they work beyond 40 in a week. Under the new law, salaried employees making less than \$47,476 a year must be paid overtime. (Almost all hourly employees, regardless of their wage, are already entitled to overtime pay.) This new protection applies to almost anyone making less than \$47,476, including salaried managers or professionals.

Both of these rules were struck down by a Federal judge in Texas in the past few weeks, leaving in question what is to come from the new incoming administration and how it will treat workers.

Over the last 8 years, workers gained some significant protection from a new streamlined NLRB election process, protection against government contractors from displacement when taking over a

new contract to how government contractors are graded based on how they treat their employees.

Over the next few weeks, while this new administration completes its appointments to the Department of Labor, National Labor Relations Board and the Occupational Safety and Health Administration, we will have a better understanding in which the next 4 years will take us and how they intend to help and protect workers.

The Labor movement as a whole will have to remain vigilant and work hard to hold our elected officials accountable and protect the gains we have made.

This past November, voters in Washington State voted to approve Initiative 1433, which was designed to increase the state's minimum wage to \$13.50 by January 1, 2020. Thereafter, the minimum wage is tacked to increases in the cost-of-living. The measure also required employers to provide employees with paid sick leave. The measure was designed so that employees accrue one hour of paid sick leave for every 40 hours worked. We still don't have the final rules on how this will be implemented, enforced and how it will affect our members.

Also this past November, voters in Washington State voted to reject Initiative 732, that would have established a tax on carbon emissions at \$15 per metric ton of emissions in July 2017, \$25 in July 2018, and then 3.5 percent plus inflation each year until the tax reaches \$100 per metric ton. The tax would have been phased in more slowly for farmers and nonprofit transportation providers. This initiative was not supported nor did it have any input by organized labor.

So as we gather around this holiday season with family and friends, remember the fact is the vast majority of American workers are not unionized. This means they make less money than they could, and that money goes to the relatively rich people who run the companies rather than the many poorer people who do the work. If you want to change that, organize.



DISTRICT 160 OFFICERS & STAFF

President
Tom Burke

Vice President
John Gehringer

Secretary-Treasurer
John Decker

Sgt. at Arms
Jeff Eberle

Trustees
Bruce Baillie
Agustin Galindo
Don Zeth

Directing Business Representative
Dan Morgan

Assistant Directing Business Representative
Greg Heidal

Business Representatives

Melody Coffman
Glenn Farmer
Greg Heidal

Brandon Hemming
Paul Miller

Bobby Joe Murray
Bob Westbrook

Organizer
Alfredo Silva

RETIREES

Local Lodge 79

Brodock, Dale	Markey Machinery Co.	9/30/2016
Demello, Antone	Federal Marine and Repair	9/30/2016
Gummeringer, Kenneth	Vigor Shipyard	10/31/2016

Local Lodge 289

Anderson, Kenneth	City of Seattle (Charles ST)	10/31/2016
Fugate, Alvin	Penske Truck Leasing	9/30/2016
Sands, Lonnie	City Transfer	9/30/2016
Woodman, Thomas	Hexcel Corp.	10/31/2016

Local Lodge 297

Henricksen, Randall	Super Valu	9/30/2016
Walston, Lee	City of Tacoma	10/31/2016

Local Lodge 2379

Brunke, Jerry	Alcoa Intalco Works	10/31/2016
Wagner, Charles	Alcoa Intalco Works	10/31/2016

IN MEMORIAM

Local Lodge 79

Tinsley, J. 11/15/2016

Local Lodge 282

Gischer, Richard 9/27/2016
Uhtoff, Rebekah 12/3/2016

Local Lodge 289

Bossert, Burt 11/1/2016

Local Lodge 297

Alexander, John 10/16/2016
Jackson, Donald 11/22/2016
Jenkins, Glenn 10/21/2016

Local Lodge 695

Everson, Robert 9/29/2016

Local Lodge 2379

Beatty, Robert 9/30/2016

36th Annual Guide Dogs of America Banquet



Guide Dogs of America held its 36th annual William W. Winpisinger Charity Banquet this past weekend. Pictured from left are International President Bob Martinez, 2016 "Gift of Sight" honoree and Western Territory General Vice President Gary Allen, and Guide Dogs of America Director Dale Hartford.

DISTRICT 160 RETIREE NEWS

By Art Boulton

The 2016 political year has finally come to an end. Some people will be happy with the results of the election and some will not. I find myself in the "will not" group. What we have is control of our federal government by the Republican Party, by their control of Congress, and the presidency. This makes Republicans able to pass legislation without opposition. This should concern retirees regarding Social Security and Medicare.

The Republicans last took up the issue of cutting benefits of Social Security and Medicare during the Presidency of George W. Bush. The current and future Speaker of the House, Congressman Ryan, has spoken on how he would cut benefits. We will wait and see what Congress-

man Ryan plans to do with the benefits which we earned.

I don't want to say there will be no effort in Congress to oppose cuts in Social Security and Medicare because these issues are important to Democrats, and even some Republicans. It will be an uphill fight to stop.

What should we do? We should start now to contact our Senators and House Members to tell them how important Social Security and Medicare are to millions of retired Americans. These programs need to be improved and made stronger!

The meetings of the District 160 Retirees Club are on the first Tuesday of every month at 10:00 a.m. in a hall on the ground level of the Machinists building, 9135 15th Place South, Seattle. Come and bring your spouse or a friend.

BUSINESS REPRESENTATIVES' REPORTS

By Glenn Farmer

Here I am at yet another crossroads, facing down another deadline for an article with virtually no idea of what to write about. Sitting close to the pickup point at the coffee house, waiting for inspiration, I'm hearing the most amazing dialogues. Many of which stem from expectations of the order, what was actually communicated by the patron, and what was actually heard by the vendor. No wonder politics is so nuts! We can't agree on a cup of coffee!

But the good news is... The election is over!!! I've never spent so much energy on an election in my life... In the end, I think it became more about getting it over. One can only speculate and hope the choices being made will benefit and move the American people forward. For those of you counting on the "big promises", remain diligent. I'm already seeing holes in the bucket and you really need to think about what's important to you.

While it is probably a good thing that we got jolted into some fresh dialogue, some of what has been revealed is very concerning. As a Rep it's probably better I don't start a post-election political dialogue here. We have enough controversy in representation. If nothing else, I hope you remain engaged and participate based on your convictions. I think deeper levels of understanding done through honest introspection will only bring us closer, no matter how diverse our starting points. There is something fundamentally good inside of all of us, and it goes much deeper

than politics.

It was another challenging year. After making it through numerous contracts, and in the process of relishing a lull in the action, I ended up with a couple of very contentious grievances/ arbitrations. I got one union brief off to an arbitrator mid-November, and one goes out tomorrow. I've discovered there is endless opportunity for anxiety surrounding arbitrations. A lot can rest on the result. Ironically, I discovered a perverse kind of enjoyment doing them. It really brings out the necessity of doing good and thorough investigations. Sometimes, no matter how well intentioned, we just don't find a solution and we move to the final step.



Treating every grievance or conflict as a potential arbitration is crucial. Arbitrations can range from the expensive to the very expensive. That in itself is inspiration for better conflict resolution, but is never the deciding factor. It's about justice. Arbitrations are generally thought of as a crapshoot, but experience has shown me they are reasonably fair. We'll see how I feel about it when I get the results of these two.

I've had some promising dialogues with some folks involved in reviving apprenticeship training. One option would be an 18 month Registered Industrial Manufacturing Technician Apprenticeship. Check out <http://www.wrtp.org/imt/>. There is interest in the Seattle area and progress has been made in companies as diverse as Ocean Spray Cranberries and Harley Davidson. Opportunity lies in local employers, schools, and other groups coming together. More to come.



Newly Organized under the Service Contract Act (SCA), the PAE Aviation and Technical Services LLC Unit is in negotiations for a first contract at this writing. Looking forward to increases in wages, benefits, and the protection of a Union Contract.

The coming year promises to be a busy one. You can tell I'm accustomed to the onslaught. I didn't say "threatened." I have five contracts up in Alaska. One negotiation is brilliantly scheduled for February in Fairbanks. While winters for the last couple of years have generally been mild in Alaska, Fairbanks always finds a way to get to subzero temperatures in winter. Contracts at Fairhaven Shipyard and Intalco are up this year as well.

The ongoing Alcoa saga continued to test the limits of endurance, but I really believe we've weathered the worst of it. After a near curtailment Intalco is hiring and looking to get as much capacity back on line as possible. Metal prices are up but so are materials, so the dance continues. As if curtailment wasn't bad enough, there've been a couple of fires, and serious produc-

tion and process failures. Retirements and quits have taken a substantial toll. We added a seventh union rep to focus on a huge training debt. The reps are involved in just about every level of the organization now and are providing a lot of value for the bargaining unit.

The Alcoa contract expires at the end of March 2017. We had a short contract to weather the downturn in the aluminum market. It's been a long time coming, but we're looking forward to a lucrative contract. Things have been on hold, but we survived it and expect some reward for all the sacrifice.

We have positions open at both Local 2379 and Local 1690. LL 2379 meets the first Thursday of every month and LL 1690 meets the second Wednesday. See you there!

By Brandon Hemming

It seems all too easy after experiencing the anxieties surrounding our recent presidential race to become disenfranchised, promising never again to put pen to paper in support of the political process. Although this feeling of abstention is understandable, I encourage you to look at some of the new labor-friendly legislation that was passed in the great state of Washington, specifically Initiative 1433.

One of 1433's most notable details is the four-step progression of the minimum wage from the current rate of \$9.47/hour to \$13.50/hour in 2020. The State's minimum wage increases were previously tied to the cost-of-living, which was a schedule established in 1998 through Initiative 668. Through the previous schedule, Washington's minimum wage was projected to have an incredibly modest in-



crease to \$10.28 in 2020. Although the rules and guidelines have yet to be written, the language in the initiative is encouraging to say the least.

The second issue contained in the initiative is related to the state's paid sick leave laws. The language states that beginning in 2018 employers will be required to provide at minimum one hour of paid sick leave for every 40 hours worked, allowing employees to earn at least 40 hours of paid sick leave per year with any unused sick leave rolling over to the following year. Employees will be allowed to start using their accrued time after completion of their first 90 days with the employer. The document also contains a detailed list of acceptable reasons for employees to use their sick leave benefit. Again, as with the minimum wage, rules and guidelines have yet to be written.

By Bobby Joe Murray

As we enter the dark and dreary months ahead of us, let us not lose hope that this will pass without too much damage and we will enjoy brighter and happier times. All we can do is to prepare ourselves and our surroundings so that we will weather the storms which may come our way. I've heard it expressed "Prepare for the worst but hope for the best."

I'm either referring to the change in seasons or the results of the Presidential election. It seems to fit both of them. I've lived through many winters and weathered the storms associated with them, coming out of

them not much worse for the wear. I'm not that confident regarding the upcoming Presidency. While I most likely will weather the next four years, the extent of the damage done is yet to be seen.



When severe weather conditions arise we tend to pull together and make sure everyone is safe. This is exactly what we need to do for our country moving forward. Remember, we're all people first with the same dreams and hopes for our families. Let's help each other weather this storm as we plan and prepare for brighter and happier times.

In closing I want to wish everyone a joyous and peaceful holiday season.

BUSINESS REPRESENTATIVES' REPORTS

By Melody Coffman

Is it just me or did this year last about five minutes? What is going on, not enough hours or days anymore to get it all done. So take a deep breath and keep moving forward. Stress is such a factor in our lives, especially this time of the year. Let's all enjoy ourselves, love our families, and have a beautiful holiday.

With all that said, it has been an very busy year. I am in negotiations with Western Pneumatic Tube and the Gear Works, two of my larger contracts. At Western Pneumatic Tube, we have a proposal that is being reviewed and I am hoping to vote it soon. I feel that it is a very good proposal. We accomplished many language changes that we have been working on with several contracts. Employees now have a proposal for a bidding process instead of "if management likes you." Good wage increases, good medical coverage... ultimately it will be up to

the members to decide.

We have met once with The Gear Works and are scheduled to meet again on December 8th. I do believe that we will come to an agreement and all will work out there also.



It is nice to have a good working relationship with the company and its managers; we know that is not always the case, but luckily it is here. Work is a little slow for members at The Gear Works and we are hoping to find solutions

that can benefit both the employees and the shop.

The Gear Works has been involved with the Seattle Machinists Joint Apprenticeship Program for many years as a training agent and recently, two apprentices completed the program and were awarded their Certificates of Completion. We would like to extend our congratulations on a job well done to Oscar Melendez and Zach Taing.

Have a Merry Christmas and a very happy New Year.



Zach Taing



Oscar Melendez

By Greg Heidal, ADBR

We have received the arbitration award for Washington State Ferries and was awarded as follows: FY 2017 Wage Award: Effective July 1, 2017, the bargaining unit will receive a 3% wage increase. FY 2018 Wage Award: Effective July 1, 2018, the bargaining unit will receive a 3% wage increase. We also were looking at the overtime provisions as they were locked into time and one-half (1-1/2) for all overtime. We felt at the least they should be equal to the shipyards



as the work is very similar and we were awarded: Double (2X) time rate for work beyond a consecutive shift of 12 hours. The double time pay rate continues until the employee is provided with a minimum rest period of eight (8) hours. Double time rate (2X) for employees with 4/10 work schedules who work in excess of twelve hours in any one day. One and one-half times (1 1/2) the applicable rate for the first 8 hours an employee works on Saturday and double (2X) the applicable rate after that. Double time (2X) pay for any time worked on a Sunday. All in all, not a bad award. It is a long process negotiating with the State but

we made progress.

Negotiations with Vigor Shipyard continue, and continue to move slowly but moving. As you will recall we did enter into a national agreement with the Employer that would cover Vigor Shipyard, Vigor Marine, Cascade General and Washington Marine Repair. We have three more meetings set for December and I believe we can get this done this year.

I have two other contracts to complete by the end of the year - EM Services and Western Machine Works. Hopefully these contracts will not have to be extended.

We have had several terminations at multiple companies that always take a lot of time to work through. It is frustrating for the member as there is no income and it seems as nothing is getting done. Unless a company can be persuaded to return the member to work, we can easily end up in arbitration and that can literally take three to six months to complete. I am working on three as I type this article.

So winter is less than a month away and the leaves are pretty much off the trees. Snow is falling in the mountains and Christmas is all but upon us. Enjoy your holidays and be safe.

Do You Trust the News on Facebook? Expose Fake News!

By Bob Westbrook

"Ebola outbreak in Purdon, Texas causes headaches for local officials as the town is quarantined." "Teen imprisoned over a swatting prank." Chipotle caught using cat and dog meat in their dishes." McDonalds outed for including human meat in their products." All of these quotes are from fake internet news sites. The first quote is from the National Report site and the last two from the Huzlers site. To continue, the Empire News site reported that, "Facebook was spying on gun owners for Homeland Security," and The Stately Harold site stated that, "Hillary Clinton wants to ban beards."



It is difficult to determine the truth, except for the exceptions like above, from fake news in this era given the plethora of false information posted on Facebook and Twitter accounts. The number of fake news sites is growing. Even as Google and Facebook recently began work on curtailing the spread of false information, damage has been done by poisoning people's minds. For example, as reported by the site Medi-aite, "the top result on a Google search for "final election vote count 2016," was a link to a story on a website called 70News that wrongly stated that Mr. Trump, who won the Electoral College, was ahead of Democratic challenger, Hillary Clinton, in the popular vote." This fake news was spread throughout Facebook and Twitter accounts like wildfire, even convincing good union members that it was true. Trump's fake election claims were actually re-tweeted from right-wing conspiracy theorist

Alex Jones. Jones, among other conspiracies, had also claimed that the Sandy Hook massacre was staged and was a hoax. Jones, after the election, stated that Trump had called him and thanked him for helping win the election. It is probable that fake news even had an effect on how people voted this last election with the distribution of fake Hillary Clinton medical records showing that she was not healthy to serve or that Clinton paid Beyonce and Jay Z \$62 million for a campaign concert or that she promised not to call Bernie Sanders a fake Jew. The list of fake news regarding the Clintons goes back decades with even a report that they were involved in a Meth business that resulted in the murder of teenagers. Unfortunately, many people accepted this as news that the major news media outlets wouldn't report.

What is sad is that a Pew Research Center study showed that over half of American adults rely on Facebook and twitter as a news source. Therefore, it is important to be aware of existing sites as purveyors of fake news and sift through new sites that come into purview. What can we rely on to determine if a site is disseminating fake news? I am presently going through the sites I follow and unfollowing those that have been reported by Snopes.com as fake or satirical sites regardless of their leaning - Conservative or Liberal. So far Snopes has a proven track record. It has become a well-known service for debunking fake news and urban legends. I recommend all good unionists to work on ensuring they receive accurate news so informed opinions and decisions can be made.

By Paul Miller

Another year is almost in the books. It was a very busy year for me as a business representative. I had 13 contracts expire and need to be renegotiated along with a few joint labor agreements. Of those I'm down to 4 contracts and one joint craft council contract. I want to extend my apologies to all of my members who didn't see me in their shops as much I would have liked this past year. Next year I have only 8 contracts for negotiations so I will hopefully have more time to spend with all of you.

I don't know about you, but I'm sure glad the election is over. Although the outcome wasn't what I expected one thing is certain, we must remain vigilant and take the offensive when it comes to worker rights. With Republican control of the House, Senate and White House, I can only imagine the

kinds of fights we have coming to protect our rights. We must begin preparing now so we can quickly mobilize to fight against things like "right-to-work for less." Please contact me or your business representative to let us know you're willing to stand up and fight for our rights.



On the apprenticeship front we are making huge gains in moving towards an improved machinist apprenticeship program. We are also nearing the necessary number of apprentices for the automotive program to enter into talks with a local college to house our program. I hope next year to be able to report a pre-apprenticeship program for the machinists and some continuing education for our already journeyman in both programs.

As always, I'm open to any suggestions for either of the programs and how to improve them. I wish you all a happy and safe holiday season!