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# EVERGREEN LEADER

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

Vol. No. 56



June 2017

## DIRECTING BUSINESS REPRESENTATIVE'S REPORT

### Proposed American Health Care Act is Worse than 'Obamacare'

With the Republican Congress passing the new American Health Care Act, you can't read or listen to any news without being assaulted by opinions regarding the new bill. The Republican



Dan Morgan

Party is claiming the new bill is the repeal and replacement of the Affordable Care Act 2010.

You may recall the International Association of Machinists opposed the Affordable Care Act. Clearly the ACA was and is not perfect. It has many flaws such as the so-called Cadillac tax and unfunded mandates. However, even with the flaws the ACA provided many improvements for Americans including coverage for dependents to age 26 and a prohibition on denial of coverage for pre-existing conditions.

I believe it is clear the law had some needed reforms, but the Republican bill repealing and starting over was an obvious rush job. Once they decided they had the required votes it was over. Many politicians admitted they had not had a chance to read the bill; not to mention that the Congressional Budget Office was not even given a chance to evaluate the economic or human impact of the bill.

Since the house passage of the American Health Care Act, the Congressional Budget Office (CBO) said that the Republican health plan will cut 23 million people off of health insurance within a decade, while cutting taxes by \$992 billion.

Working people who get health plans through their jobs also get hit: 3 million fewer people will have workplace coverage within a decade. That is because the Republican plan gets rid of the Affordable Care Act requirement that medium and large employers offer their full-time workers affordable, comprehensive health benefits or risk paying a penalty. It also makes permanent the so-called Cadillac Tax on decent, middle-class health benefits, which the CBO previously has estimated will cause some employers to stop providing health benefits.

The bill is now with the Senate and likely will undergo many modifications. Working Americans should contact their Senators to express their concerns regarding the future of healthcare.

## District 160 Sponsors Treats for Foster Kids at Safeco Field Event

We'd like to give a big "thank you" to Local Lodge 282 and Local Lodge 79 for sponsoring cotton candy and a photo booth for the foster children at the 'We Are Family' event at Safeco Field on May 7th, 2017. District 160 also made a generous donation to the event.

Over 1,000 foster families came to the event, with 3,188 total ticket sales. Their sponsorship allowed

these foster children to take home a photo souvenir and remember a really fun day.

Anyone who is interested in fostering can learn more at: [www.dshs.wa.gov/fosterparents](http://www.dshs.wa.gov/fosterparents) or by calling: 866-414-KIDS.

*Pictured at right are Governor Jay Inslee, and his wife, speaking about the foster system in Washington.*



## Communication and Social Media Key to Union Message

By John Linboe

Communication has become a priority for the IAM&AW Grand Lodge this year. Numbers are still on the decline, and we are looking for ways to reverse this trend and better communication is one of the ways to help. The Communication Conference was a very educational experience and I would like to take this time to thank everyone for allowing me to represent you.

The new communication theme is going to be 'Voice Activation'. All of the sessions included themes such as 'Video on the Go', 'Strategy Art and Media', 'Art to Brand the History of Cartooning', 'Organizing Means Communication', 'Cutting Through the Noise to Tell Our Story', and a speaker, Thomas Frank, on 'What Happened to the Democratic Party'.

Thomas Frank stated, "What makes 2016 a disaster for Democrats is not merely the party's epic wipeout in Washington and the state capitals, but that the contest was fought out on a terrain that should have been favorable to them. This was an election about social class –about class-based grievances – and yet the Party of the People blew it. How that happened is the question of the year, just as it has been the question of other disastrous election years before. And just like before, I suspect the Democrats will find all manner of convenient reasons to take no corrective action".



Robert Martinez and Ron Harrell.

You can view the speech 'What Happened to the Democratic Party' by Thomas Frank on YouTube.

Day 1 mostly revolved around using social media and art and how to develop strategy using these tools. On Day 2, Editorial Cartoonist and Artist, Richard Crowson spoke. You can read and see some of Richards work on page thirty-four of the *IAM Journal*. Although, it's a new look for the journal you will find many good articles in its contents.

It was part of the discussion on how to keep it simple. The new cover uses a young girl to portray 'Rosie the Riveter'. This is a very classy and simple photograph that speaks for itself. The communication staff did a brilliant job of re-vamping the *Journal*. Other new ways information will be broadcast is via the web at [www.goIAM.org](http://www.goIAM.org), Facebook, Twitter, and Messenger. The IAM&AW President Bob Martinez also has a Twitter account, at <https://twitter.com/iambobmartinez>.

Local Lodge 289 has also been busy trying to better communicate with the launch of our new web site, [www.iam289.com](http://www.iam289.com). On the new website, you will find links to news articles about 3d printing and Union news, links to the Grand Lodge, AFL-CIO news; and special lodge meetings notices for events. The website also has links to Local 289's Facebook account. The new website also has a member only section here you can view certain union only information. Remember,

communication is important so please leave us feedback on the new web page.

The week was well rounded and had plenty of opportunities to learn and set ideas into motion. The other participants From District Lodge 160 included Ron Harrell, Bill Robey, and John Gehringer. We all made new friends and acquired more brothers and sisters to help spread the words 'Union Strong'. This year's Communication Conference was a success and they did a prodigious job teaching us how to get information out swiftly. We are now ready to implement the challenge 'Voice Activation'.

### LL 282 NOTIFICATION OF BYLAW CHANGES

The second reading of the proposed 'Bylaw Changes' will be Wednesday, June 21, 2017 at 5:30 p.m. at the Local Lodge 282 General Membership Meeting. The following Bylaw changes that will be addressed are as follows:

1. a. Regular Membership Meetings: Time day and date
- b. Regular and Special Membership Meetings: Quorum required
2. In the absence of the President, the order in which Local Lodge 282 officers can conduct the business of the Local Lodge
3. Adjustments to the Local Lodge officer's salary

We ask all Local Lodge 282 Members make every effort to attend this important meeting!

## Cascade Lodge 297 Annual Picnic To Be Held July 30

Cascade Lodge 297 will host their annual picnic on Sunday, July 30, 2017. The picnic will be held at the Pierce County Fairgrounds, 21800 Meridian S., Graham WA 98338 from 10:00 to 4:00. There will be lots of activities and lots of prizes! For

the children, there will be games, face painting and balloon art. Bring card tables and chairs for the Bingo games! Cascade Regional Blood Services will be at the picnic again this year. A picnic lunch will be served.

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## LOCAL LODGE MEETING NOTICES

### LODGE 79 - SEATTLE

**General Membership Meetings** will be suspended for July and August. See you in September!

**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

**General Membership Meetings** for Local Lodge 289 will be suspended for July and August.

**Shop Stewards' Meetings** will be suspended for June, July and August.

**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

### EVERGREEN LEADER

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## ORGANIZING REPORT

### By Alfredo Silva

As we begin to shake off our record setting wet spring and begin to shift into warmer and longer days. I would like to give you all a brief summary on some of the organizing activities being conducted by District 160.

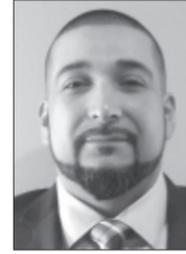
We currently have over 20 active targets / campaigns in all different stages of progress, throughout mostly western Washington and a few in Alaska.

Needless to say, that with the area we are responsible for, it keeps me mostly on the road meeting with different groups of people. But it really doesn't matter what type of industry, location, sex, race or age group, they are looking for the same thing, RESPECT, DIGNITY and to be able to provide for their families. People decide to organize for many reasons but some tend to be the same inequitable pay, poor management practices and insufficient communication are subjects that contribute to them. Employees don't unionize because of union influence necessarily and are more likely to unionize because they are against the employer.

This is why we must reach out to our family members, friends and neighbors in order to be able to help as many people as

we can.

I was recently able to participate in the 2017 IAM Legislative Conference in D.C. as a delegate for Local Lodge 289, myself along other delegates from the district where able to meet with Senator Maria Cantwell in which we discussed several topics that affect public, private and federal workers. One



such topic that we highlighted with the Senator, was the Keep our Pensions Promise Act of 2017 (S.1076), or also known as KOP-PA. It was introduced by Senator Bernie Sanders of Vermont in the Senate, and by Marcy Kaptur in the House of Representatives in H.R. 2412. The congressional legislation would restore the long-standing rule prohibiting multi-employer pension plans from cutting benefits to current retirees.

The bill has 9 co-sponsors in the Senate and 28 co-sponsors in the House, with the exception of Rep. Pramila Jayapal, Representative from Washington's 7th District. No one else from the WA State delegation has stepped up to protect workers and their pensions. So if your Representative is not yet a co-sponsor please call them to support House of Representatives Bill H.R. 2412 and contact both of our Senators to support Senate Bill S.1076.

### 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

Bertoldi, Alan	Federal Marine and Repair	5/31/2017
Boldrick, Richard	Belshaw Adamatic Bakery	5/31/2017
Duxbury, Thomas	Austin Mac	3/31/2017
Luce, Michael	Vigor Shipyard	4/30/2017
Quigg Jr., John	Markey Machinery	5/31/2017
Ratko, Larry	The Gear Works	5/31/2017

#### Local Lodge 282

Nicolet, John	SWFPAC	3/31/2017
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#### Local Lodge 289

Albert, Lorraine	Hexcel Corp.	4/30/2017
Bailey, Neal	American President Lines	5/31/2017
Baker, Donald	American President Lines	5/31/2017
Bushnell, Randy	Hexcel Corp.	5/31/2017
Erickson, John	Waste Management	4/30/2017
Guiieb, Miguel	Hexcel Corp.	4/30/2017
Jorgenson, Wayne	Pacific Propeller	2/28/2017
Thornton, Dennis	Olympic Paving	5/31/2017
Welding, Patrick	City of Seattle	5/31/2017
Wells, Tim	West Coast Container	4/30/2017

#### Local Lodge 297

Hill, Norm	City of Tacoma	2/28/2017
Huppert, Ted	City of Tacoma	2/28/2017
Phelan, Michael	Puyallup School District	2/28/2017
Sundberg, Michael	Precision Machine Works	5/31/2017

#### Local Lodge 297

Box, Terry	Crown Cork & Seal	2/28/2017
Bradley Jr., George	Crown Cork & Seal	2/28/2017
Craig, Berry	Crown Cork & Seal	2/28/2017
Eberle, David	Crown Cork & Seal	5/31/2017
Love, James	Crown Cork & Seal	4/30/2017
Webb, Tim	Crown Cork & Seal	2/28/2017
Wetzel, Terry	Vaughan Company	3/31/2017

#### Local Lodge 2379

Fuentes, Julian	Fairhaven Shipyard	5/31/2017
Longstreth, Charles	City of Ferndale	3/31/2017
Morgan, David	Diehl Ford	2/28/2017

19th Annual  
**Run For The Dogs**  
Saturday, July 22, 2017



### Motorcycle Poker Run & Classic Car Show

Registration at 8 am • First bike out at 9 am

**\$750 Grand Prize**

**\$250 2nd Prize**

**\$25 Suggested Registration**

Sponsored in part by IAM District 160

For information, flyer or registration/waiver forms, visit [www.iam160.org/2017runforthedogs.html](http://www.iam160.org/2017runforthedogs.html) or email [ron@iam160.com](mailto:ron@iam160.com)

## DISTRICT 160 RETIREE NEWS

By Art Boulton

The United States House of Representatives passed the Republican health care bill to replace the Affordable Care Act. The new health bill is the American Health Care Act (AHCA). The AHCA can only be described as a very bad train wreck for Americans.

In a press release by the Alliance for Retired Americans, dated May 24, 2017, "Today's Congressional Budget Office (CBO) score confirms older Americans worst fears, the AHCA passed by the House is a disaster for older Americans who are not eligible for Medicare. President Trump and Speaker Paul Ryan are taking health insurance coverage away from 23 million Americans. The CBO's numbers are especially troubling for anyone with a pre-existing condition. Premium increases are going to be massive for this group, which includes millions of older Americans. This will destabilize the health care markets. Among people ages 55 to 64, 84 percent had at least one pre-existing condition in 2014. The CBO confirms some states will drop the coverage guarantee for people with pre-existing conditions."

"The scenario isn't much better for those who qualify for Medicare and Medicaid since the bill robs the Medicare Trust Fund to pay tax breaks for millionaires and billionaires."

Another thing to think about are the young people who will be affected by AHCA if, in fact, it or some part of it becomes law. When the Affordable Care Act first became law, I had a member of my extended family who had worked for himself and never had medical insurance. When the ACA was enacted he could afford insurance so he purchased insurance through the State of Washington Plan. Thousands of young workers could lose this medical insurance if the ACHA is passed.

What do we do? Keep writing your congressperson and senators, and attend town meetings. Let them know we are not happy with what is happening to health care. We must resist!

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

## Retirees Receive Service Awards



President of Local Lodge 297, John Gehringer, presented service awards to retired members (L to R): Dick Nubile, Don Horst, Siegi Kuchta, Bill Todd, Jr., and Ron Waite at the Cascade Lodge 297 "Old Timer Night" on June 1st at the Tacoma Firefighter's Hall.

## IN MEMORIAM

### Local Lodge 79

Voellger, Lyle 3/15/2017

### Local Lodge 289

Mark Gilliam 6/4/2017

### Local Lodge 297

Fields, Michael 4/25/2017

Knoop, Vince 3/11/2017

Miller, Andrew 4/18/2017

## BUSINESS REPRESENTATIVES' REPORTS

By Greg Heidal, ADBR

We have heard nothing of Vigor Shipyard reaching out to the pension trusts to assess any relief to their withdraw liability. As you will recall they wanted an extension to do so, but they have never setup a meeting. At this time they have scheduled meetings in June to continue to negotiate.

We were negotiating with Puglia Engineering and the contract proposal was turned down in large margin and a strike vote was taken and passed by one hundred percent. Due to some issues on the Boiler Maker side of the house, returning to the table has been delayed. We are at this time trying to schedule dates to get this completed.

Crown Cork and Seal negotiations went well and I would like to thank Craig Norman, Director of Collective Bargaining, for a job well done as well as Tom Schultz and Earl Torstvet, our local negotiating committee, as well they did an outstanding job.

We are in the middle of negotiations with Foss Maritime. Foss was purchased by a large conglomerate called Salt Chuck, so things are a little different and we are competing for corporate dollars as the shipyard is just ten per-



cent of the Foss family and of course they are trying to slim line the operation.

Though I do not own a Harley Davidson Motorcycle, I have always been proud that the Machinist Union represented the workers there. Now we hear that the Company is going to do the unthinkable. The following is from our International President, Bob Martinez: Harley-Davidson has plans to open a production facility in Thailand. The IAM represents Harley workers in Milwaukee, Kansas City and York, PA. Harley-Davidson is going overseas and taking American jobs with it.

While other companies think about moving work home, Harley-Davidson is doing the opposite. It's a slap in the face to the U.S. workers who built an American icon. Harley-Davidson is laying off U.S. workers monthly while continuing to hire temporary workers. It should discontinue its plans and focus on U.S. workers who have made it so great. What part of "Made in America" does Harley-Davidson not understand? Harley-Davidson plans to open an assembly plant in 2018. The plant will assemble bikes from components assembled in the United States.

In closing, please enjoy the summer weather and be safe out there.

By Glenn Farmer

It was a great Memorial Day weekend. I only had a brief sojourn with the computer relating to work. Caught in a whirlwind of contracts, travel, grievances, political action, a short time off was an amazing experience.

Contracts at Alcoa, Hogland Transfer, the Cities of Blaine, Ferndale, and Lynden are complete.

Alcoa continues to fight off threats but is gaining ground. They are currently hiring for impending aluminum pot count increases. There is an opportunity to upgrade the technology that would ultimately increase security, reduce emissions, and improve overall production efficiency. The Union Reps and I will be heading to Olympia to solicit support from our Governor and others within the next week or two.

Chief Jack Foster of the City of Lynden Police Management Unit will retire this year. Working with Jack, a longtime IAM member, has been a great honor and certainly part of my education. We went through some very inter-



esting challenges.

The Peter Pan Seafood CBA will be expiring in February 2018. I visited King Cove and Port Moller facilities in May to discuss the issues and choose bargaining committee members. I will visit the canneries in Dillingham and Valdez this summer.

I'm currently scheduling an informational meeting for the Machinists Auto Pension. Target is the second week of July. Watch for flyers.

I traveled to the William W. Winpisinger Training Center in Maryland for Employee Assistance Program EAPI & II. The goal is to make members aware of resources available to help through life's challenges. Check your employer's coverage. It's another way to watch out for each other and build solidarity.

In the realm of Organizing, I have my eyes set on shops in Fairbanks, AK. Shops on Ft. Wainwright and Ft. Eielson have mechanics working on helicopters, F16 fighters, and the new F35's. We may need some of you to help with this when the time comes.

Enjoy your summer.

By Bobby Joe Murray

Once again we, the working class, face another crisis not of our doing. I'm referring to our ability to retire. We trade our labor in exchange for wages and benefits, one of which is a contribution into a pension, a 401(k) or perhaps both. This contribution, made by the employer, is in fact a wage diversion on our behalf to provide some retirement security. This premise of retirement security is based on what has been described as "a three legged stool" consisting of Social Security, savings and a pension. This "stool" is at best wobbly and perhaps missing one or more legs for many.

Social Security is portrayed as being an entitlement and thus a bad thing. It is not! Social Security is a program paid into by both Employers and Employees and one of the most efficient programs in the Federal government.



It was instituted to provide some security to seniors, who at the time had no security in their old age. We hear that it is broken and will fail in the future. A simple fix, scrapping the contribution cap, would more than fix it and provide that leg of the stool well into the future.

The traditional pension, a defined benefit plan, as enjoyed for many generations of working folks is becoming more and more rare. This is a plan where the **benefit is defined**. There are many factors contributing to this including changes to the law, the great recession, declining Union density, etc. As we've seen more pensions struggle and fall under the need for rehabilitation plans, employers are becoming increasingly aware of the liability they carry. To convince an employer to sign on to a pension plan today is virtually impossible regardless of the condition of the plan.

A defined contribution plan, 401(k), where the **contribution is defined** is the vehicle most offered in exchange for a traditional pension. While these are legally defined as a retirement pension, they are in reality nothing more than a savings vehicle. Employers will often provide a match, but usually not more than a few percent. Many of our members feel these are preferable as they give the individual the ability to control their own money. While this may be true it also exposes them to the liability of any market downturns. Look how many billions of dollars were lost in 401(k)s in the crash of 2008-2009. There is also the issue of being able to take loans and/or hardship withdrawals. People believe that taking a loan and repaying themselves the interest is a good thing. What they don't realize is that taking money out prevents them from compounding on that money.

Another issue is how much to save. Too realize a secure retirement you should save

14-18% of your pay every year for 30 years with no withdrawals. Few people have the ability to do that. Note the difference between the two plans; a pension has a defined benefit, you know what that benefit will be when you retire. The risk of investing is on the pension. A defined contribution plan has a defined contribution; you know what is contributed but not what you will have at retirement. The risk of investing is on the employee.

So when looking at retirement security we have a few options. Make sure that Social Security is properly funded and solvent. Protect our pensions. Negotiate much higher employer contributions to the 401(k)s where we have them. As working men and women we all share a dream of retiring with the security to live out our lives with dignity and comfort. This should be more than a dream; it needs to be a reality!

Enjoy your summer. Be safe, be happy and be good.

## BUSINESS REPRESENTATIVES' REPORTS

### By Bob Westbrook

The last few months have been very busy with back-to-back negotiations and the preparation for each. First, we met in Oklahoma City for the Delaware Resource Group (DRG) negotiations for the P-8 Poseidon Simulation Program. The P-8 was developed by Boeing Defense, Space & Security division to conduct anti-submarine and anti-surface warfare and shipping interdiction. With the help of Aerospace Coordinator Grand Lodge Representative, Jody Bennett, we have established an excellent bargaining relationship with DRG. Personally, I am impressed with DRG's ongoing concern for their workforce as well as their mission.

The employees working the P-8 at Whidbey Island are our newest bargaining unit to receive their first Collective Bargaining Agreement (CBA). They unanimously voted yes and will receive a 4% bump in their wages starting October 1, 2017. This makes our second DRG contract at Whidbey. The first was the EA-18G program.

Upon returning to Washington I quickly activated negotiations with British Aerospace Engineering (BAE). The BAE bargaining unit is comprised of members working in the Bangor Strategic Weapons Facility Pacific (SWFPAC) Logistics at BAE Systems Kitsap County. The members ratified their agreement with a vast majority "yes" vote. Over the three-year life of the CBA they will receive a total of 7.5% wage increases. Additional benefits



stood out as beneficial as well.

Lastly, negotiations with the Armed Forces Services Corporation ensued. This was the second round of arms-length negotiations. A lot of headway was made in the non-economic portions of the CBA with most non-economic articles tentatively agreed to. We are at a standstill on economics as the Company doesn't want to move adequately on the most important part of the negotiations – wages and personal time off (PTO). This is also a new bargaining unit looking forward to their first CBA. We are working with a mediator from the Federal Mediation and Conciliation Service (FMCS) to, hopefully, finish up this summer. The negotiating committee has voiced their agreement to strike if necessary. Strike Sanction has already been approved by the IAM.

Besides negotiations, I am preparing for arbitration and have been handling a few grievances. Furthermore, I was assigned to and attended the Machinists Non-Partisan Political League (MNPL) conference held in Washington D.C. The MNPL is the political arm of the IAM and created to gather individual contributions with the aim of electing candidates that support the needs of working families. If you haven't become a sponsoring member of the MNPL please do so. For \$25.00 per year you can be a sponsoring member and assist in electing representation that has your best interests as their target.

In closing, I hope your summer is enjoyable. Get out with your families and enjoy our great Northwest sun and nature.

### By Melody Coffman

What is "Washington State Workers Compensation" or also referred to as L&I?

Workers' compensation (industrial insurance) is a coverage that protects both workers and employers from the financial impact of a work-related injury or occupational disease. It pays for an injured worker's approved medical, hospital and related services that are essential to his/her treatment and recovery if they are injured or experience an industrial illness while on the job.

An employer with "substantial resources" or a 25 million or more in assets may apply for Self Insured Status. However, the benefits must meet or exceed the Washington State Workers Compensation benefits and laws.

When an employer opens an account with Labor and Industries, the State sends them a "rate notice" of what the premiums will be. These premiums are a shared cost between the employer and the employees. The rate is adjusted as claims are filed against the account. Employers want to keep their expenses down, as should employees, since they share in the cost.

There are programs that help with the cost of claims such as the "Stay at Work Program", also known as light duty. This program offers offsets to cost for the employer. It partly helps compensate the wages of an injured or ill employee. However, it is the choice of the employer to participate into this program.

The benefits available to an injured or ill worker are plentiful and designed to relieve the stress of not being able to provide an income.

When calculating an employee's benefits, L&I will first establish the employee's



gross income at the time of the injury. L&I will issue a "wage order" providing the employee with the information that was used to calculate the employee's gross monthly income. Also any tips reported by the employer for federal income tax purposes, and normally worked overtime hours are included. If the employee's work pattern is determined to be exclusively seasonal, essentially part-time or intermittent, his/her gross monthly income would be determined by averaging the total wages earned. Along with lost wages, Medical Services for the illness or injury are provided, Travel Expenses to get to those services is covered, there are Survivor Benefits, Vocational Rehabilitation, and the Stay at Work program mentioned earlier and up to \$5,000.00 to modify a job to accommodate a disability.

Now, with all of that said, the number one question I receive from injured employees is:

Can my employer terminate my employment if I was hurt on the job? The answer: YES. Look at your Collective Bargaining Agreement and it will give you the timeframe that your employer must recognize. When that time is up, you can and most likely will lose your employment.

If you have any further questions, visit [www.Lni.wa.gov](http://www.Lni.wa.gov)

If an individual is hurt while not working and if you have Machinist Health and Welfare (medical coverage) there is in MOST cases a Short Term Disability add-on. This is a benefit that is bargained in your contract along with your medical benefits. This benefit pays at different rates depending on what was bargained into your contract. In most cases, this benefit could be available for up to 26 weeks. Check your contract and it should reference the benefit and its value.

### By Paul Miller

I recently returned from the Winpisinger Center in Hollywood Maryland. I had the privilege of taking two bargaining unit negotiating committees back for a negotiation prep class. The two groups were SSA Terminals and Pacific Propeller. We had a great week together preparing for negotiations and learning how to work better together as a committee. SSA Terminals contract expires at the end of June and Pacific Propeller expires at the end of the year. I'm very excited to work with both of these groups and see where this round of negotiations take us. If you've never had the opportunity to attend leadership training or any of the other great training programs at the Winpisinger Center I encourage you to attend your local lodge meetings and talk to your local lodge president. There isn't enough great things to say about the programs your Union puts on at this training facility.

I also attended an investment conference for my duties as a trustee on the Automotive Machinist Pension Plan. If you're in the automotive pension, you should have received the annual funding notice. If you haven't please contact the pension office and make sure your address is current. We have contact information on our District 160 website under the benefits tab for various benefit providers you may have through your collective bargaining agreement. I have new trustee training coming up at the end of June to continue to learn about being a trustee and serving you better. I will have been a trustee for a year this August. It's been challenging but I really enjoy it and I'm learning a lot. I hope to see you at one of the upcoming informational meetings.

The Seattle Machinist Apprenticeship Committee recently had their quarterly



meeting. We continue to review the program at South Seattle College and make adjustments as necessary. In addition, we continue our efforts to grow the program by attempting to add new training agents. To our current and future apprentices, I have a few words of advice. An apprenticeship program is an opportunity for you. Your employer has invested in your future by making you an apprentice. You get to earn a good wage by working a good job while you progress through the program. The apprenticeship committee is all volunteer and they are there to help you. There is a lot of work that goes on behind the scenes to get your work hours and schooling reported to the State. There are annual audits and compliance reviews which must be completed. Sometimes the committee members have to report to the State in person to talk about our program. We do all of this for you because we believe in you and apprenticeship programs. Don't waste this opportunity given to you by not turning in your hours on time or taking advantage of the system. We have done our part, now it's time for you to do yours. If you need help with anything please ask us or your school, we are all here for you to be successful. We are also always interested in your input on how the program can be improved.

On the servicing side of things, I've been working through shop visits, dealing with emergent issues, preparing for upcoming negotiations, and I just had an arbitration with SSA Terminals. I feel really good about the arbitration but still have several weeks before we learn of the results. That's probably enough for this edition. I wish you all a safe and fun filled summer with your family and friends. Make sure you take some time off for yourself and do whatever it is that you enjoy. Life is short, enjoy it while you have it!

### By Brandon Hemming

I was recently given the opportunity to attend the IAM Legislative Conference in Washington, DC. As is common practice, our Legislative and Political Departments were able to organize a long line of Senators and Representatives to come speak to the group about the issues on hand, many of which involved the Presidents eccentric approach to policy and politics. Being that District 160 has a majority of our membership participating in the rehabilitation of either the Automotive or Western Metals pension plans, I made a point to focus my attention on legislation that affected these and other defined benefit plans.

We were fortunate enough to be in town when Senator Sanders and several others held a press conference to speak on KOPPA (Keep Our Pensions Act of 2017). KOPPA directly addresses the crisis created by MPRA (Multiemployer Pension Reform Act of 2014) that removes key ERISA (Employee Retirement Income Security Act of 1974) protections for retirees by creating a Legacy Fund within the PBGC (Pension Benefit Guaranty Corporation). This would give failing pension funds the ability to apply to receive money to help pay retirees the benefits that they earned thusly, maintaining the fund's investment income allow-



ing the fund to continue to provide current and future benefits to its members. The Legacy Fund within the PBGC would have a two prong funding source: First, KOPPA would change the current tax law that would require wealthy real estate and art speculators to pay taxes when trading one piece of property or art for another. Second, KOPPA would limit the amount an individual can save in a 401(k) or IRA to \$5 million. These two measures would raise enough money to pay for the Legacy Fund on a year-to-year basis.

During the press conference we heard from a retired Iron Worker who told us of his experience. He shared with us his story of contributing to his pension for the entirety of his career only to find his benefit slashed up to almost 50% because of "fund relief" allowed through MPRA. This man clearly had no way to make up the difference, not physically able to work to supplement what was already a meager benefit. Although this story is at this point an oddity, with the continued decline of some pensions and an increased effort by politicians to continue to push the burden of bailing out the pensions onto the workers, we are guaranteed to see more like it. A bill like KOPPA gives a worthwhile and calculated alternative and I encourage all to research and support it.