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EVERGREEN LEADER

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

Vol. No. 56



December 2017

DIRECTING BUSINESS REPRESENTATIVE'S REPORT

Labor Unions Facing Battles on Multiple Fronts in the New Year

As the year of 2017 winds to a close, the labor movement finds battles brewing on multiple fronts. As I write this article the United States Congress is debating and voting on federal income tax reform. As the current legislation stands it is projected that most working class families would realize increased taxation while the wealthiest would acquire great benefits from the proposed tax reform.



Dan Morgan

Also looming on the horizon and soon to be before the United States Supreme Court is the issue of so-called right-to-work laws. The court will be deciding the legality of public sector employees losing the ability to require union dues to be paid by all bargaining unit members, while still requiring the union to represent and protect all employees regardless of whether they pay dues. In other words, free services from the union. Clearly, an attempt to drain the resources of the union, in effort to weaken and destroy them.

In the labor movement we use the terms activism and advocate. According to Merriam Webster an activism is:

A doctrine or practice that emphasizes direct vigorous action especially in support of or opposition to one side of a controversial issue.

As activists in the labor movement we are continually facing political conditions that threaten the working conditions of our members. Often these situations cause us to become advocates for our members. Merriam Webster defines an advocate as:

One who pleads the cause of another; specifically: one who pleads the cause of another before a tribunal or judicial court or one who defends or maintains a cause or proposal.

Shop Stewards should be very familiar with the concept of being an advocate. Stewards advocate on behalf of their membership on a daily basis, in defending and enforcing the collective bargaining agreement. This can be a group or individual basis.

I encourage each of you to become an advocate and activist and let your voice be heard. Remember your elected representatives have the power to greatly affect your lives and those of your family. They represent you. Let them know your opinion on the issues important to you.

In closing I wish all of you and your families a Very Merry Christmas and a Happy New Year.

District 160 Works Hard to Support Guide Dogs

Guide Dogs of America has helped 3,242 people live with increased mobility and independence.

It costs more than \$48,000 to raise a guide dog and train its partner. The IAM takes service to the community seriously. That's why the Machinists Union helps to support the charity Guide Dogs of America, raising funds through charity events that draw members from the United States and Canada.

Each year, GDA hosts a sporting clay shoot, motorcycle ride, golf tournament and charity banquet in Las Vegas, Nevada. This year District 160 was honored to present a check in the amount of \$25,000, with Local Lodge 282 donating \$5,000 of that total. Hope Lodge 79 was also able to present its own check of \$5,000 to this amazing organization.

These checks were 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 can accomplish when we



IAM District 160 ADBR Greg Heidal (left) joins District President Tom Burke in presenting the District 160 contribution to Guide Dogs of America at the annual GDA Banquet in Las Vegas in November. IAM members came together for four fundraising events, including the 37th annual William W. Winpisinger Charity Banquet, where volunteers, donors and allies raised nearly \$2 million for Guide Dogs of America (GDA).

all work together! For more information, please visit guidedogsofamerica.org.



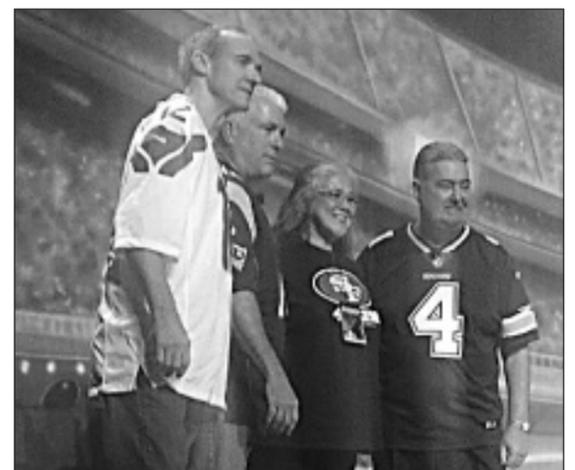
Business Reps Brandon Hemming, Alfredo Silva, and Paul Miller.



Local Lodge retiree Lanny Ulrich, a Guide Dog, and Josephine Ulrich.



Tommy, a 2-year-old Lab Guide Dog.



LL 79 President Cliff LaPlant, GDA President Russell Gitlen, LL79 Recording Secretary Josephine Ulrich, and IAM International President Robert Martinez.

SHOP STEWARD TRAINING



When: March 10, 2018
Where: Union Hall in Seattle

Watch for details at www.iam160.org and facebook.com/IAMDistrict160

INSIDE

Local Lodge Meeting NoticesPage 2
RetireesPage 2
In MemoriamPage 2
Business Reps' ReportsPages 3 & 4



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

EVERGREEN LEADER

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DISTRICT 160 RETIREE NEWS

By Art Boulton

Three months ago, I predicted that we would probably be looking at some kind of tax bill coming out of the Republican congress this fall. Who would have guessed, however, the Senate would take another shot at the Affordable Care Act by including part of it as part of the tax bill?

The House of Representatives has passed their tax bill, and so has the Senate. Now that the Senate has passed the bill (on a 51-49 vote), there will be some kind of reconciliation of the Senate and House bills into one bill to be voted by both Houses. At this time, trying to determine what may be in the final bill is impossible to predict. Taking a broad look at what stands out in both bills presently, however, they look like typical Republican tax cut legislation which gives large cuts to the top one percent and corporations, with the hope that some of the money from the cuts trickles down to the middle and lower income people. Quite frankly, I am tired of being "trickled on".

Who benefits from the tax cuts is not

the only concern. The congressional Budget Office (COB) estimates this tax bill will add \$1.5 trillion to the deficit over a decade. If this is the case, then Congressional "pay-as-you-go" rules would require the White House Office of Management and Budget (OMB) to automatically cut spending by \$136 billion in 2018. This could include cutting Medicare by \$25 billion, the maximum amount it can be cut. The remaining \$111 billion would have to come out of other spending programs, some of which would be completely eliminated.

The President has told Congress he wants a bill to sign by the end of the year. Please pay attention to what is happening regarding this horrible legislation. Write letters and e-mails to our Senators and Congress to tell them this is bad legislation for "working people". If there are protests, go and make your voice heard.

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, 9125 15th Place S., Seattle, WA 98108. Come and bring your spouse or a friend.

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
Glenn Farmer
Greg Heidal
Brandon Hemming

Paul Miller
Bobby Joe Murray
Alfredo Silva
Bob Westbrook

RETIREES

Local Lodge 79

Darling, David	Pacific Fishermen	09/30/2017
Gulling, Lyle	The Gear Works	09/30/2017
Heinen, Lawrence	Kenworth Truck	10/31/2017
Johnsen, Parker	The Gear Works	09/30/2017
McNerney, Ron	Cascade Machinery & Electric	09/30/2017

Local Lodge 282

Lewis, Albert	Puget Sound Naval Shipyard	09/30/2017
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Local Lodge 289

Bjornson, Clyde	United Parcel Service	10/31/2017
Bushnell, Janiene	Hexcel Corporation	09/30/2017
Davison, Scott	SSA Terminals	10/31/2017
Ersland, Walter	Emerald City Disposal	10/31/2017
Hanson, Delwyn	Emerald City Disposal	09/30/2017
Lee, Jaesun	Kenworth Truck	09/30/2017

Local Lodge 297

Hazzard, Karen	City of Fife	09/30/2017
Richmond, Elisabeth	City of Fife	09/30/2017
Robles, Arturo	Streich Bros.	10/31/2017
Steiner, Dennis	Precision Machine Works	10/31/2017

Local Lodge 2379

Vandyke, Gregory	Fairhaven Shipyard	9/30/2017
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IN MEMORIAM

Local Lodge 79

LaWall, Joshua	12/2/2017
Stefanek, Gyula	10/13/2017

Local Lodge 130

Acton, Jared	10/30/2017
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Local Lodge 289

Cronin, David "Mike"	11/17/2017
Lenhart, Paul	5/6/2014
Robey, Robert	4/24/2017

Local Lodge 297

Adler, Herbert	10/29/2017
Trierweiler, Fran	9/18/2017

Make NAFTA Work for Working People

The Machinists Union applauds 16 Senate Democrats who are asking the White House to require adequate labor reforms in any renegotiation of NAFTA.

The lawmakers demanded that U.S. negotiators eliminate stipulations that say labor violations must affect trade in order to incur consequences. They also recom-

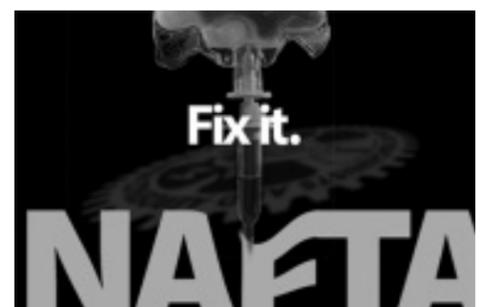
mended an "independent labor monitoring and compliance body."

"We believe that the reforms outlined above can reverse the race to the bottom that has led to job losses and wage stagnation in the United States," they wrote.

The Machinists Union told the Office of the U.S. Trade Representative in June

that NAFTA should be tossed if labor standards are not drastically improved.

"We need an agreement that will create more jobs and higher wages here at home," said Owen Herrnstadt, IAM Chief of Staff and Director of Trade and Globalization. "Merely tweaking current language is unacceptable."



Nike To Pay Its Share of Taxes

By **Kenneth Quinnell**

In the wake of the release of the so-called Paradise Papers, the AFL-CIO sent a shareholder proposal to Nike asking the world's largest sports brand to stop using tax-avoidance schemes that have allowed the company to avoid paying \$4 billion in U.S. taxes. That money could be used to fund infrastructure, schools and health care.

The Paradise Papers helped shine a spotlight on the practices used by companies like Nike to avoid paying taxes on earnings they make in the United States. Nike is a client of the offshore law firm Appleby, which helped Nike shift the billions in profits through such methods as transferring ownership of trademarks, including Nike's iconic swoosh logo, to a Bermudian subsidiary and then to a Dutch limited partnership.

The AFL-CIO's shareholder proposal will go to a vote at Nike's 2018 annual meeting and has been co-filed by Domini Investments. The proposal asks Nike to adopt a set of "responsible tax principles" that include:

- Considering the impact of Nike's global tax strategies on local economies and government services that benefit Nike;
- Annually reviewing Nike's tax strategies and assessing the alignment between the use of such strategies and Nike's stated values or goals regarding sustainability;
- Periodically assessing the reputational consequences, including views of customers, shareholders and employees, of engaging in practices deemed to be "tax avoidance" by such stakeholders; and
- Ensuring that Nike seeks to pay tax where value is created.



Nike World Headquarters in Beaverton, Oregon.

These principles will help ensure that Nike's board is fully informed regarding the impacts of offshore tax avoidance strategies and considers them when exercising its oversight responsibilities. The

AFL-CIO is considering filing similar shareholder proposals at other companies that have been named as Appleby clients in the Paradise Papers, such as Facebook, Alphabet and Allegan.

BUSINESS REPRESENTATIVES' REPORTS

By **Greg Heidal**

Assistant DBR

We have been in some tough negotiations with Vigor Shipyards. As I write this we are still in negotiations and we appear to be making some headway. I am looking forward to getting this one done. In the shipyards we have made great gains over the last ten years and the members are finally making a decent wage and we are trying to keep that momentum going.

We have reached agreement with Puglia Engineering. This is one of the longest contract negotiations I have been involved with and we walked to the edge of a strike. We rejected their offers four times due to the Company not wanting to pay retroactive pay from expiration of the agreement. The Company

did not come prepared to negotiate and wanted to put it on the Union for dragging our feet, not true.

Crown Cork and Seal will be scheduling a National Labor Management meeting the first of the year so anyone who has anything they would like share or bring up please contact Tom Schultz, Earl Torstvet or myself to bring it to the big table. A national attendance policy will be addressed at that time.

Foss Maritime negotiations are concluded and though we did not get quite where we wanted to be, it is a fair contract.

I have one more contract to go before years end and an arbitration in December that needs to be settled, so hopefully all goes well. From my family to yours, be safe and enjoy your family time at every opportunity. Happy Holidays.



By **Brandon Hemming**

Brothers and sisters, what a full and interesting year it has been for labor! We have experienced everything from our country's tumultuous presidential election to the positive strides our state is making toward minimum wage increases and paid sick leave accrual. At District 160, we have seen a shift in reps with Melody's retirement and the addition of Alfredo Silva, which brought several challenges of its own, all while trying to stay involved in the labor arena as activists as well as working to accomplish the litany of daily tasks that land on the desk of a representative. This has proven to be a memorable year.

As the holidays approach, it is easy to become caught up with end of year ac-

tivities at work in addition to the added family events that accompany the holiday seasons. It's important with all that's going on, not to forget our union family. Many members, even with great union benefits, have unforeseen struggles that enter their lives. These burdens can be made lighter with assistance from their union brothers and sisters. We have resources at our fingertips that range from manpower assistance, to financial help, from connections in the community to contacts within special interest groups.

The Machinists Union is an organization that never shies' away from helping when a need is recognized. So, as you go about your business this season, pay attention to the needs of your union brothers and sisters and help to lighten their load. Have a Merry Christmas and a Happy New Year!



By **Paul Miller**

Another year just about in the books. It has been a great year with lots of unique challenges. Most recently I've had multiple computer malfunctions that have wreaked havoc on my email system. To make a very long story short I'm missing a lot of emails and I can't tell if I've responded to the emails I do have. If I haven't emailed you back, please email me again. I appreciate all of your patience as I continue to work through this issue.

On a positive note, I recently had the privilege of honoring one of our members at a Local Lodge 297 meeting. Brother Richard Stearns was employed with the City of Tacoma. After a long and distinguished career with the City and as a shop steward, Brother Stearns retired. I'd heard stories from the members at the City, as well as other Business Representatives who had been assigned to the City in the past, about all the work Brother Stearns had put into his role both as steward and as negotiating committee member. Being newly assigned to the City and heading almost immediately into contract negotiations I thought to myself, it sure would be nice if the legendary Brother Stearns was still here to help me and our negotiating

committee through the negotiations coming up.

Shortly thereafter, Brother Liam Riley who had taken over Brother Stearns role with the Union called me. Brother Riley told me Brother Stearns would like to participate on the negotiating committee. After some discussion as to how it would work I agreed. Brother Stearns came to all of the prep meetings, all of the negotiation meetings, the ratification vote and one meeting that was canceled but I failed to tell him about it being canceled. In short, he attended more meetings than the rest of us. All of this was on his own time. To give you an idea to the magnitude of meetings, we met around 22 times just for negotiations and one of the negotiation sessions lasted until 2:30 am. Brother Stearns dedication to the members at the City of Tacoma is truly inspiring. Without his help we would not have achieved as good of an agreement as we did and it would have taken us much longer to get it done.

At the completion of the bargaining process I expressed my thanks to Brother Stearns but it didn't feel like it was enough. I planned and strategized for several months on how to lure him to a Local Lodge 297 meeting without him being suspicious. Finally the opportunity presented itself.



Pictured, left to right: Paul Miller, Business Rep, Tom Burke, District Lodge 160 President, Richard Stearns, Retiree of LL 297, John Gehring, Local Lodge 297 President.

Western Metals Pension Plan was planning to hold an informational meeting. I called Brother Stearns and suggested it might be a good idea for him to get an update and we would all love to see him. He agreed to come, so Kathy ordered a plaque and printed a certificate of appreciation for him. At the beginning of the meeting I went to the front along with Tom Burke, District Lodge 160 President and John Gehring,

Local Lodge 297 President and we presented Brother Stearns with the award. If you're wondering, we pulled off the element of surprise! I'm honored to have had the opportunity to get to know Brother Stearns and work with him.

Happy holidays to all of you Brothers and Sisters and I look forward to all the new opportunities coming our way next year!

BUSINESS REPRESENTATIVES' REPORTS

By Bobby Joe Murray

As Union members we most likely expect equal treatment from our respective employers. Thanks to our Collective Bargaining Agreements the wages, work schedules, time off, healthcare and retirement benefits all are set and equitable to all regardless of anything. It doesn't matter which sex you identify as, or what color your skin is, or which God you worship or any other factor. Equality, at least from our employers, thrives as a result of our Union.



Unfortunately, in our society as a whole this kind of equality is much harder to find. We see examples of this virtually every day either in news reports, social media or our personal lives. Whether it be racial injustice, sexual harassment or assault, economic disparity or any other form of discrimination this needs to be called out and the light of day shone on it. Women, outside a Collective Bargaining agreement, are much more likely to earn less for doing the same work. People of color are more apt to be judged on the color of their skin. Those of a different sexual preference or identity are discriminated against daily. While I'll never experience what any of these people experience doesn't mean I don't empathize with them. No one should be treated as if they are less than anyone else!

When those that discriminate are confronted, they accuse their confronters with "being politically correct". Be-

ing politically correct is nothing more than a catch-all for their being able to excuse their behavior and continue it. Unfortunately, in our society today if you label anything "political" it gives it a bad connotation. There is no way that treating everyone with respect and dignity could ever be anything other than the right thing. It doesn't matter if it's someone from the film industry, someone in politics or law enforcement or any other walk of life; discrimination, harassment, violence or anything making someone intended to feel inferior is not acceptable.

While I realize we all come from different backgrounds and have different life experiences the one thing we have in common is our humanity. Let us, as Union Brothers and Sisters lead the way. When we encounter racism, sexism or any type of discrimination, call it out. Recognize our own prejudices and fight to overcome them. Start in your workplace, in your homes, wherever you congregate, then spread it everywhere. It's time for people to stand up for each other and celebrate all that is good in us, celebrate what we have in common rather than point out our differences and come together in equality. As Union members I'm sure most of us have heard the phrase "an injury to one is an injury to all". We've often used this in our Union to rally our members. Let's take it further and apply it in our everyday life.

Wishing everyone a joyous Holiday Season and the Happiest of New Years.

By Bob Westbrook

This past quarter year has introduced some interesting challenges and some good outcomes. First, I will bring you up to date on our new bargaining unit working for the Armed Forces Services Corporation (AFSC). We have been in negotiations with this company for over a year and the bargaining unit was ready to strike. We agreed to mediation only because AFSC's customer, Navy Region, requested it. Letters to the Commanding Officers for Whidbey Naval Air Station (NAS), Everett Naval Base and Kitsap Naval Bases went out months before the mediation requesting identification of reserve gates for a strike. The Negotiating Committee held firm and it became obvious that the company had softened a great deal before we finally entered mediation since they backed off from only offering a one percent increase. Instead we negotiated a fair first Collective Bargaining Agreement (CBA) that included a 3% longevity raise, another 3% across the board increase and 2.5% increases for each follow on year of the CBA. Special mention is warranted for the five negotiating committee members who held fast to the needs of the bargaining unit members to the very end. It was a trying time for them as it was their first experience in negotiations. I am very proud of each and every one for the part they played. The Chief Steward was outstanding in that she provided most of the research material to prove that the employees were underpaid and showed the high turnover rate to assist in bringing the company around.



Second, negotiations with Cubic Corporation for the EA18G bargaining unit at Whidbey NAS looked, from the beginning, to be a fight to retain the IAM Pension and the Health & Welfare cash in lieu previously negotiated when Delaware Resource Group held the government contract. Again, a strike sanction vote taken passed and a letter was sent to the Commanding Officer of Whidbey Naval Air Station to identify the reserve gate for a strike action. The company, at the table, backed off from their stringent proposal. We got most of everything we proposed except for a special increase for one classification for the extra work they take on. This will also be in proposals for the next negotiations.

The moral of both of these true tales is that if a bargaining unit holds firm that the best can come out of negotiations. It takes a team effort to show that we have the backbone to strike if necessary.

Besides these team accomplishments I've been handling Army removal hearings for two employees, shop visits in general and took a course from the Federal Mediation and Conciliation Service on arbitrations. I still have an extensive writing assignment for this course to turn in so no free time yet. It has been a productive three months as we head into the holidays. I want to wish you all a Merry Christmas and a Happy New Year.

Your partner in a most worthy cause,
Bob

By Alfredo Silva

I was appointed as a business representative on 9/1/17, I have been assigned to most of Melody Coffman's previous assignments, with exception of a few, such as Penske, Kenworth, City of Seattle and Western Cascade Truck, and I have also been assigned WestRock.

It has been a sprint since my appointment, I have dealt with a strike, terminations, layoffs and numerous grievances, along with having three contracts open which are currently in different phases of either preparation or negotiations.

I have been in most of my assigned shops at least once. I have introduced myself and been giving member's updates about this year's pension performance, which for both Automotive and Western Metals has been in the double digits. I have been passing on information about the partnership that the IAMAW has created with Eastern Gateway Community College that provides a FREE online Associates Degree for current, retired and family of IAMAW members.

I have also been giving updates to the new WA State I-1433 Paid Sick Leave that will be in effect on 1/1/18. The Initiative will provide Mandatory Paid Sick Leave for employees to care for their health and the health of their family members. Along with the Paid Sick Leave also come new



rules and enforcement mechanisms. The District has been provided a handbook from L&I that goes over the new policies, though some of the policies are not yet final, it gives a good overview of how it is intended to be implemented, used and enforced. I have been giving copies of the handbook to shop stewards along with a brief overview and highlights.

There is one thing that without exception that has impressed me from visiting the shops and speaking with the shop stewards. They are the backbone of this organization and it is very apparent that they take their jobs seriously and execute their duties with diligence and empathy towards their coworkers.

On the Organizing front, we have been developing leads thru our new member packets that now include an organizing survey. We filed for an election on a 22 person automotive shop in Bremerton, WA on 11/7/17 and the election will be held on 12/1/17. We also just filed on a 150 person shop at Eielson AFB, AK on 11/24/17 with a potential election date for early or mid-December. So as we gather around this holiday season with family, friends, and neighbors be sure to ask them if they would like to have some of the same benefits and protections you enjoy, and we would gladly assist them. Have a safe and enjoyable Holiday Season.

By Glenn Farmer

Happy Holidays!!! How incredibly FAST this year went by... Previous claims on how "busy" I've been seem to infer it will never stop. Coming up on the beginning of my 9th year as a Rep, I know it may be different, but the pace will continue unabated. And I'm good with it.

Alaska has been particularly intense this year. With battle for jurisdiction under the NLRA, our members fueling the Anchorage Airport prevailed in Federal Court and negotiated the best contract they've had to date. We settled on one year agreements at Eagle and TRU Simulation after some deep concerns about the future of the units. After several organizing attempts in Fairbanks, we recently gained some traction with a 150 employee unit at Eielson AFB. This is unfolding as I write. A win would be a great boost for LL 1690. We're cautiously optimistic on the outcome and should know by mid December.

Alcoa continues to hire at a brisk pace both in the management and hourly ranks. Recent changes in management, improvements in the market, and deeper commitments by Alcoa Corporate have spurred new optimism. The Union continues to play vital roles in a challenging and changing environment both with our Steward group and High Performance Work Organization (HPWO) Reps. Recent training by Craig Norman, the new head of HPWO and Collective Bargaining at IAM National Headquarters gave opportunity to trouble shoot the current landscape and prepare the ground work for expansion. Training continues to be a primary focus. Increased headcount and attrition present challenges. The Union added one additional HPWO trainer this year and we're in talks to add more. We've learned many lessons over the years developing the HPWO Program. Trial and error and commitment by both



the Company and Union have brought us to higher level of effectiveness and cooperation. We're not "there" yet. It is a constantly evolving process and problem solving on a daily basis is crucial to success. Strong contract administration and a willingness to cooperate are essential.

During the 2017 contract negotiations, Alcoa and the IAM agreed to explore an Employee Assistance Program (EAP). The current insurance plan includes EAP coverage. By creating a program locally, we would help to guide members to benefits they have and provide support as needed. I've scheduled training in at William W. Winpisinger Center in

Maryland for the third week in February. The intent is to send four unit members and two HR Managers to the training. Our new EAP Reps would work with our current HPWO Benefits Rep to service over six hundred employees at the Alcoa plant in Ferndale. In many ways, issues addressed via EAP resemble what Union's used to do in the "Old Days". Local Lodges were central hubs for members and families. We watched out for each other. For Labor Unions to survive, we need to make it matter in our members lives. I encourage you to explore this further.

Finally, the members of LL 2379 ratified some By-Laws changes. Included were some cleanup and clarification, and a dues assessment. A dues assessment is an add-on that stays with the Local Lodge for use at the Local Lodge. Local 2379 struggled with finances for years. The Executive Board has worked constantly to keep expenses down, but in doing so has had to limit training and participation in District and Local events. Local 2379 joins the other Locals in District 160 in taking this step. It's a game changer. More training, more events, more community service. For the price of a custom coffee drink a month, we can make a difference. Have a great Christmas.