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EVERGREEN LEADER

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

Vol. No. 62 December 2023

District 160 Supports the Guide Dogs

District 160 is a dedicated supporter of the Guide Dogs of America, contributing time and raising money for this great cause each year.

Some of the fundraising events we participate in are the Run for the Dogs motorcycle rally, barbeque, and Top Golf.

At the end of the year, District personnel led by DBR Steve Miller and District President John Gehringer (pictured at far right) attended the annual 2023 Guide Dogs of America Banquet in Las Vegas, Nevada.



Bob Demyan, father of District 160 organizer Melissa Demyan won at Bingo during the Run for the Dogs barbeque.



DBR Steve Miller in the Dunk Tank being dunked by BR Luke Ackerson at the Run for the Dogs barbeque.



A group of members participating in the Local Lodge 79 Guide Dogs Fundraising event at Top Golf.



DBR Steve Miller and District President, John Gehringer at the 2023 Guide Dogs of America Banquet in Las Vegas, Nevada.

Directing Business Representative's Report

Unions are in the People Business, Helping People Better Their Lives

In last quarter's article I talked about what our core values are which in the very center is about dignity and respect towards everyone.

I like to view this another way, which is if this Union were a business, then what is our product? Simply put, we are in the people business. Helping people better their lives through contract negotiations and legal actions such as grievances and Unfair Labor Practices.



Steve Miller

This past year we started a grievance tracker so that you can see what our District Reps have been doing. As of this writing there have been a total of 45 grievances filed this quarter of which 11 are still open. That is a total of 152 grievances filed this year with an award of $313, 199.00.

However, many grievances that have been settled did not have a dollar value to them but have just as much value by correcting all the wrongs that have been committed by various management of the companies, we have a contract with.

Also, this year, our reps have negotiated over twenty-nine contracts with eight still being negotiated. On top of that, this year we set a goal that our reps would be making shop visits a priority and visit each of their assigned shops at least once per quarter. They have met that goal and continue to engage with our members. That is a phenomenal amount of work and effort and all our reps deserve a big shout out for the long hours and dedication that they have shown to our members.

With all that work that has been done, this past year has also been very busy in other areas. Earlier in the year we organized two companies, Trulife, which has over ninety employees and Jacobs Technologies which is a small unit of eleven.

While winning those organizing campaign is hard work, negotiating the first contract is also very hard work. Some companies work twice as hard to ensure that there is no contract signed. This was the case with the LEE organizing campaign, where we won the election but the company doubled down and we were not able to get a contract. Right now, both Trulife and Jacobs negotiations have been long, both look like we will get an agreement if not by the end of this year than early next year.

This District has also made some improvements. This year we formed a bylaws committee and did a complete, much-needed overhaul of our bylaws. This was completed and ratified by the District Delegates. Now our Local Lodges are working on updating their bylaws which is also long overdue.

Also, District 160 provided Shop Steward training for all of our stewards holding four separate sessions held in three geographical areas of Everett, Seattle and Tacoma, along with a separate training for our stewards who work in the Federal sector at both the Army and Navy facilities.

Shortly after that training, we also provided training for all our Local Lodge Officers. I want to thank the Western Territory and in particular GLR Melissa Morgan for helping us out and conducting that training. It is always well received and our new stewards always walk away better equipped on how to handle the difficult job of being a steward.

We had planned on holding a Local Lodge summit this fall, however events have forced us to move this until early next year. Fortunately, once again our Western Territory and GVP Gary Allen is offering their assistance to ensure that this summit is a success.

However, this fall we did hold our annual Run for the Dogs barbecue. This year we were able to donate $18,000.00 for Guide dogs of America. All Local Lodges contributed however a special shout out to Local Lodge 289 and Local Lodge 79

Continued on page 3

Grievance & Unfair Labor Practice Tracker
December 2023

Cases Filed	152
Cases Resolved	124
Arbitration Cases	4
Total Awarded	**$313,199**

Contract Tracker
December 2023

Negotiated	30
Open	10

Holiday Office Closures

All District 160 offices will be closed on the following days:

Winter Holiday: Dec. 18 - Jan. 1
ML King, Jr. Day: Jan. 15
Presidents Day: Feb. 19, 2024

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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 – 5:00 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 – 5:00 p.m., 1st Thursday. Meeting location: Tacoma Firefighters Hall, 1109 S. 50th Street, Tacoma 98408.

Executive Board Meeting – 5:00 p.m., Tuesday preceding the Regular Lodge Meeting (1st Thursday), IBEW Hall, 3049 S. 36th ST #101, Tacoma, WA 98409.

Retirees' Club Meeting – All retirees are invited to attend meetings the 3rd Tuesday of the month. 9 am at the Lakewood IHOP at 10005 Lakewood Drive SW 98499. Breakfast starting at 9 am followed by a meeting at 10 am.

Lodge 695 - Olympia

Regular Lodge Meeting – 6:30 p.m., 2nd Wednesday, Labor Temple, 119-1/2 North Capitol Way, Olympia.

Lodge 1690 - Anchorage

Regular Lodge Meeting – 5:30 p.m., 2nd Wednesday at the Union Hall, 701 W. 41st, Suite 102, Anchorage.

Lodge 2379 - Ferndale

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.

District 160 Officers & Staff

President
John Gehringer

Vice President
Dan Bassett

Secretary-Treasurer
John Decker

Sgt. at Arms
Jeff Eberle

Trustees
Ted Taft
Don Zeth

Directing Business Representative
Steve Miller

Business Representatives
Luke Ackerson
Zac Collins
Tommy Hunt
Beth Bergeon
Larry Stenseth

Organizers
Melissa Demyan
Brian Urban

Evergreen Leader

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In Memoriam

Local Lodge 130
Craig Ellingsen..... September 1, 2023
Ronald Harrell..... September 10, 2023

Local Lodge 289
Michael Coppess.....September 11, 2023

Local Lodge 1690
Frederick Byron..... August 31, 2023
Nathan Thompson..... October 31, 2023

Retirees

Local Lodge 79
Edward Fay.....Gearworks..... 11/28/2023

Local Lodge 130
Kenneth D Crandall.....Acrowood 8/28/2023

Local Lodge 289
Mike Collins.....SSA Terminals 10/30/2023
Jim Rogers..... Kenworth 11/30/2023

District 160 Organizing Report

Happy Holidays!

By Melissa Demyan

The end of the year is always a good time to pause for reflection while taking stock and personal inventory at the culmination of another trip around the sun. I'm just going to rip the band-aid off…organizing is hard. When I think about where I started two and a half years ago and how the past year has gone, I'd be lying if I didn't say I thought we'd have more victories.



For every ten to twenty leads an organizer gets, only one or two will eventually turn into a campaign. This can be for a number of reasons: people leave their jobs, people lose interest, people aren't committed to organizing and didn't realize the work involved, etc. And for every several campaigns we launch, only a handful will succeed in ratifying a first contract. In fact, on average, newly organized workers only achieve a first contract about 60% of the time.

This is the reality of union organizing, but it can be discouraging to have a year where you work hard and chase down leads, only to have opportunities slip through your fingers like sand at the beach. As an example, I had a lead where the working conditions were so unsafe at their non-union job, the lead decided to quit instead of staying to form a union because the situation was untenable. And as another example, I had a lead ghost me - despite multiple attempts to follow-up - and they just never called me back. We also had a few leads that didn't work out because our union's dues structure isn't currently set up to handle part time and/or low wage workers.

These things happen to all organizers at one point or another. I just seem to have had a string of bad luck where I spent considerable time and energy finding leads any way I could through countless hours of research, targeting, and cold calling, only to end up with nothing tangible to show for it. It's frustrating to say the least, and it can be downright depressing if you're like me and you thrive on winning because managing campaigns is practically part of your personality after a decade in the business.

So taking stock and personal inventory is a good thing as to not lose all hope and go a little crazy. I was reminded recently by a mentor that organizing is a marathon, not a sprint. They encouraged me to write down a list of some of the non-tangible victories I've had since coming on staff, and to think about impact beyond a scorecard. As part of my reflection, I decided to count the number of a-cards I've gathered and the campaigns I've worked on in the past two and a half years. In total, I've gathered 310 a-cards across 10 different campaigns!

In perspective, this means I've literally had hundreds of conversations with workers, and have helped educate 10 different groups on the benefits of unionizing. Some of the groups moved forward to an election and won, some moved to an election and lost, and some never got to an election at all. But at the worksites where we never got to an election or lost, I know that I left an impression with those workers and if they ever want to try again, they know I'll always be there to support them.

This year I've also meaningfully participated in a first contract negotiation for the first time. I've learned so much through negotiating on behalf of a group of workers I personally organized, and was able to expand my skills as a union representative to better serve both new and existing groups moving forward.

As union staff, I serve at the pleasure of you—our membership—and I believe you all deserve my honesty and respect. Fluff and platitudes aren't worthy of your time, and I won't sugar coat it when things are tough like they were this past year. I will continue working as hard as I can on your behalf and will always tell you the truth, even when it's uncomfortable to admit.

As this year comes to a close, I'm re-energized by the opportunity a new year brings. I hope when you read this it energizes you to get involved and support the work we do. Union work is not easy, but it's incredibly rewarding. The more leads we have referred to us by our membership, the more chances for success your organizers have in growing your union.

What this means is I'm asking for your help. Over the holidays, make a point of talking with your family and friends about forming a union. Find 1 or 2 people who are interested in learning more, and send me their contact information to follow-up with in January. My cell number is 206-747-0988 and you can text or call me any time. If even just 1% of our membership does this, I'll have 30+ leads to call in the near year!

Thank you all for your continued support, and let's kick 2024 off to a great start with some holiday leads, union spirit, joy, and cheer.

In solidarity,
Melissa

DBR Report: Let's Continue to Organize

Continued from page 1

whose combined donation was more than half of what we gave. A great thank you to all who helped for this great cause.

Looking toward next year, among many things, we will be conducting the Local Lodge summit which I believe will make us stronger as a District by having each of our lodges better connected with each other. We will also be forming a financial committee to take a hard look at our finances to ensure that our members' dues are being used wisely. We will be continuing with our shop steward training and local lodge officer training.

However, the most important thing for next year will be to continue to organize. Organizing is extremely hard and difficult work to do. This is the one aspect that we need all your help with. This is not a task for just our organizers but also for all of us.

All of you know people who work in areas where people are not treated fairly. Let us know what those companies are and put us in touch with those who want to make change. As I mentioned earlier, we are in the people business and our job is to help improve peoples lives by giving them a stronger voice at their workplace. This is an effort that needs to be shared by all and then we all share in the victories.

Lastly, I want to wish all of you a very Happy Holiday Season and hope that you each get to share some time with those you love.

District 160 Organizing Report

The Unionizing Process - Know the Flow to Grow

By Brian Urban

The unionizing process is a complex and multifaceted journey that workers embark upon to collectively voice their concerns, negotiate better working conditions, and ensure fair treatment in the workplace. It typically involves several key steps and requires a combination of organization, communication, and legal understanding.



The first step in the unionizing process often begins with the identification of workplace issues and a shared desire among employees for change. This could range from concerns about wages and benefits to dissatisfaction with working conditions or a desire for a stronger collective voice in decision-making processes. Once a common ground is established, employees may seek external assistance, often from labor unions or organizers, to guide them through the unionization process.

Organizing a union involves selecting representatives or forming an organizing committee that will serve as the primary liaison between the workers and the union. These representatives play a crucial role in building consensus among their colleagues, addressing concerns, and disseminating information about the benefits of unionizing. Education about workers' rights, labor laws, and the potential advantages of collective bargaining is a fundamental aspect of this phase.

The next critical step is obtaining support from a majority of employees. This often involves collecting signed authorization cards from workers expressing their desire to join the union. Once a significant portion of the workforce demonstrates interest, the organizers can petition the National Labor Relations Board (NLRB) in the United States or the relevant labor board in other countries to conduct a formal union election. The IAM has one additional step in place to ensure members decision called a vote yes petition. We do this to make sure the potential new members want to move forward with their unionizing efforts.

The election process is a pivotal moment, as it determines whether the majority of employees truly support unionization. Employers and unions have the opportunity to present their cases, and employees cast confidential votes. If the majority favors unionization, the union is certified as the official representative of the workers.

Following a successful election, the newly formed union engages in collective bargaining with the employer to negotiate a labor contract. This contract outlines the terms and conditions of employment, addressing issues such as wages, benefits, working hours, and dispute resolution mechanisms. Negotiations can be a lengthy process, requiring compromise and persistence from both parties.

Once an agreement is reached, it is subject to a final vote by the employees. If approved, the contract becomes legally binding, and the union assumes the role of advocating for and protecting the rights and interests of its members.

In conclusion, the unionizing process is a strategic and intricate series of steps undertaken by workers seeking to improve their working conditions and ensure a fair and equitable workplace. From the initial identification of concerns to the negotiation of a labor contract, each stage requires careful planning, communication, and legal adherence to establish a union and empower workers to collectively advocate for their rights. JOIN THE EFFORT to bring living wages and better working conditions for workers today.

Business Representatives' Reports

Navigating Success: A Comprehensive Overview of Contract Closures and Professional Development Expeditions

By Tommy Hunt

In the intricate realm of labor relations dynamics, reaching the conclusion of contract negotiations stands as a pivotal moment, signaling not just the finalization of terms but also the crystallization of collaborative endeavors and strategic foresight. Recently, I had the privilege of orchestrating the culmination of negotiations with MMI and Peter Pan Seafood, two pivotal entities within our expansive network.



The negotiations with MMI were marked by an acknowledgment of mutual respect and a shared vision, with a particular focus on advancing wage increases and codifying working conditions. The resultant contract goes beyond being a mere financial agreement; instead, it serves as a blueprint for cultivating a resilient partnership. The commitment sets the stage for a future characterized not only by financial prosperity but also by collaborative strides in enhancing wages for all involved. Similarly, the discussions with Peter Pan Seafood reflected the resilience and strength that characterize successful collaborations. In the seafood industry, where precision, reliability, and sustainability are paramount, our negotiations were guided by a commitment to these fundamental principles. The contract that emerged from these discussions is a testament to our shared dedication to excellence, sustainability, and the mutual growth of both parties.

Beyond the realm of contract negotiations, my commitment to professional development led me to the IFEBP (International Foundation of Employee Benefit Plans) Annual Conference for Trustee Training. This conference served as a comprehensive platform for trustee training, providing valuable insights into the ever-evolving landscape of regulations and offering strategies for effective governance of our trust funds. The knowledge gained from this training equips me with the latest tools to navigate the intricate world of employee benefits, ensuring the holistic well-being of our workforce.

In tandem with these significant milestones and a dedication to maintaining robust connections with our membership, I embarked on monthly trips to Anchorage and Fairbanks this winter. These visits weren't merely routine; they were deliberate touchpoints for relationship-building, collaborative problem-solving, and a continuous understanding of the nuanced needs of our members in those regions. In a world increasingly dominated by digital interactions, these face-to-face encounters became invaluable, fostering a profound sense of collaboration and mutual understanding.

As we navigate the conclusion of successful negotiations with MMI and Peter Pan Seafood, and reflect on the insights garnered from the IFEBP Annual Conference and the regular interactions during trips to Anchorage and Fairbanks, a broader narrative of growth and resilience emerges. These experiences underscore the paramount importance of adaptability, a commitment to continuous learning, and the hands-on approach required to navigate the ever-changing seas of the contemporary labor landscape.

The culmination of negotiations isn't merely a finish line but a starting point for a journey that promises collaborative innovation, sustainable growth, and a commitment to the principles that define our industry. The landscape of the labor movement is ever-evolving, and our ability to navigate these changes with agility and insight will undoubtedly define the trajectory of our shared success in the future. None of this would be possible without the involvement of our membership. Special shout out to all the Union Stewards and members who selflessly volunteer their time to move the labor movement forward!

Servicing Update

By Luke Ackerson

Negotiations

In the time since the last Evergreen Leader was published, I completed 3 negotiations: Edmonds Automotive, Valiant Simulator Technicians, and Everett Sound Machine Works. For all of 2023, I have opened 13 negotiations, and 10 of those are completed.



I am currently negotiating contracts for Transdev Supervisors/Dispatchers, Transdev Vehicle Maintenance, and Trulife.

As I have mentioned before, Trulife is a machine shop/manufacturing facility in Bellingham that District 160 Organizer Brian Urban organized in March of this year. This employer is a perfect example of why workers join unions, they have given employees two wage increases in the past 5 years, and one of them was due to the State minimum wage increase.

In our most recent negotiations, the employer proposed a two-year wage freeze, a significantly worse health plan, and an increase in the employee's share of the health plan premiums. In our discussions, it was made very clear the employer does not value our members, they only care about profits. Fortunately, the employer is very bold and very inept, so they continue to commit unfair labor practices in almost every negotiation meeting. The ULP's we continue to file against the employer give us the leverage we need to negotiate strong language that protects our members and creates better working conditions.

Grievances

So far this year I have filed 45 grievances. 31 of them have been resolved, and the total value recovered in the resolved grievances is $275,311.52, which has not changed since my last report.

Unfair Labor Practices

I have filed 6 Unfair Labor Practices with the NLRB this year, the most recent was against Amentum. District 160 represents the Customs and Border Patrol Aircraft Maintenance group employed by Amentum in Bellingham. The employer refused to provide information that the union is entitled to.

Service Contract Act

In October, DBR Steve Miller, Organizer Brian Urban, and I traveled to Maryland to participate in the Service Contract Act (SCA) training at the William W. Winpisinger Education and Technology Center (W3). The SCA class is one of the best classes at W3, the instructors for this particular class are staff members from the IAMAW Aerospace Department. The instructors specialize in negotiating contracts that are subject to the SCA and they are the most knowledgeable people in our Union when it comes to this topic. We learned a lot about the differences between SCA and non-SCA contracts, but much of the time was spent focusing on the organizing aspects of SCA.

The SCA is a law that establishes regulations for workers who provide services to the Federal Government. The Department of Labor sets the wages and benefits in an Area Wage Determination document, and workers sometimes will go years without a raise. Sometimes, the only option for these workers to get a wage increase is to join a union because the SCA allows a Collective Bargaining Agreement to take the place of the Area Wage Determination. District 160 has many SCA contracts spread across Washington, Alaska, and Idaho; many of which are on military bases. A few examples are simulator technicians for aircraft and ground-based weapons systems, aircraft maintenance, and support occupations such as childcare workers and mental health counselors.

Service contracts are one of our greatest organizing opportunities. If you know somebody who works as a government contractor, please let your Business Representative know because they may be subject to the SCA and we may be able to help them get the Collective Bargaining Agreement that they deserve.

More Business Representatives' Reports on page 4

Business Representatives' Reports

Charity and Unions Working Together

By Beth Bergeon

Union Family:

In a world where social responsibility and workers rights take center stage, the dynamic interplay between charity organizations and unions emerges as a powerful force for positive change. These two entities can create a robust framework for community empowerment and social justice.



Charity organizations are driven by the idea of altruism which plays a pivotal role in addressing societal issues. From poverty aid to healthcare access, charities channel resources and efforts towards creating a better world. However, the impact of their work can be amplified significantly when paired with the collective strength of Unions.

Unions are traditionally associated with advocating for workers' rights and fair labor practices, but are uniquely positioned to mobilize communities. By leveraging their organizational strength, unions can extend their reach beyond workplace concerns to champion broader societal causes. It is here where the collaborations between charity and unions become evident.

Collaboration can show itself in many forms. Unions can contribute financial support to charitable initiatives, member can participate in community service projects or a combination can occur. Charities can offer valuable resources and support to unions, assisting in their efforts to secure fair wages and working conditions for their members.

A great example of this collaboration can be seen in times of natural disaster. When communities face natural or man-made crises, unions and charities can join forces to provide swift and effective assistance. This shared commitment to social responsibility fosters a sense of solidarity among workers and community members alike.

The collaborative effort during a crisis is not confined to the immediate response. Long-term initiatives, such as education and healthcare programs, can be established through sustained partnerships. Unions can advocate for policies that align with the charitable goals of improving access to education and healthcare.

All this to say, please get involved in your Union and your Community. Do you need an idea? How about Guide Dogs. We, the District would like to do a Poker Run for the Dogs this summer. We need volunteers from the membership to make this a fun and successful event. Please contact me if you would like to be part of this fun event.

In closing, I wish you all a Happy Holiday season. Holidays can be rough for some. Reach out if you just want to know someone is there.

By Larry Stenseth

Greetings from the William W Winpisinger Education and Technology Center.

An Excellent Negotiating Committee composed of a Chief Steward and four Stewards are out here as well prepping for the upcoming negotiations with Lockheed. They are on the tail end of a five-year contract.



We all recognize how our 2023 economic conditions differ from five years ago. That said, there is a lot of work to be done, however this is considered by all to be a great opportunity to get a Fair Contract. At this time I want to thank the Lockheed Stewards for their involvement not only in negotiations but the sometimes thankless job of their everyday Steward responsibilities.

There are many other shops where we are starting to get traction. The City of Bainbridge Island is an area where we are establishing more of a Union presence. The chief steward is engaged and in turn, engaging her stewards. Fleet and Family readiness is another area of opportunity. We have a large number of Bargaining Unit Employees but only a handful of Union Members. I am working on recruiting a Shop Steward and focusing on Internal Organizing. Naval Station Everett is also in need of a Shop Steward. The Senior Chief Steward for Commander Navy Region Northwest and I have been making periodic visits up there and have identified an individual who is interested in stepping into that role. We have a large % of Non-Union Bargaining Unit Employees in the Federal Sector, this is a huge opportunity for internal Organizing. Any suggestions on how that can be accomplished would be greatly appreciated.

Thank you for reading and Happy Holidays.

By Zac Collins

Brothers and Sisters,

It has been an extremely busy last few months here at District 160. We held a very successful Guide Dogs Picnic at the Seattle office with a great turnout. It was fantastic to see some of you outside of our day-to-day jobs and get to enjoy some good food and fellowship. Recently we've ratified great contracts with Industrial Repair Service in Kent, Harbor Machine in Hoquiam, and most recently a tremendous 3-year deal at Intercity Transit in Olympia. I want to give a huge shout out to all of the members who put in the hard work to help facilitate those negotiations. Currently we are negotiating the Albertsons/Safeway Mechanics in Auburn, the Pierce County Fleet Mechanics, the City of Tacoma general government group, and the Pierce Transit Public Safety Officers. I hope to have most, if not all, of these wrapped up by the end of the year.



Now for some bad news; T-Force Freight, one of the shops I was recently assigned to, announced a few months ago that they would be closing and consolidating 23 of their repair shops across the United States. This meant that our 5 members in the Washington shop would either have the option to transfer to Portland, Oregon or be laid off. Almost immediately after the closure we had reports of sub-contractors coming to the shop to work on vehicles that our members would have otherwise been doing. It turned out that this was happening across the county, so the IAM Automotive Committee has taken up the issue and has filed a Class Action Grievance. It is currently in process at the international level to try to remedy this and get our affected members what they deserve.

The next piece of bad news I have is the recent announcement of our Ball aluminum can plant closing its Kent location in 2024. This news was shocking to say the least. District 160 has represented members at that facility for several decades and we currently represent 105 members there. We do not have an exact closure date as of yet. We are currently engaged in effects bargaining as well as gathering information and resources to make sure that these members land on their feet. We will be looking to land as many of these highly skilled members within District 160 as possible.

I'd like to talk about getting more involvement from our younger members. The Role of the next generation in our Union is more important now than it's ever been. Leadership in our union must actively engage the next generation to secure the legacy and relevance of organized labor.

Local and district lodge meetings serve as the heartbeat of our union, shaping policies, negotiating contracts, and setting the tone for the collective voice of the workforce. Encouraging the participation of the next generation in these crucial gatherings is crucial to ensuring that the future of the union aligns with their values.

Involving younger members in our meetings cultivates a sense of ownership and empowerment. When the younger members see their peers actively participating in the decision-making process, it instills a belief that their voices matter and that they have a stake in shaping their future. This sense of ownership is powerful for fostering commitment and dedication to the IAMAW's cause.

The next generation brings a unique set of experiences, skills, and perspectives that can breathe new life into our movement. By actively participating in local and district lodge meetings, younger members can contribute valuable insights and ideas, helping our union adapt to the ever-changing landscape.

The longevity and success of our organization depends on our ability to adapt to changing times. By involving the next generation into these meetings, we can ensure a smooth transition of leadership, preventing stagnation and easing the eventual transition. The passing of the torch becomes not only a symbolic gesture but a necessity for the strength and resilience of our union. I'll never forget my first meeting and the sense of belonging I felt as an IAM member. Let's encourage our co-workers to get to that next local lodge meeting and get more involved ourselves!



More Business Representatives' Reports on page 3