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Seattle, WA 98108

# EVERGREEN LEADER

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

Vol. No. 62 June 2023

## Directing Business Representative's Report

# Tracking Grievances and Unfair Labor Practices

In my last Evergreen Leader article, I mentioned that with the amount of work that our Business Reps do, after one fight it is on to the next, and you, our members barely get to see what has been accomplished.

As a way to show one of the many values of our Union we are adding a tally in this, and future editions, of what the business reps have completed.



*Steve Miller*

So far at the start of this year we had 25 grievances or Unfair Labor Practices (ULP's) that were still open. From January through May of this year, we had 66 grievances or ULP's for a total of 91 being worked on this year. Of that total 58 have been resolved, 33 are still open, of which 4 are going to arbitration.

Along with having protected two employees from wrongful termination, the total value of those settlements so far this year is $263,450. A very large chunk of that was a Settlement that Luke Ackerson was working on for lost pension contributions. Not only a shout-out to him but to all the other Business Reps on staff who all work hard to protect your rights.

I will note that this tally is only the amount that your Business Reps have been involved with and it does not take into account all the hard work of our stewards who have prepared and settled grievances without the need of our Business Reps, and this leads into our next section.

While we depend on all our members, our stewards are the backbone of all that we do. Our Stewards are our eyes and ears on the shop floor and they are the ones our members first call in times of trouble.

In the future, we will be investing more time and training into our Stewards and I want to give a big shout out to all of you who work so hard and very often get little recognition. Currently District 160 has over 250 Stewards. That is a phenomenal number of members who see the value of what the union brings and work so hard to help other members.

In the past, District 160 offered our own steward training, but COVID derailed that over the past few years. So, District 160 will be offering our own training once again. There will be two sessions coming up in September on Saturday the 23rd and 30th. The business reps will be reaching out to all of you individually to attend.

In addition to steward training, we will be conducting our first Local Lodge summit this summer. District 160 has eight Local Lodges throughout Western Washington and Alaska. This summit is where our Local Lodge officers can come together to share ideas and to help each other grow.

While I was President of Local Lodge 282, we got together with Local Lodge 289 for a charity event. It was great to work with additional Local Lodges. I believe we can all benefit from having all our Lodges working together.

Also, in the last edition I mentioned that the District was working on our by-laws. The first part is completed. This was long and tedious work, and I want to commend all the committee members who attended and had input into these changes. The next part will be presenting these changes to the District Delegates who will then vote on these changes. This will take a few months to complete that process but we are well on our way to updating our by-laws.

### Grievance and Unfair Labor Practice Tracker

*Figures as of June 2023*

| | |
|---|---|
| Cases Filed | 66 |
| Cases Resolved | 58 |
| Arbitration Cases | 4 |
| **Total Awarded** | **$263,449** |

# The 42nd Annual Guide Dogs of America Charity Banquet is Coming!




Celebrate our veterans and their service dog heroes who have provided the gift of freedom and independence at the 42nd Annual William W Winpisinger Charity Banquet, November 9th - 11th, 2023.

This year hotel rooms will be offered at the Horseshoe Las Vegas Hotel (formerly Bally's) and the banquet will be held in the adjoining Paris Hotel Ballroom.

Dress code for the banquet is business casual -- red, white and blue attire!

Talk to your Local Lodge Board Members or your Business Representative about how you can support our beloved Guide Dogs.

Be on the lookout for upcoming dates for charity events with Guide Dogs of America this summer as well!

Find out more by visiting www.GuideDogsofAmerica.org.

### Wanted: Staff Assistant 'Call Out' Position

For 2023, District Lodge 160 is taking a new approach and seeking applicants for a Staff Assistant "Call Out" position.

This is an opportunity to work directly with the Representatives and Organizers for the District. This will be a continuous open position on an as-needed basis.

You would stay on with your regular Union job, but work for the District and be paid your current wages.

This gives you direct experience with how the District operates and how our Reps and Organizers work together on various Union projects.

Any questions about this position can be directed to the District 160 office at 206-762-7990.

Please submit all applications to Carolyn Pierce via email to Carolynp@iam160.com or in writing to the District 160 office at 9135 15th PL S, Seattle, WA 98108.

### Holiday Office Closures

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

**Juneteenth – Monday, June 19, 2023**
**Independence Day – Tuesday, July 4, 2023**
**Labor Day – Monday, September 4, 2023**

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## Local Lodge Meeting Notices

### Lodge 79 - Seattle

**Regular Lodge Meeting** – July and August meetings have been suspended until September.

**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** – Meetings suspended for Jnne, July, and August.

**Shop Stewards' Meeting** – Meetings 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** – 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. (Regular Lodge Meetings are suspended during July and August.)

### 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**
Tom Burke

**Vice President**
John Gehringer

**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
Rusty Grable
Tommy Hunt
Beth Bergeon

**Organizers**
Melissa Demyan
Brian Urban


### Evergreen Leader

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Directed by D.B.R. Steve Miller


## District 160 Organizing Report

# One Conversation at a Time - Volunteers Needed!

**By Melissa Demyan**

One of my first real organizing jobs was as a street canvasser. Everyone knows a street canvasser immediately when you see one–they're recognizable by a distinctive t-shirt, a clipboard, and an overly friendly (bordering-on-obnoxious) wave to get your attention. Some people will role their eyes and just keep walking. Some people will glare at you–how dare you stand in their way?! Most people don't have time to talk, but then you'll have people who are genuinely interested and curious to learn more. People who not only stop to talk with you, but are eager to engage in a meaningful conversation. Some people thank you profusely for spending time outside so they had the fortunate opportunity to run into you at the exact right moment. You really start to get the feeling that you're changing the world – one conversation at a time – simply by being at the right place at the right time.



I would argue that street canvassing is an art – the art of conversation, of getting people to stop, of educating someone about something they should learn more about. Traditionally, street canvassing has really only been used by organizations as a way to fundraise (think Planned Parenthood, Save the Children, League of Conservation Voters, etc), or as a way to gather petition signatures for ballot initiatives. Usually street canvassers are paid, but I started to wonder – are there other uses for street canvassing beyond fundraising and signature gathering?

When I was working as a political campaign consultant, I piloted a program to utilize street canvassing in a new way as a means of voter engagement. As far as I knew, it hadn't been attempted before in any sort of meaningful or quantifiable way on an electoral campaign. So, I hatched a plan and set off to try something new.

One sunny Saturday morning when the rest of the canvassing team went out to talk with voters by going door-to-door, I set off in the opposite direction to stand outside a busy grocery store. I had on a hand-made t-shirt promoting the candidate, and I had my clipboard with some literature and a tally sheet. I made sure to track the number of contacts I was able to make during my shift so my results could be compared. I handed out literature to anyone who walked out of the store, and I was able to have over 20 conversations with voters. The results were staggering–in the same amount of time as the door-knockers, I had nearly double the number of contacts.

On average, a volunteer can knock about 15-20 doors per hour, and get people to answer about 15-20% of the time. Which means, door-knockers have about four conversations an hour. For a typical three-to-four hour shift that's about 12 conversations, if you're lucky. Based on my past experience, I know that on a busy weekend mid-morning, you can talk to 20+ people in one single hour at a farmers market. When one person stops, their friends also stop to listen.

Union popularity is on the rise, and one thing I'm finding through conversations with unorganized workers is that people who support unions and want to organize simply don't know where to look to find us. Lead generation is hard, and we need new members. We can't afford to just sit back and wait for people to find us – it's time for us to go to them and meet them where they're at. So, this summer let's take to the streets.

I can't do this alone – District 160 needs your help!! Do you enjoy talking to people? Do you want to see your union grow? Do you have 3-4 hours to volunteer? If you can answer yes to these questions, please reach out to organize@iam160.com or call/text 206-747-0988. We will provide t-shirts, training, and materials to anyone who's interested in signing up for a shift. You'll also never go out alone - myself or another union member will be with you every step of the way. This is how real change happens – one conversation at a time.

## In Memoriam

**Local Lodge 79**
Foote, Frank ..... March 18, 2023
Haupt, Jon ..... March 15, 2023

**Local Lodge 297**
Oliver, Christian ..... May 23, 2023

**Local Lodge 289**
Smith, Jerry ..... February 15, 2023

**Local Lodge 695**
Maitland, Robert ..... April 21, 2023

## Retirees

**Local Lodge 79**

Carlson, Wayne ..... Ardagh Glass ..... 11/30/2022
Gibson, Paul ..... Cascade Machinery and Electric ..... 5/31/2023

**Local Lodge 289**

Abernethy, John ..... Port of Seattle ..... 4/1/2023
Davidson, Dan ..... PMMC ..... 4/30/2023
Edgar, Richard ..... City of Seattle ..... 4/30/2023
Hill, Nick ..... Kenworth ..... 3/31/2023
Marker, Conrad ..... American President Lines ..... 3/31/2023

**Local Lodge 695**

Creighton, Kevin ..... Crown, Cork and Seal ..... 4/30/2023
Rouse, Rodney ..... Crown, Cork and Seal ..... 3/31/2023

## Local Lodge Announcements

**Local Lodge 130**
The lodge will be changing their regular meeting time to 5:00 pm starting with their September meeting.

**Local Lodge 289**
They have suspended the Shop Stewards meetings for June, July and August. General meetings have also been suspended for July and August.

## Local Lodge 79 Announcement

The Members meetings are suspended for the summer months of July and August – However, the Executive Board will still meet to conduct Lodge Business.

**Local Lodge 79 Vote Results**

**President**: Travis Sams **Vice President**: Robert Burkhart
**Secretary-Treasurer**: Ted Taft **Recording Secretary**: Josephine Ulrich
**Conductor-Sentinel**: Travis Guiberson
**Trustees**: Chris Belisle, Gonzo Torres, Lance Kondo
**Auditors**: Jeff Cheever, Robin Bradley, Juan Torres
**Member at Large**: Terry Norris **Metal Trades**: Chris Draper
**Marine Yards**: John Stebbins **Outreach Committee**: Lanny Ulrich
**Can Manufacturing**: Darlene Alfonso

DISTRICT 160
REPRESENTING WASHINGTON & ALASKA

**Organizing Volunteers Needed!**

Do you enjoy talking with people? Do you want to see your union grow? Are you ready to step up and be apart of the union movement? You only need 3-4 hours to volunteer!

Please reach out to organize@iam160.com or call/text 206-747-0988 to sign up. Training & resources will be provided.

## Business Representatives' Reports

**By Rusty Grable**

I hope everyone had a good Memorial Day weekend and had a chance to reflect on those who paid the ultimate sacrifice for our freedoms that we enjoy today and every day who selflessly put themselves in harm's way to secure a better future for all of us. I am forever beholden to those who we honor each and every Memorial Day.



I would like to say that a contract has been signed for the City of Bainbridge Island with an overwhelmingly majority voting in favor of the contract. We had a solid Union negation team and I enjoyed working with everyone at the City of Bainbridge Island. A special thanks to the City of Bainbridge Island Police Department for allowing the us to hold a contract vote and their facility.

As of last month, I have had over twenty-five grievances/unfair labor practices filed for the year. Year to date, there has been over eighteen thousand dollars returned to the membership under my area of my representation and one pending arbitration that is worth well over three figures if it goes our way.

Recently, I was able to attend a retirement party for a twenty-two-year Union member and Union Steward at Naval Undersea Warfare Center, Keyport. A big thank you and congratulations to Ervin McDermott for his service in the United States Navy and as a Federal Employee!

As some of you may have heard, I am resigning as Business Representative this month. I would like to encourage any member who would like to be a Business representative for IAM District 160 to send in a resume. It took me three attempts before I was selected for the position so if you don't get selected the first time, keep going for it. If you're not interested in being a Business Representative please consider participating in your Local Lodge or stepping up to be a shop Steward. It has been an honor to represent the membership and I'm thankful that I have had the opportunity to represent you.

I would like to thank my mentors, including those who are no longer with us who helped me along the way. A special thanks to former and current Leadership at Local Lodge 282. After signing up for the Union as a federal employee in 2015 I had no idea what opportunities the Union had to help advocate for workers. I started off as a Shop Steward and Safety Steward, them found myself as a member of the negotiation committee. In 2017, I would sign my first contract as Chairman and Chief Negotiator and for Naval Undersea Warfare Center and the Bremerton Metal Trades Council representing over eight hundred Federal Employees.

I was active in my local which led me to serve in a variety of capacities such as Local Lodge Trustee, Local Lodge Educator, Local Lodge Political Committee, Delegate to the Kitsap County Central Labor Council, Local Lodge Delegate to the Washington State Machinists Council, Local Lodge Delegate to the 39th Grand Lodge Convention in Chicago, Business Representative, Financial Secretary – Treasurer for the Puget Sound Metal Trades Council, Vice President of the Kitsap Central Labor Council, President of the Kitsap County Central Labor Council (elected twice), Labor Delegate to the Olympic Workforce Development Committee representing Kitsap, Clallam, and Jefferson counties, Central Labor Council delegate to the historic 29th AFL-CIO Constitutional Convention in Philadelphia as the only Machinists Union delegate from a Central Labor Council (that I'm aware of), Health and Welfare Trustee for the Machinists Health and Welfare Trust and the Northwest Metal Crafts Trust Fund, and Supervisor of the Bremerton Metal Trades Council appointed by the President of Metal Trades Department of the AFL-CIO.

I can't write my last article without showing appreciation for what I consider the crown jewel of labor movement education, William W. Winpinsinger Education and Technology Center (W3). Wherever my next adventure takes me I will never forget what I have learned at W3. When I signed up for the Union, I wanted to go to W3. I was supported by my Local Lodge and I'm grateful for that. W3 has been at the center of everything that I have done for our members and the labor movement. A big thanks to all the staff that make W3 possible.

In closing, I want to thank everyone I have worked with at District 160. I have made some lifelong friendships in the labor movement and I look forward to seeing many of you again someday. As a Business Representative I can say that I have done good things and represented the membership to the best of my ability. Whether my experiences were well received or learning opportunities, this position has taught me a great deal about the kind of advocate and leader I want to be.

I appreciate the opportunity to have served as Business Representative for International Association of Machinists and Aerospace Workers.

**By Luke Ackerson**

### Electric Vehicle Manufacturing Labor Coalition

As Washington State increasingly shifts towards sustainable transportation, the electrification of vehicles has emerged as an area that unions must address. It has been a little over 1 year since the State passed "Clean Cars 2030"; legislation that will require every new vehicle registered in Washington State to be electric by 2030. Over the past few months, I have participated in discussions with a coalition of unions and the BlueGreen Alliance to ensure that Labor's voice is heard by the Washington EV Council as they develop policies to meet the State requirements.



The group identified several opportunities and together we developed the first phase of our strategy to ensure we are protecting existing jobs and capturing future jobs. In the next few weeks, this coalition, including our neighbors at IAM District 751 and the Machinists Institute, will be sending a letter to the EV Coordinating Council. This letter will outline the barriers related to EV manufacturing in Washington State and will contain solutions to help support in-state manufacturing jobs.

Our Legislators will soon be discussing the electrification of public transportation and short-distance trucking. We plan on being heavily involved in these discussions as well, as it directly impacts our members in public and private transit, vehicle manufacturing, and many of the repair shops we represent.

Electrification of vehicles and clean energy as a sector are very important organizing opportunities that we need to be prepared to focus on. As this area continues to see massive job growth, we cannot afford to not have a seat at the table.

### Servicing Update

As Business Representatives we tend to focus on the job, we do not spend a lot of time celebrating the wins. Once we wrap something up, we are usually quickly moving on to the next thing and not thinking about communicating our collective wins in the Evergreen Leader. We think it is important that the membership is aware of the things our Union is accomplishing, so I will be making an effort to include those details in my future articles.

**Negotiations:** I wrapped up 3 negotiations in the past few months, American President Lines (APL), TruckCare, and Acrowood. All three groups did really well in terms of compensation and favorable language changes. The elected bargaining committees for each group performed exceptionally well and did a great job representing the interests of their shops. I am currently in the process of negotiating contracts with Transdev (formerly First Transit), Heidelberg Materials (formerly Cadman Concrete), Blade Chevrolet, and Trulife. Trulife is the new shop that District 160 organized earlier this year; Trulife is a manufacturer of aerospace components and medical devices; we have about 85 people in the bargaining unit.

**Grievances:** So far this year I have filed 26 grievances. 11 of them have been resolved, and 15 are still being processed. The total value recovered in the resolved grievances is $226,311.52. I have one arbitration scheduled with the Port of Seattle in June and another scheduled with Community Transit in August.

**Unfair Labor Practices:** I have filed three Unfair Labor Practices with the NLRB this year, two during the APL contract negotiations and one during the Trulife organizing campaign. All three have been settled.

### Organizing Update

District 160 Organizer Brian Urban and I worked very closely on the Trulife campaign, without Brian I don't know if we would have been able to push it across the finish line. Brian is still providing organizing support for Trulife as we build solidarity with the bargaining unit during contract negotiations.

Brian and I have received a few organizing tips in the past couple of months in the manufacturing and non-profit sectors, we are optimistic that we will get results similar to what we accomplished with the Trulife campaign. I don't want to steal Brian's thunder, I'm sure he will have a lot to say about these campaigns once they are off the ground.

More Business Representatives' Reports on page 4

# Business Representatives' Reports

**By Zac Collins**

Happy Summer Brothers and Sisters,

I hope that everyone reading this is getting a chance to get outside and enjoy the beautiful Pacific Northwest Summer weather in the short amount of time that we get to do so. We have been hard at work at District 160, enforcing contract language, processing grievances, holding collaborative Labor-Management meetings, and of course constant collective bargaining agreement negotiations.



I spoke in my last article about one of the shops I am assigned to, Crown Cork & Seal in Olympia. We were negotiating the master agreement while I wrote that piece. Well, when we went to vote the agreement, it was voted down by the majority of the three different locations. With the expiration of the current contract looming just days away, we went back to the company and agreed to a one-week extension to try to formulate a new agreement and ward off a strike that would have put over three hundred Machinist Union members out on the sidewalk. We spent that week addressing and negotiating the most important issues that the members had with the first agreement. We also spent a lot of time talking to our members at the three plants (in 3 different states) preparing them and educating them on what a strike might look like and what they will need to do to be successful. I learned a lot through this process and so did the amazing shop stewards and members at the Olympia plant. It was amazing to see the solidarity and comradery come through in this fight for fair wages and working conditions. In the end the group voted a new agreement in and everyone went back to work with better pay and benefits.

Currently I am negotiating the collective bargaining agreement with the Bradken Foundry as well as the Mason Transit Authority bus drivers. Coming up soon I've got contracts opening with Albertsons Fleet Mechanics, Industrial Repair Service machine shop, Intercity Transit Fleet Mechanics, Pierce County Fleet Mechanics, Pierce Transit Public Safety Officers, and the City of Tacoma General Government Unit.



*IAM members from Crown, Cork & Seal gather to celebrate a successful contract agreement.*

I will be taking the negotiation committee for City of Tacoma back to The Winpisinger Center in Southern Maryland for a week-long negotiation preparation class in August. I can't say enough about how valuable getting back to "The Harbor" is for not only myself and other staff members, but for bargaining committees who sometimes rarely get to see each other on a day-to-day basis. At W3 they get to come together and figure out what's most important for them to achieve in negotiations. The solidarity that starts here will spread throughout the other members and makes them capable of coming together to get the best contract possible for themselves as well as the next generation that works under that contract.

Have a great Summer and keep fighting the good fight!

---

**By Tommy Hunt**

Hello Union Family! I hope you all are enjoying the warm summer days! This quarter I want to talk about an effort to organize and support labor in the sustainable energy sector. The future is bright for sustainable energy jobs in Washington State with Machinists Union initiatives leading the way!

As Washington State sets its sights on a sustainable energy future, the role of unions in organizing and empowering workers in the green economy cannot be overstated. Among these unions, the Machinists Union stands at the forefront, championing the rights and interests of workers in sustainable energy jobs. Let's dive into the future of sustainable energy jobs in Washington State, highlighting the crucial initiatives undertaken by the Machinists Union to organize and support workers in this dynamic sector.



### Washington State's Renewable Energy Ambitions

Washington State has emerged as a trailblazer in renewable energy development, with its commitment to clean power and ambitious climate goals. The state aims to achieve carbon neutrality by 2050, with an interim target of 100% clean electricity by 2045. Its abundant renewable resources, including hydropower, wind, and solar energy, provide a strong foundation for a sustainable energy revolution.

### The Growth of Sustainable Energy Jobs

The transition to renewable energy sources in Washington State has spurred remarkable job growth in the sustainable energy sector. From technicians and engineers to project managers and researchers, a wide range of skill sets is in demand. The clean energy industry encompasses solar and wind power, energy efficiency, grid modernization, battery storage, and electric transportation, offering diverse and rewarding career opportunities.

### Machinists Union: Empowering Sustainable Energy Workers

The Machinists Union has emerged as a key player in organizing and empowering workers in the sustainable energy sector. With a rich history of fighting for workers' rights, the union recognizes the significance of collective bargaining power and the need for fair treatment, wages, and benefits in the green economy. The Machinists Union is actively engaging with sustainable energy workers, advocating for their interests and promoting their professional growth.

### Benefits of Machinists Union Membership in the Sustainable Energy Sector

As you all know, membership with the Machinists Union provides numerous benefits for workers in all sectors of work and that should include the sustainable energy sector. Our Union also offers robust training and apprenticeship programs to bridge any skills gap, ensuring a highly skilled workforce equipped to meet the evolving demands of the green energy industry. Additionally, the Machinists Union actively promotes worker safety standards and job security, safeguarding workers' rights amid the rapid transformation of the industry. This is not news to any of you. So, if you know anyone in the clean energy sector, ask them if they want to know more about the benefit of being a union member!

### Collaboration for Success: Machinists Union, Government, and Industry

To fully realize the potential of sustainable energy jobs in Washington State, the collaboration between the Machinists Union, government entities, and industry stakeholders is vital. By working together, these groups can develop comprehensive workforce development programs, expand apprenticeships, and advocate for equitable hiring practices. Partnerships between the Machinists Union and green energy companies facilitate ongoing dialogue, fostering an environment of shared goals and mutual understanding.

In closing, Washington State's pursuit of a sustainable and clean energy future offers immense opportunities for job growth in the sustainable energy sector. The Machinists Union plays a pivotal role in organizing and empowering workers, ensuring fair treatment, better wages, and improved working conditions. Through collaboration between the Machinists Union, government, and industry, Washington State can achieve a just transition to a green economy that benefits workers, the environment, and future generations. With the Machinists Union leading the way, sustainable energy jobs in Washington State are poised for a bright and equitable future.

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**By Beth Bergeon**

My Fellow Brothers and Sisters,

We, the Union (Business Reps, Local Lodge leaders, and the Grand Lodge leaders) talk a great deal about Guide Dogs and Tender Loving Canines. We ask you to give us your money every year, but do you really know anything about Guide Dogs and why we as an organization raise money for this particular charity?



Guide Dogs of America, formerly known as International Guiding Eyes, was founded in 1948 in part by the IAM, but because of Mr. Joseph Jones Sr. Jones was a long time IAM member, now retired and going blind. Jones sought out options for his hindered mobility, but was turned down due to his advanced age. Jones was just 57 years old when he went blind. During this period in history, Jones was deemed too advanced in age to qualify for a seeing eye dog. With no other options available to him, and a grim perspective for his remaining years, Jones turned to the IAM for help – and from the ashes International Guiding Eyes was born.

What was so unique to our Organization was the first anti-age discrimination policy. Since the inception, thousands of dogs have been paired and placed with their partners over the years. This program has evolved into one of the leading organizations in its field. Guide Dogs of America (GDA) owns and operates its own breeding program, training facility, pairing service, and continued support throughout the life of the dog.

In 2020 GDA brought into its fold a smaller Southern California service dog provider named Tender Loving Canines, expanding its mission from only the visually impaired to the addition of service dogs for PTSD, Autism, and facility dogs. It was a match made in heaven. An unexpected benefit came in the form of how to deal with dogs who washed out of the Guide Dogs Program. Raising a guide dog is an extensive, intensive and expensive process. Some dogs just don't make it all the way through. There can be no errors with a dog who becomes the eyes of a human. These dogs and others deemed to not have the right temperament can now be placed into another type of service better suited to their talents.

Each year the IAM campaigns to raise money internationally for GDA/TLC. We do picnics, poker runs, special raffles, golf tournaments, bingo, raffles at your local lodge meetings, letters to businesses to name a few. If you can imagine it, we can use it as a fundraiser.

Why am I writing this now? We have started our annual fundraising efforts. Please take a moment to see how you can participate or help with something that could change the life trajectory of a person.

You can donate through me, your Local Lodge, the District or directly on the GDA website. Please check them out. We should be proud as a Union that we had a hand in creating this amazing organization!! Guidedogsofamerica.org

Get involved!! Ask me how!!



*Beth's dogs playing in the sunshine.*

More Business Representatives' Reports on page 3