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EVERGREEN LEADER

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

Vol. No. 63 June 2024

Directing Business Representative's Report

Exciting News at District 160

This year has started out with a number of exciting news. First off, District 160 has been working to organize a MultiCare Health Care Facility in Parkland. In early May, this Off Campus Emergency Department (OCED) of 73 employees voted overwhelmingly to become part of the IAM.



Steve Miller

Much congratulations to BR, Beth Burgeon, and organizer, Melissa Demyan, for their efforts and the time put in for these employees. Beth is currently working to organize four other OCED's of MultiCare and we have also acquired the help of the Western Territory Organizers.

We believe that these other OCED's will follow Parkland's lead, but the company has already started an anti-Union campaign. Organizing a location is just the first step. The next step is to get a meaningful contract for those employees.

We have already started that process, and again, the company is throwing a few roadblocks – unfortunately that is to be expected. Both our staff and the employees are ready to push this forward and the fact that this company is going to make things difficult only shows why Unions are needed.

In other first contracts: BR, Luke Ackerson, is near to completing a first contract with Trulife which will bring another 90 employees to the IAM. This has been a hard fight and Luke has had to file multiple ULP's against this company. His hard work and dedication will pay off with a first contract shortly.

Also, I am glad to say that we have completed a first contract with Jacobs. This is a small group, but they provide three quarters of the drinking water to King County. This also was a long negotiation but we were able to get this ratified.

With all the new organizing efforts, we have also been mindful of our current members. In our last article we informed you of our membership satisfaction survey and also of our Local Lodge Summitt. They both go hand in hand as it concerns better engaged with our membership.

Membership Satisfaction Survey

3,400 surveys went out but there was only a 7% return. This return rate is considered to be on the low side of average when it comes to surveys. While interpreting survey results, it does require some care such as being aware of what is called survey bias. For example, with the number of returns at 7% it means that there is at least an 8% margin of error which is quite large. Another example of survey bias is that 24 % of the results showed dissatisfaction with being a Union member, 38% dissatisfied of Union representation and this goes with 19% believing that the companies would give the same benefits without a Union contract. This also correlates with many written responses of how people, while having to be a Union member based on where they work, are not Union friendly.

While taking this into account, there is a lot to learn from this first survey. The number one issue that is a hot spot for our members is their concerns about the pensions that are in recovery and surcharges that have to be made to keep the pensions afloat.

The other issue of the respondents, is that they would like to see the Business Reps more. However, membership involvement is another issue with those who responded.

While 48% have never attended a Local Lodge meeting there are also many reasons stated why that is such as an inconvenient time to the location to never being asked.

Another interesting statistic is that while 54% of respondents would like to see our Union become more involved in community events when it comes to being willing to participate in those events 54% said they were not willing. While there were also a fair number of respondents who stated that they were willing to be more involved and we will be looking for new ways to reach out.

The need to see the Business Reps more often, issues preventing attendance at Local Lodge meetings and lack of desire to attend other Union events, shows us that there is a greater need for us at District 160 to increase engagement with our membership.

The bottom line is that this survey is a starting place to help us understand our level of engagement and there is plenty of room for improvement. We will be doing a follow up survey in a year to help us track progress.

Local Lodge Summit

To help increase member engagement, we held our first Local Lodge Summit.

This was well attended with the goal being for each Lodge to begin developing a strategic plan to help bolster membership engagement within each Lodge, and develop a system that can show measurable results.

We all agreed that further development is needed of those plans and to meet continually to show progress and to also share ideas with other Lodges. This was a great start and is a work in progress that hopefully show results in the near future.

In closing, we are working on new ways and approaches to be better engaged with you, our members, and also looking for different ways for our members to be more engaged also. As I have always said, YOU are the Union and the only way we can be successful is for all of us to work together.

DISTRICT 160
REPRESENTING WASHINGTON & ALASKA

FUNDRAISER FOR GUIDE DOGS OF AMERICA

TOPGOLF

SUNDAY, JULY 14TH
12PM - 3PM

TOPGOLF RENTON
780 LOGAN AVE N
RENTON, WA 98057

$100 DONATION PER TICKET
TICKETS INCLUDE FOOD AND 3 HOURS OF GOLF

Contact your Business Representative or call 206-762-7990 for more information or to purchase a ticket.

All proceeds go to Guide Dogs of America - Tender Loving Canines 501(c)3. Food, prizes provided by IAM.

Grievance & Unfair Labor Practice Tracker

As of May 2024

Cases Filed	85
Cases Resolved	51
Arbitration Cases	7
Total Awarded	**$63,366.31**

Holiday Office Closures

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

Juneteenth:
Wednesday, June 19

Independence Day:
Thursday, July 4th

Labor Day:
Monday, September 2nd

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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- 5 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 bymeeting at 10 am.

LL297
September Meeting Date Change
Tuesday September 10th
5:00 pm at Firefighter's Hall

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

Organizer
Melissa Demyan

Evergreen Leader

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District 160 Organizing Report

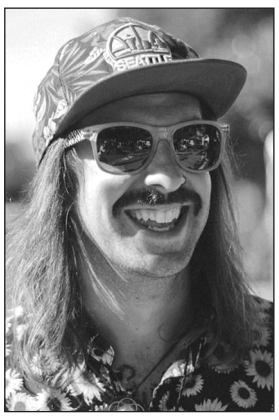
Spotlight on a Union Leader: Dan Bassett's Commitment to Organizing and Solidarity

By Melissa Demyan

Within the International Association of Machinists & Aerospace Workers, Dan Bassett exemplifies what it means to be a committed and effective union leader. As a Delegate to the District Lodge from Local Lodge 289 and an Officer of the same, Dan embodies the spirit of union solidarity and proactive organizing that drives our collective success.

Recently, Dan attended the Local Lodge Leadership Summit that the District hosted, where leaders from across the District collaborated to develop strategic plans aimed at strengthening our union. This Summit was a pivotal moment, allowing all our locals to align their efforts and share innovative strategies to enhance member engagement and outreach.

One of the key components of Local Lodge 289's strategic plan is the creation of a Welcome Committee. This committee will be dedicated to reaching out to new members hired into 289 shops, encouraging them to attend meetings, and learning about their pre-vious workplaces. By doing so, Dan and the 289 e-board aim to identify opportunities to organize new shops and expand our union's influence.



Dan Bassett

"Welcoming new members and learning from their experiences is crucial," Dan shared. "It not only helps them feel part of the union family but also opens doors for organizing efforts in their previous workplaces. We grow stronger together."

But Dan's efforts don't stop there. He is deeply involved in internal organizing, a vital aspect of our union's health and longevity. The 289 Executive Board, under Dan's recommendation, is going to begin actively calling existing members to encourage their participation in meetings and committees. This direct approach will prove effective in revitalizing member engagement and ensuring everyone's voice is heard.

"Our union's strength lies in the active participation of its members," Dan emphasized. "When members attend meetings, join committees, and take an active role, we become a more powerful force for positive change."

Dan's commitment extends to external organizing as well. He works tirelessly to identify leads and communicates regularly with fellow union leaders, including myself, about potential new union members. His dedication to finding and nurturing these connections underscores the importance of continual growth and solidarity in our union.



Melissa Demyan

"Organizing externally is as crucial as our internal efforts," Dan noted. "Bringing more workers into the union fold not only improves their working conditions but also amplifies our collective bargaining power."

Dan Bassett is a proud example of what it means to be an outstanding union member and leader. His work in both his shop, his Local Lodge, and the District demonstrates an unwavering commitment to the principles of unionism. His proactive approach to welcoming new members, encouraging existing ones, and seeking out new opportunities for growth sets a high standard for us all.

As Dan so aptly puts it, "Every member's involvement strengthens our union. Whether it's attending a meeting, joining a committee, or helping to organize a new shop, your participation makes a difference. Together, we can achieve great things."

In celebrating Dan Bassett's contributions, we also recognize the vital importance of internal and external organizing. It is through these efforts that our union remains strong, vibrant, and ready to face the challenges of the future. Let's follow Dan's lead and continue to build a union that stands united, resilient, and powerful.

Scott Thompson: In Memoriam



It is with great sadness that the IAM and Vaughan Company must share the passing of Scott Thompson on Sunday, May 19th. He has been a valued IAM member and employee of Vaughan Company for the last 34 years. Scott thoroughly enjoyed working with others and sharing his invaluable knowledge of all things related to chopper pumps. He assisted with many training classes Vaughan hosted and loved traveling for work to visit customers. He was not only a cherished member of Vaughan Company, but also the Vaughan Family. His Union brothers and sisters at Vaughan will miss him greatly.

Scott's family has asked for privacy, and we appreciate your respect for their wishes.

Retirees

Local Lodge 130
Thomas Fish.....Acrowood..... 5/31/2024

Local Lodge 289
Ralph Carroll..... King County..... 4/30/2024

Local Lodge 289
Terry Frelich ..... Crown Cork and Seal..... 5/31/2024

Business Representatives' Reports

"Adversity introduces a man to himself."

– Albert Einstein

By Beth Bergeon



Grievance and termination are weighty matters that deeply impact the dynamics of the workplace and the lives of those involved. When handling such issues, it's essential to approach them with sensitivity, fairness, and a commitment to upholding the rights and dignity of all parties involved.

Grievances arise when there's a perceived violation of rights, policies, or agreements within the workplace. They can stem from various sources, including disputes over wages, working conditions, disciplinary actions, or discrimination. Effectively addressing grievances requires a thorough investigation, active listening to all perspectives, and a transparent process for resolution.

In my experience, navigating grievances demands a delicate balance between advocating for the rights of employees and maintaining constructive relationships within the organization. It's about fostering an environment where concerns can be raised without fear of retaliation and where disputes can be resolved through dialogue and mediation whenever possible.

Terminations, on the other hand, are among the most challenging decisions that employers and unions face. Whether due to performance issues, misconduct, or organizational restructuring, terminations have far-reaching consequences for individuals and the broader workplace community.

Terminations can often intertwine with personal challenges in complex ways. For the individual facing termination, it's not just the loss of a job; it can also trigger a cascade of personal difficulties, from financial strain to emotional distress. Losing a job can shake one's sense of identity and security, leading to feelings of shame, anxiety, and uncertainty about the future.

Approaching terminations with empathy and fairness is paramount. It's crucial to provide clear reasons for the decision, offer support and resources to affected employees, and ensure that the process is conducted in accordance with legal and contractual obligations.

From a union perspective, advocating for fair treatment and due process in termination proceedings is essential. In the unfortunate cases where returning to work is not an option, this may involve negotiating severance packages, retraining opportunities, or alternative employment options to mitigate the impact on affected workers.

Ultimately, both grievances and terminations underscore the importance of fostering a workplace culture rooted in respect, transparency, and accountability. By addressing conflicts and challenges head-on, with a commitment to fairness and mutual understanding, we can cultivate a more just and supportive work environment for all.

Welcome MultiCare Parkland



On a brighter note, let's extend a warm welcome to MultiCare Parkland as they officially join our Union family! With a resounding majority, 74 dedicated professionals made the empowering decision to unionize back in April.

Now, as we roll up our sleeves and embark on the journey of negotiating their first contract, the real work begins. But with determination and unity guiding us, we're ready to tackle any challenge that comes our way.

Here's to the exciting journey ahead and to building a stronger, more equitable workplace together. A heartfelt thanks to our Territory brothers and sisters for their invaluable support and help.

"Unionization is the embodiment of collective empowerment, where individual voices harmonize into a chorus of strength, advocating for fairness, dignity, and justice in the workplace."

Thank You To District 160 Stewards

By Luke Ackerson

Stewards form the backbone of our organization, undertaking a challenging role that often goes unrecognized. They dedicate substantial time and energy to defending the rights of our members, without compensation and without being asked to. These positions are entirely voluntary, and any perceived benefits are outweighed by the stress and personal time they sacrifice to fulfill their responsibilities.



District 160 staff have been discussing how we can enhance support and training for our stewards, and we have developed several strategies that are in the early stages. First, there is a consensus that steward training should be more frequent and should include intermediate and advanced workshops to refine their skills.

Another recommendation is to ensure that each Local establishes a steward committee. These committees serve as invaluable resources, allowing stewards from various shops to collaborate and exchange information and strategies. While some of our Locals excel in this area, it is crucial to share this knowledge with those Locals who lack a committee.

We also believe that each Local should assess its capacity to send stewards to training and educational programs at the IAM Education and Technology Center. Investing in the training and education of our stewards is one of the most effective uses of our Local Lodge funds.

Please take a moment to recognize the sacrifices made by your stewards and consider expressing your gratitude for the vital work they perform.

Servicing Update

Since the last issue of the Evergreen Leader, I have filed eight grievances and one Unfair Labor Practice charge. Most of these grievances stem from employer violations of language provisions in our collective bargaining agreements, with a few involving unjust terminations. One grievance concerns a member who was laid off without consideration for seniority. Despite acknowledging their violation of our Collective Bargaining Agreement, the employer still refuses to rectify the issue. Situations like these make me reflect on the critical role of our union. Without it, employees would have no recourse or advocate, leaving them vulnerable to even more aggressive actions by the employer.

In addition to these grievances, I have two arbitrations scheduled for June and July. One involves an employee who was laid off and not recalled when he should have been. The other concerns the employer assigning work to employees outside our bargaining unit. I am hopeful that I will be able to share some good news from these cases in the next issue of the Evergreen Leader.

The Unfair Labor Practice charge involves the owner of Edmonds Automotive. During contract negotiations, the owner engaged in bad-faith bargaining by misleading the Union and its members. We entered negotiations expecting to negotiate a successor agreement, but the employer had a completely different goal in mind, which he did not share with us. After our first meeting, where we presented the Union contract proposal, we discovered that the owner had sold the business and was merely waiting for the check to clear. When confronted, the owner denied

Luke's report is continued on page 4



More Business Representatives' Reports on page 4

Business Representatives' Reports

Successful Union Bridge Agreement Negotiations with Valiant and Phoenix Defense under the Service Contract Act

By Tommy Hunt

Hello Union Family! I hope you all are getting into the swing of summertime and enjoying all the beautiful states of Alaska and Washington have to offer! This quarter I want to give you all a flyover of one area we service as a union that many of you may not know about: The Service Contract Act (SCA) and military defense. The IAM is one of the largest, if not the largest, servicer of Service Contract Act collective bargaining agreements in the US. One aspect of SCA is that a government contract for service can change contractors while an existing CBA is in place with the outgoing contractor. Here's a peek at how the IAM ensures the livelihood of our members with a Bridge Agreement when that happens!



Negotiating union bridge agreements for continued collective bargaining agreements under the Service Contract Act is a complex process that requires careful attention to labor laws, employee rights, and operational continuity. Recently, I had successful negotiations involving Valiant (F22 Pilot Instructors for the Air Force) and Phoenix Defense (Paramedics who train combat life-saving skills for the Army). This highlights the importance of collaborative efforts in maintaining fair labor practices while ensuring uninterrupted service delivery.

The Context and Importance of the Service Contract Act

A little history: The Service Contract Act of 1965 mandates that service contracts over $2,500 must include provisions for prevailing wage rates and safety standards to protect our members. These requirements ensure fair compensation and working conditions crucial for maintaining a motivated and effective workforce. When existing CBAs near expiration and longer-term agreements are still under negotiation, bridge agreements provide a temporary solution to ensure continuity of employment terms and services.

Key Factors Contributing to Successful Negotiations

Several key factors played a crucial role in the successful negotiation of these bridge agreements:

1. **Adherence to SCA Regulations:** Ensuring compliance with the SCA was a foundational element of the negotiations. We conducted thorough reviews of the current wage determinations and fringe benefits. Adjustments were made where necessary to meet or exceed the prevailing wage rates, ensuring that all our members were fairly compensated.

2. **Effective Communication and Transparency:** Maintaining open lines of communication was vital. Regular meetings facilitated a transparent negotiation process. This allowed all parties to address concerns promptly and work collaboratively towards mutually beneficial solutions.

3. **Flexibility and Responsiveness:** Both contractors demonstrated a high degree of flexibility and responsiveness. Understanding the importance of avoiding service disruptions, Valiant and Phoenix Defense were willing to adjust operational plans and resource allocations to meet immediate needs.

Outcomes and Benefits

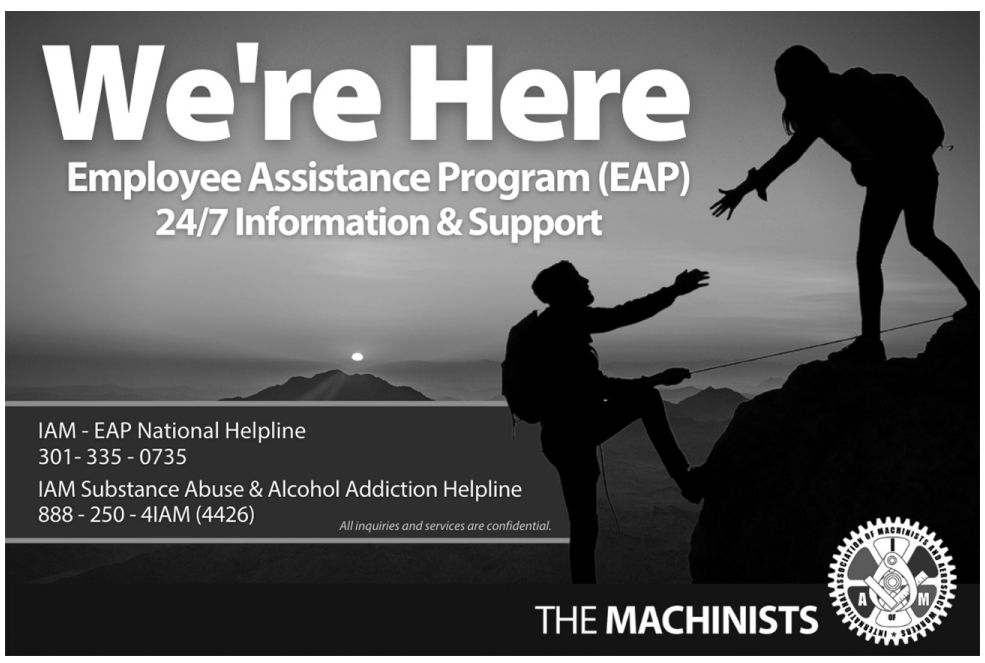
The successful negotiation of these bridge agreements resulted in several significant outcomes and benefits:

Employee Security and Welfare: Compliance with SCA regulations ensured that our members continued to receive fair wages and benefits. This not only upheld employee welfare but also promoted a stable and motivated workforce, which is essential for maintaining high service standards.

Strengthened Labor Relations: The negotiations reinforced the strong labor relations between the IAM, Valiant, and Phoenix Defense. The collaborative approach taken by all parties demonstrated a commitment to fair labor practices and operational excellence.

In conclusion, the successful negotiation of union bridge agreements for continued collective bargaining agreements with Valiant and Phoenix Defense under the Service Contract Act exemplifies the effectiveness of collaborative efforts in government contracting. By ensuring compliance with labor laws, maintaining transparent communication, and recognizing the strategic importance of the services provided, all parties were able to achieve a solution that benefits our members, contractors, and the government alike. These agreements not only secure fair labor practices but also ensure the continuity of critical defense services, highlighting the importance of strong partnerships in the defense sector.

I also want to give a special shout out to F22 Pilot Instructor Mike Loughlin and Paramedic Instructor Mark Plavin who exemplify how union stewards should operate. Their professionalism and industry know-how shined during these negotiations! And that my friends is a little something about what our union does that you may not have known about!



By Zac Collins

Hello and Sisters Brothers,

I'm always happy to see a little bit of sunshine through the clouds this time of year! We have been hard at work in Washington, Alaska, and Idaho. As always, I've been diligently working on negotiating collective bargaining agreements, handling grievances, and attending labor-management meetings, local lodge meetings, and board meetings, all while doing everything I can to keep up with shop visits.



The IAM negotiates many contracts for its membership every year. Members often wonder what it takes to sit down at the bargaining table and negotiate a contract. For instance, negotiations often involve discussing and agreeing on issues such as wages, working conditions, benefits, and more. These discussions can be intense and require a deep understanding of our members' needs and concerns.

Recently, one of the biggest contracts I've been working on is the UPS Local and Master Agreements. Nationally the IAM represents over 3,000 members working as Automotive, Trailer, and Plant Mechanics. Negotiating with a corporation of this magnitude is difficult, to say the least. There are over 30 IAM members on our side of the table and about the same on the company side.

We met in Chicago in early May and the company was extremely uncooperative and tough to deal with while the IAM was attempting to reach a deal. The National Committee will meet with the company again on June 6th and June 7th to again attempt to negotiate a fair and equitable agreement reflecting our members' hard work and dedication.

I have received many inquiries as to when and how we will be voting on the contract. At this time, we have not yet received a last, best, and final offer from the company. When the committee receives the final offer, we will have a summary of all the changes distributed to our UPS members as soon as possible. Once we have received this final offer from the company, we will schedule a time and place for a vote.

I'm pleased to announce that we have recently finalized an agreement with our sole Idaho bargaining unit. I represent 8 people, 7 of whom are members due to Idaho being a right-to-work state, at the Gowen Field Army Reserve Center in Boise. These highly skilled individuals are expert simulation technicians and instructors responsible for operating and providing training for Army Vehicle Simulators. This job is essential for training our military to guarantee the security of our country.

You might have noticed the white trucks with green lettering all over Western Washington that say Peninsula Truck Lines. If you haven't, I'm sure you will now.

These trucks and trailers are kept on the road thanks to our IAM Mechanics in Auburn, WA. These members ensure that when these vehicles hit the roads, they are safe and reliable day in and day out.

We negotiated a new agreement with the company, including significant wage increases and steady improvements to the members' retirements.

A lot has been accomplished this year to be proud of, and there is much more work to be done.

I hope to see many of you at our Guide Dogs fundraiser at TopGolf on July 14th!

Luke Akerson: *Continued from page 3*

it, but his lie was quickly exposed when the new owner arrived a few days later to inform the employees of the purchase. Fortunately, the IAM Legal Department is now involved in supporting our members during this unpredictable time.

Negotiations Update

In my last article, I mentioned that the Transdev Vehicle Maintenance group rejected the company proposal, and we continued to fight for higher wages. This negotiation went into mediation with the Federal Mediation and Conciliation Service (FMCS). After several months of negotiations, the group achieved a 29% wage increase over four years, and the employer agreed to increase their share of health insurance premiums.

Another group that did very well is one of our service contracts at Naval Air Station Whidbey. This group supports U.S. Navy aircraft training operations. They achieved a 16% wage increase over three years, with some classifications increasing by 35% due to high demand for their particular skill set in the labor market.

Negotiations with Community Transit are ongoing. Our members are engaged and very supportive of the bargaining committee. They have firm expectations, and our bargaining committee is dedicated to exploring every scenario to maximize gains from this opportunity.

Trulife negotiations are currently in mediation with FMCS. We have met with the employer and the mediator twice, making significant progress on open items. We have two more days scheduled with the mediator, and we hope to have a tentative agreement for the members to consider at the conclusion of mediation.

Member Appreciation

I want to extend a personal thank you to Kenworth Stewards Tim Hazelett and Dennis Mack. Both of these stewards have shouldered a tremendous workload over the past few years, often without recognition and in challenging circumstances. They have shown deep engagement in discussions aimed at strengthening and uniting our union at Kenworth, and I am confident that with their ongoing support and dedication to the labor movement, we will achieve success. Once again, thank you both for everything you do.

More Business Representatives' Reports on page 3