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EVERGREEN LEADER

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

Vol. No. 62 March 2023

Directing Business Representative's Report

Working Hard to Win Union Organizing Campaigns

This has been a very busy start to the new year. First and foremost, District 160 has a big win with the employees at Trulife Engineering Solutions in Bellingham. On March 1st they voted overwhelmingly to join the Machinist Union.



Steve Miller

Trulife has 90 employees and manufactures a variety of items including medical prosthetics, aerospace and defense parts, helicopter parts and parts for deep sea explorations. Congratulations to those employees who choose to make their work situation better. They asked the age old question "How is that working for you?" and decided that it wasn't and that the IAM was the best way to go.

I want to commend our Organizer, Brian Urban, and Business Representative, Luke Ackerson, for working hard on this campaign to see it through. I also want to give a big shout out to the employees who worked hard on this organizing effort.

This was truly an employee driven campaign with the employee organizing committee reaching out to all the other employees to make this happen in spite of a vigorous anti-union campaign by management.

Now the next step is to get them a good contract. In the future we will be sharing with you the number of grievances we have and the outcomes that will help both them and their families.

Next, as a District we are emphasizing the need to have shop visits as often as possible. All the Business Representatives are tasked with visiting all their shops once a quarter. This can be a difficult task since there are a number of negotiations and grievances that are constantly taking place. Regardless, we are making the effort to reach out to as many members as possible and to encourage more engagement with our Local Lodges.

The District Delegates are also working on the District by-laws. There were a number of changes in the IAM constitution that required us to change some aspect in our bylaws. These by-law changes will also affect each of the Local Lodges that you belong to. The most important is that we can now have hybrid meeting so those who cannot attend local lodge meetings in person can do so virtually. This is a huge step in the journey to get more activity in our Unions. As I have said often enough, YOU are the Union, and the only way our Union will grow stronger is if we have member participation. We are working to make it easier for our members to participate.

Lastly, it has come to my attention that with all the grievances and negotiations that take place, we barely have time to share the success. After one win (and there are many) we are right back at it for the next thing that pops up. The result is that you, the reader, may not really be informed of what we do.

While we do discuss this at our Local Lodge meetings we also will be reporting in the Evergreen Leader of what we are working on and the results that we get with grievances, arbitrations or other settlements. It will be another way to keep you informed and show the value of belonging to our Union. I look forward to sharing many wins with you in the near future.

District 160 Organizing Report

By Brian Urban

Wow! I cannot believe how time flies by and yet here I am on my second article. Over the past few months, District 160 has been working on a significant campaign up in Bellingham WA. I am happy share that we were successful with this vote. There are many great people who have helped out with this campaign, to many to list but, please know I am so very appreciative of the overwhelming support I have been given.



Also in February I was able to work with Melissa Morgan and Luke Ackerson on a steward training event that was an awesome show of support and empowerment for our members. It never ceases to amaze me how many selfless people there are contributing to the greater good at events like this. Melissa Morgan put on a great class that engaged and helped the stewards both new and seasoned tremendously.

I have been trying to make it to as many Local Lodge meetings as I am able. I see this as important to not only communicate with our members but also get much needed support and even direction at times for leads. If I have not made it to your Local Lodge yet please know I will and am trying to do so in a timely manner.

In closing what an amazing ride these last couple of months have been for me and thank you all again for the opportunity to work here at the IAM!! I am the IAM as each of us are please remember and pass on that pride.

Another Organizing Report is on page 2.



Organizer Brian Urban with two Trulife members after completing their "Yes!" vote into the IAM.

Wanted: Staff Assistant

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:

Memorial Day – Monday, May 29, 2023
Juneteenth – Monday, June 19, 2023
Independence Day – Tuesday, July 4, 2023

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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 – 5:30 p.m., the Monday preceding the regular lodge meeting (3rd Wednesday). District 160 Conference Room, 9135 15th Place South, Seattle.

Lodge 130 - Everett

Regular Lodge Meeting- 7 p.m., 2nd Thursday, Labor Temple, 2810 Lombard, Everett.

Lodge 282 - Bremerton

Regular Lodge Meeting – 5:00 p.m., 3rd Wednesday, 822 Park Avenue, Bremerton.

Executive Board Meeting – 5:30 p.m., 3rd Tuesday, 822 Park Avenue, Bremerton

Local 282 Whidbey Island – 4:45 p.m., 2nd Wednesday, NAS Whidbey Island.

Lodge 289 - Seattle

Regular Lodge Meeting – 6:30 p.m., 1st Wednesday, 751 Meeting Hall, 9135 15th Place South, Seattle.

Shop Stewards' Meeting – 6:00 p.m., 3rd Thursday, District 160 Conference Room, 9135 15th Place South, Seattle.

Executive Board Meeting – 5:30 p.m., 1st Wednesday, District 160 Conference Room, 9135 15th Place South, Seattle.

Lodge 297 - Tacoma

Regular Lodge Meeting – 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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Retirees

Local Lodge 79

Carlson, Wayne	Ardagh Glass	11/30/2022
Harte, Charles Jr.	Western Pneumatic Tube Co	08/31/2022

Local Lodge 289

Marshall, George	Cadman, Inc	11/31/2022

Local Lodge 297

Hathaway, Glenn	Bradken	11/31/2022
Turner, Kurtis	City of Tacoma	12/31/2022

In Memoriam

Local Lodge 79

Nielsen, Jack	February 9, 2023
Sierak, Mark	February 7, 2023
Stratton, Doug	December 9, 2022

Local Lodge 289

Miller, Allen	February 6, 2023

Local Lodge 297

Bekkedahl, Richard	January 24, 2023
Smith, Wayne	January 2, 2023

Local Lodge 695

Talen, Dan	December 14, 2022

District 160 Organizing Report

If You're Not at the Table You're on the Menu

By Melissa Demyan

Our economic, political, and social systems should work for workers, not just for big corporations. "Free Trade" agreements hurt our members and our communities, and from time to time the situation requires us to organize to stop a bad trade deal, or risk having to organize to deal with the fallout from it. Since the North American Free Trade Agreement (NAFTA) passed, WA State has lost 28,309 manufacturing jobs from 1994-2011–a whopping 9.4% of the sector according to the Bureau of Labor statistics. Unfortunately, the Indo-Pacific Economic Framework (IPEF), is currently being negotiated by the US and 13 Pacific Rim countries as a part of a global race to the bottom. IPEF will set the rules for 40% of the global economy including jobs, labor rights, climate action, data privacy, & more. APEC, the Asia Pacific Economic Cooperation Forum, is one venue in which corporations will push their IPEF agenda. This year, APEC is coming to Seattle!



The Asia-Pacific Economic Cooperation (APEC) will hold some of its meetings of Asian-Pacific leaders right here in Washington State for the first time in 30 years. Thirty years ago, Seattle helped host the United States' first APEC summit and shortly after that, the World Trade Organization Protests in 1999 brought the 'battle to Seattle' and helped transform the global conversation around free trade vs. fair trade.



KIM STALLKNECHT / STRINGER VIA GETTY IMAGES

In November of 1999, thousands of demonstrators gathered to protest the World Trade Organization summit in Seattle.

The Biden administration has promised that this will be a new "worker-centered" model for trade, but that will only be possible if they break from the secrecy of past trade negotiations. Currently, the only stakeholders at the table discussing terms of the IPEF are CEOs of large multinational corporations. At the Washington State Machinists Council meeting this week in Olympia, we heard from Julie Bouanna who serves as the State Director for the Washington Fair Trade Coalition. She let us know that the Biden administration has also indicated that this trade deal won't necessarily be passed by congress, so it's up to us to make our voices heard.

A transparent and participatory negotiating process is critical to ensuring the best possible outcomes from IPEF or any other future trade negotiations, such as the recently announced Americas Partnership for Economic Prosperity.

The novel "a la carte" nature of the four-pillared IPEF negotiations raises particular concerns around process. Given the abysmal labor rights conditions and practices in many recently announced IPEF countries, it is especially critical that strong, enforceable labor standards be both established in law and implemented in practice before an agreement is allowed to go into effect. This is likewise true on issues of climate, data privacy, consumer safety and other public interest provisions. Ensuring that constituencies and civil society organizations like our union working on these issues have ongoing access to any IPEF texts in a timely manner and opportunities for ongoing input with negotiators is crucial.

Toward this end, if the U.S. moves forward with IPEF or other trade negotiations, we as organized labor will need to push our leaders to ensure that our government publishes draft versions of its proposals and solicits public comment upon them prior to tabling them. IPEF negotiations should be announced in advance and include broad public stakeholder engagement and interactions with negotiators from each nation. U.S. proposals, other countries' proposals, related materials and any consolidated texts must also be quickly published after each negotiating round so that the public can review and comment on the latest proposals while there is still opportunity to make real changes.

The Administration is insisting that IPEF will not become another Trans-Pacific Partnership (TPP). One of the fundamental reasons why the TPP became so unpopular was that it was negotiated under the influence of hundreds of corporate advisors while the public and Congress were locked out. Terms needed for the deal to benefit most Americans were traded away in favor of special protections for the corporate interests that had access. Any successful IPEF negotiation must replace the corporate advisory system with an on-the-record public process, including public hearings, to formulate U.S. positions and obtain comment on draft and final U.S. text proposals, as well as robust consultation and engagement with Congress throughout the process.

In sum, to achieve a needed overhaul of existing U.S. trade policy in IPEF and other international economic frameworks, the processes for negotiating a potential agreement must be transparent and participatory — the complete opposite of the opaque and corporate-dominated processes that produced trade agreements under previous administrations.

TO REPEAT: APEC will be meeting in Seattle THIS YEAR, and we will need to organize our union and our union siblings within the AFL-CIO to show up and make our voices heard before it's too late. Workers in our country can't afford to lose any more jobs in an unfair 'free trade' deal that we're not at the table to help negotiate. As our IAM Legislative Director Hasan Solomon likes to say… "If you're not at the table, you're on the menu". It's up to us to make sure our jobs are not on the menu and we'll need to start preparing to turn out and show up for the APEC meeting this year. Stay tuned more!

Business Representatives' Reports



District 160 Shop Stewards pose for a photo before one of the training sessions.

Steward Training in Full Swing

By Luke Ackerson

It is often said that stewards have the most important role in our Union. Stewards are the first line of defense in the workplace and the face of the Union leadership; stewards represent our members and ensure that the collective bargaining agreement is enforced. Due to the importance of their role, it is essential that stewards receive adequate and effective training.

Here are some of the most crucial aspects of training for stewards:

1. Understanding the Collective Bargaining Agreement

Stewards are responsible for enforcing the CBA in the workplace. This happens through representational activities and the grievance process. To be an effective steward, they must have a thorough understanding of the terms and conditions of the CBA and how they should apply in various situations. Every steward should have a copy of their CBA and read it often.



2. Labor Laws and Regulations

Stewards need to have a thorough understanding of labor laws and regulations. This knowledge can help them represent members more effectively and ensure their rights are protected. Training and education can help stewards learn about the various laws and regulations that govern the workplace, including unfair labor practices, safety, discrimination, harassment, and other workplace issues. Being able to identify unilateral changes in working conditions and other unfair labor practices is another important tool that makes our Union stronger. Depending on which sector of employment you fall under the laws can be different. Public employees in Washington State are covered by Washington State laws that are administered by the Public Employment Relations Commission; Federal employees are covered by laws administered by the Federal Labor Relations Authority; and private sector employees are covered by laws administered by the National Labor Relations Board.

3.Communication

Stewards need to communicate effectively with the members in their workplace, their business representatives, and management. They also need to be able to listen actively, ask questions, and provide clear and concise explanations. Training can help stewards develop their communication skills, including how to handle difficult conversations and negotiate effectively. This can help them build better relationships and achieve better outcomes for the members.

It has been quite some time since we have been able to hold a training session for our stewards. Recently, District 160 facilitated steward training for Local Lodges 130, 282 and 2379. Western Territory Grand Lodge Representative Melissa Morgan provided a comprehensive experience that benefited every steward in attendance. The feedback we received from our stewards was that the training was exceptional, but they would like to see it occur on a more frequent basis and perhaps have a second level of training. In response to that feedback, District 160 is developing our own training that we intend to provide to all Local Lodges on a regular basis.

Educating our stewards is not only the right thing to do, it is absolutely necessary to strengthen our solidarity. In order for our collective bargaining efforts to be successful, we have to be united; and that begins with training our stewards and educating our members.



District 160 Stewards listen as they get valuable instructions from the trainers.

By Beth Bergeon

Hello Sisters and Brothers. As I round out my first year as a Business Rep, I'd like to wrap up with the word I believe best describes my year - HUMILITY.



Humility is defined as freedom from pride or arrogance. It's a necessary component to success as a Business Representative

Becoming your Business Representative in our Union has been a humbling experience on so many levels. I have been a member of the IAM for 30 years by the time this article publishes. I can tell you that it is you, all my members and shops, that have taught me more about the truth of the human condition than the 29 years of Law Enforcement.

You have been tough, upset, happy, kind, protective and compassionate (sometimes all at the same time). You and my coworkers across this country have renewed faith in people that is contagious. That faith in people becomes solidarity which becomes pride in our Union. I encourage all of you to take the step and attend your Local Lodge Meetings to find out what your Union is really about. Where you work is only the start – the basement if you will, of the Union. Your Local Lodge will tap you into what is happening around the country in our Union. It will afford you an opportunity to go back to Winpinsinger (W3 or the Harbor) to take some classes, meet other Union people like yourself from all over the US and Canada. These connections are invaluable.

I've never been a person to talk about my successes, but because these are not my successes, instead they are your successes and it is important to recognize you. With the help of my members, I have been able to set up four (4) new Labor Management Committees to help stem the grievances leaking out of the organizations. We have settled contracts with record wage increases this year (the economy did help). Most saw at least eight (8) percent this year. Some saw twenty three (23) percent this year. I have had dozens of grievances, all but one with a successful outcome. In some shops we have been working hard on internal organizing. One shop had been without stewards for a long time. That shop now has four (4) stewards and a large negotiating committee.

I want to take a moment to recognize you, the members, as my first year wraps up. You have all shown me acceptance when I had yet to earn your trust. You gave me a chance to work for you and with you. Most of all – you welcomed me – and for that I thank you. I thank you for the opportunity to continue to grow in this career and Union.

More Business Representatives' Reports on page 4

Business Representatives' Reports

By Tommy Hunt



Hello Brothers and Sisters! I hope you all have been enjoying the winter! I'm looking forward to the Spring warmth and colors of the Pacific Northwest myself! I want to take a moment to highlight some pretty cool news that came out recently:

"The Machinists Union is the leading AFL-CIO affiliate in U.S. National Labor Relations Board (NLRB) union election victories over the past five years, according to data compiled by Bloomberg Law.



The IAM won 314 union elections held under the NLRB from 2018 through 2022, the most among the 58 AFL-CIO affiliate unions. Those victories stem from 422 IAM elections in that span—the second-most among AFL-CIO affiliates—and gives the Machinists Union a nearly 75% election win rate, fourth-highest among affiliates."[1]

The IAM has made a renewed effort into organizing and the results are showing. At the 40th Grand Lodge convention in October last year, the membership committed to boost organizing resources to continue this trend of organizing victories. Don't just gloss over this bit of news. We are in a time where public support of Unions is near an all-time high. If you know someone who works in a non-union shop, reach out to one of our District 160 Organizers (Melissa or Brian) at 206-762-7990.

Speaking of the 40th Grand Lodge convention, I also wanted to push out our Veterans Services contact info again. Richard (Richie) Evans (202-603-2666 cell – revans@iamaw.org) has had great success since he was brought onto Grand Lodge staff and I highly encourage veterans to reach out to him, even if it's just to have a conversation about what makes sense for you related to service-connected disability and also VA healthcare.

Moving on to Apprenticeship, the Machinists Institute continues to develop and grow. We've added just under 10 new Training Agents (Employers) to the program and are currently in conversation with several more who are interested in starting a new program with us or switching away from their current trainer to use us. It has been a fantastic experience to be a part of the growth of our apprenticeship program here locally over the last few years. Being the product of an apprenticeship myself, I am very excited to get to help develop and grow our apprenticeship program alongside the Machinists Institute.

The Machinists Institute continues to look for Instructors to teach apprenticeship classes. This is a part-time role and pays $65/hr. If apprenticeship is something near and dear to you, or someone you know, I highly encourage you to check out the job opportunities at the Machinists Institute. There are also currently two other job openings at the Machinists Institute and you can find out more about all these opportunities by going to this link: https://www.machinistsinstitute.org/join-the-team

Remember, members are the Union. Community and solidarity in your workplace is what delivers the message of employee strength to your employer. Divided we fall, united we stand.

[1]https://www.goiam.org/news/imail/machinists-lead-afl-cio-unions-in-nlrb-organizing-wins-over-past-five-years/

By Zac Collins

Hello Brothers and sisters!

I hope that everyone had a great holiday. We continue to stay extremely busy at District 160 with many new and exciting challenges.

I represent a plant called Crown Cork & Seal in Olympia. Crown is a global leader in the manufacturing of packaging products. The Olympia plant manufactures 12oz aluminum cans. We currently have around one hundred and fifty members working at the plant in various classifications. From shipping and receiving to millwrights. From machine maintainers to electricians and heck, even Machinists! The members work on a continuous schedule, which means that the plant is operating 24 hours a day and 7 days a week. With a shop this size, and with so many shifts and classifications it is extremely important to have a great group of shop stewards. The stewards at Crown have been sharp, passionate, and well informed since the day I met them. I can't stress enough how important this is to the solidarity of a shop. This bargaining unit works under a Master Agreement that covers two other I.A.M. represented plants as well. One of them is in Mankato, Minnesota and the other in Lacrosse, Wisconsin. This master agreement is set to expire at the end of March and we (all three locals) have been working diligently to prepare for our upcoming negotiations mid-month in March. I look forward to giving an update on negotiations in the next edition of the Evergreen Leader.



The Bradken Foundry is another shop that I have the pleasure of servicing. You may remember hearing a lot about this shop in Tacoma a few years ago. They are a fairly new bargaining unit to the Machinists Union with their first contract being ratified in 2020. This was after a long and hard-fought organizing drive won by these members. These skilled members pour castings for a variety of different uses but, a large percentage of their work is manufactured for the United States Navy. We are now preparing to go into negotiations for their second contract. There are quite a few issues with the first contract that we plan to address and build on. Recently, I accompanied the negotiating committee to the William W. Winpisinger Education and Technology Center in Hollywood, Maryland for a negotiation preparation class. The education staff at W3 had a tailor-made program ready for us when we got there. Going over several topics such as; member mobilization and communication, contract and proposal costing, drafting contract language and proposal development, power analysis, as well as several other important aspects of the bargaining process. We wrapped the whole week up with a very in depth and realistic negotiation simulation. I feel that the knowledge the committee and I gained at the Winpisinger Center will have an immense impact on our upcoming negotiations and in turn the lives and livelihoods of our members.

I am so grateful to have the Winpisinger Center as one of our Unions' resources for educating our members. If you haven't been, please start attending your local lodge meetings and ask to go! I'll never forget the first time my Local Lodge (297) sent me to a Leadership class there when I first became interested in serving our Union. The classes and the connections I made there immediately opened up my view of what our Union was and what it stood for. I learned the history and roots of the 19 Machinists who stood together to form the I.A.M. in Atlanta, Georgia in 1888 and soon began to learn that we are standing on the shoulders of giants. I don't know where I'd be without this Union and I can't wait to see where we go from here!

By Rusty Grable

Sister and Brothers,

It's that time of the year where I think we're all ready to move on from winter and enjoy some better weather, longer days, and maybe a little sunshine. Some of the updates I have are below.

Zeiders Inc.- I can finally say that after three years we finally reached a tentative agreement with the company that we can bring back to the membership for a vote. It has been a long road and I want to thank the bargaining committee for their continued commitment to represent the bargaining unit that provides essential services for our military community.



City of Bainbridge Island - We are currently in negotiations with the City of Bainbridge Island. I want to thank the bargaining committee for all the hard work that was accomplished in a short time window to prepare for these negotiations. We have a strong bargaining committee and I am confident that we can reach an agreement that the bargaining committee can endorse and we can bring back to the membership for a vote. This is a new contract for me, but I can say that we have been able to work with City Leadership to resolve several grievances for the membership. It is also nice to back

Naval Facilities Engineering Systems Command – It looks like we have finally reached a point where both sides of the table are ready to reach an agreement after years of negotiations for this Federal Employee unit. A big thanks to this bargaining committee and their Chief Negotiator.

Commander Navy Region Northwest – I look forward to getting to the table with this group. The Union did our work drafting proposals and preparing for negotiations. Our proposals were sent to the agency in accordance with the ground rules and the agency never submitted their proposals. The agency wanted to modify the ground rules that were already agreed upon and approved by agency head review. The Union declined to modify the ground rules due to an outstanding grievance that hasn't been resolved. We have several new Stewards and Union members at Port Operations along with several pending Unfair Labor Practices. We will continue to exercise our rights in accordance with the Federal Service Labor Management Relations Statute defined in Title 5 USC Chapter 71. I would also like to mention that there is a pending back pay grievance for bargaining unit members working for Naval Base Kitsap Security Forces. It's also nice to have working printers and one that can scan documents at some of our Union offices. If I remember correctly, I think it took the agency two years to get a printer at one of our offices.

Lockheed Martin – Our Union has reached a tentative agreement with the Lockheed Martin covering nearly 4,000 members at 8 sites across the nation. While this is not a District 160 contract, there are provisions that affect our members from District 160 Local Lodge 282 at the Bangor, WA Strategic Weapons Facility Pacific (SWFPAC) site and members from District 112 Local Lodge 2772 at the Kings Bay, GA Strategic Weapons Facility Atlantic (SWFLANT) site. Both SWFPAC and SWFLANT sites are under one collective bargaining agreement that is up for negations next year. Both District 160 and District 112 have been a part of the process on the tentative agreement that has been reached to ensure that our members have a voice at the table.

Bremerton Metal Trades Council (BMTC) – We have a new Machinists Union Chief Steward at Puget Sound Naval Shipyard (PSNS) who has been doing a great job in his new position while also enrolling new members despite having a recent setback when his office caught on fire. Nobody was injured but everything in the office is pretty much a total loss.

The BMTC has a new President along with a recent win. Both the BMTC and the International Federation of Professional and Technical Engineers filed petitions to consolidate bargaining units at PSNS and Trident Refit Facility. The Agency was opposed to this consolidation but the Union prevailed when the decision and order was issued by the Federal Labor Relations Authority (FLRA). I believe shortly after the petition was filed the agency filed an Unfair Labor Practice on the BMTC for failure to negotiate. The contract has been in negotiations for years and hopefully with new leadership and a favorable ruling from the FLRA negotiations can resume and an agreement can be reached.

Finally, I would like to say thank you to all the members who have recently stepped up to be Stewards and for the Stewards who have become more involved by showing up to meetings and helping process grievances, you truly are the foundation of our Union and you are very much appreciated.

In Solidarity, Rusty.

More Business Representatives' Reports on page 3