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EVERGREEN LEADER

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

Vol. No. 63 March 2024

Directing Business Representative's Report

We Want to Hear From You

As I have often said, YOU are the Union. This year, in order for us to progress and grow as a District, we are sending to you a Member Satisfaction Survey. It is important that we hear from you, our members, to find out our areas of strength and where you believe we need to improve. This will not only help our District, but also our Local Lodges, in identifying ways that we can improve member engagement in meaningful ways. I cannot emphasize enough how important it is for your participation. The survey has a self-addressed and stamped return envelope. It will only take a few minutes to fill out, but the effects will be long lasting. These surveys will be mailed out by March 15 and are to be returned by March 29th.



Steve Miller

In my last article, I went over the many things that we have accomplished together in the past year, and this year we will be building on that momentum. To review a portion of the District's recent accomplishments:

1. All of our Business Reps did an outstanding job by settling over 130 grievances and negotiating over 30 contracts, while at the same time doing shop visits for all of our shops. We intend to continue with that progress with the continued emphasis of shop visits and engagement with our members.

2. We restarted our Steward Training and Local Lodge Officer training and we will also continue with that this coming year. Training for all our Stewards is a much-needed investment in order to make this Union better and stronger.

3. Our organizing efforts are off to a good start with many leads, mainly in the health care area that hopefully will lead to many new members by year's end. Once again, the best organizing leads are from you, so if you know of anyone who is struggling at work with poor working conditions or poor pay let us know.

4. We have a dozen women who signed up for the LEADS program (Leadership Excellence Assembly of Dedicated Sisters). Those classes for 2024 are already underway and I look forward to seeing the progress of these women as we mentor them in the future.

5. Last year we formed a Bylaws Committee and made many long overdue changes. This year we are continuing to make our District stronger by forming a financial committee. Over the past year our finances have progressively improved to the point that our general fund is now the healthiest that it has been in many years. Among the many aspects of our Financial Committee, one major goal is to prioritize our resources to ensure that we are investing properly to help our District grow further.

We have talked about a Local Lodge Summit for all of our Local Lodge Officers, and we now have a date: Friday, April 12. This will be the first Lodge Summit that District 160 has held and is another way to help our Lodges engage with our members, which in turn will help our Union grow. The main goal is to assist each Local Lodge in developing a plan on how they can better serve our members, to help member engagement, and to become a driving force in their communities.

Along that same thought, growing our Union is not just about the number of members we have, but how active we are. One of the many aspects of Directing Business Representative is the privilege I have of being President of the Washington State Machinists Council. When I assumed that role, I found that the delegates, while appreciative of the education aspect, all wanted and were willing to do more. In discussions with all of the delegates, I asked the question, "As a group we are functioning as an organization, but do we want to be just an organization or do we want to be a movement?" The answer was obvious: we all wanted to do something more and become a movement. That prompted us to change our agenda from one of just educating our delegates to one of action. We have done that and have refined how we treat our legislative actions. We refined our legislative actions and focused our efforts on just two main bills. The first is HB 1893 that would provide unemployment benefits for striking workers, which as of my writing this article, has passed the house and is moving to the State Senate. The other is SB 5778 that protects the rights of workers to refrain from attending meetings or listening to their employer's speech on political or religious matters. Our efforts have been noticed by the IAM and we were put on the goIAM website. If you want to check it out go to this link:https://www.goiam.org/news/latest-videos/elected-officials-meet-with-washington-state-machinists/

This is just a small example of what we can do if we all make that same decision. Do we want to belong to an organization or do we want to be part of a movement? That takes time and effort on every member's part. Our job is to provide our members with areas of interest where each of you can help us to become a movement, whether it be

Continued on page 2

Grievance & Unfair Labor Practice Tracker

March 2024

Cases Filed	37
Cases Resolved	24
Arbitration Cases	7
Total Awarded	**$22,094.31**



District 160 Organizing Report

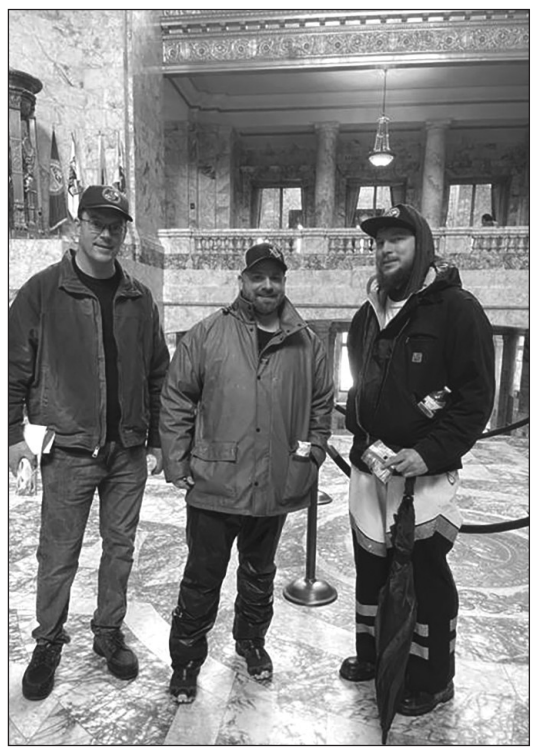
Union Power: Your Voice Matters

By Melissa Demyan

As an organizer for our District, I had the honor of attending two significant events at the Washington State Capitol this past month: the Machinists Council lobbying day on February 2nd, and a labor rally hosted by the AFL-CIO on February 28th supporting HB1893 (which if passed, will grant striking workers access to unemployment benefits). The participation of IAM District 160 at both the lobby day and rally underscores our commitment to unity, solidarity, and organizing. By coming together, we amplify our voices–ensuring that our message of support for vital legislation like HB 1893 is unmistakably clear. This bill is not just about individual workers' rights; it's about the strength and resilience of our entire labor movement.



Melissa Demyan



Matt Hanson (289), Travis Sams (79), and Terry Norris (289) inside the rotunda after the rally.

On February 2nd, over 50 IAM members gathered at the Capitol to advocate for HB 1893. This legislation is vital for our union members because it levels the playing field in negotiations with management.

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Holiday Office Closures

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

Memorial Day: Monday, May 27

Juneteenth: Wednesday, June 19

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Local Lodge Meeting Notices

Lodge 79 - Seattle

Regular Lodge Meeting – 5 p.m., 3rd Wednesday, 751 Meeting Hall, 9135 15th Place South, Seattle.

Executive Board Meeting – 5:00 p.m., the Monday preceding the regular lodge meeting (3rd Wednesday). District 160 Conference Room, 9135 15th Place South, Seattle.

Lodge 130 - Everett

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

Lodge 282 - Bremerton

Regular Lodge Meeting – 5:00 p.m., 3rd Wednesday, 822 Park Avenue, Bremerton.
Executive Board Meeting – 5:30 p.m., 3rd Tuesday, 822 Park Avenue, Bremerton
Local 282 Whidbey Island – 4:45 p.m., 2nd Wednesday, NAS Whidbey Island.

Lodge 289 - Seattle

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

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

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

Lodge 297 - Tacoma

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

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

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

Lodge 695 - Olympia

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

Lodge 1690 - Anchorage

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

Lodge 2379 - Ferndale

Regular Lodge Meeting – 7:00 p.m., 1st Thursday, Lodge office, 2064 Vista Dr., Ferndale.
Executive Board Meeting – 6:00 p.m., first Thursday, Lodge office, 2064 Vista Dr., Ferndale.

District 160 Retirees Club

10:00 a.m., 1st Tuesday,
751 Meeting Hall, 9135 15th Pl. S., Seattle.

District 160 Officers & Staff

President
John Gehringer

Vice President
Dan Bassett

Secretary-Treasurer
John Decker

Sgt. at Arms
Jeff Eberle

Trustees
Ted Taft
Don Zeth

Directing Business Representative
Steve Miller

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

Organizers
Melissa Demyan
Brian Urban

Evergreen Leader

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In Memoriam

Local Lodge 79
David Reeff ..... December 12, 2023

Retirees

Local Lodge 695
Thomas Burke ..... Intercity Transit 1/21/2024

Local Lodge 2379
William Jacobson..... Blade Chevrolet 1/31/2024

DBR Report: Significant Progress Made in 2023

Continued from page 1

raising money for our Guide Dogs Charity, donations to MNPL, legislative action, and/or being a steward on the jobsite. That is also the purpose of Local Lodge Summits, to help each lodge become a moving force within their communities. However, this can't happen unless you decide to become engaged. You can start by taking the survey that will be sent out to you. If you do not receive one, please call our main office and we will promptly send one out to you.

2023 was a good year as we made significant progress. 2024 looks to be a very exciting year as District 160 continues to grow. I invite you to join us as we work to build a better, stronger Union, making a difference in the lives of our members and in our community.

District 160 Organizing Report

A Year of Organizing and It's Been an Amazing Experience!

By Brian Urban



Where has the time gone? It seems like only yesterday I was taking my seat at the Organizing table here with 160. It has been such an amazing experience of bringing what I thought I knew about Organizing and then learning tips and tricks of Organizing from the legends before me. Anyone who has ever met me I hope will attest to my positivity in my outlook and attitude on life and what a great place to put that attitude to the test.

From so many engaging members I have found so much great support and understanding I want to thank so many in fact too many to list in only one article. However, I definitely have to throw a big thank you to Joe Solis, Ryan Carrillo, Fabian Liendo and Gabby. These individuals have endured so many questions, requests for help and "emergency" problems that at times have come up through different Organizing Campaigns. It is amazing during times of trial and tribulation when we look to our right and left only to find a precious few who are there for us. I am so grateful to say in every one of those times for me since becoming a member in this great Union my Brothers and Sisters have made up the majority of those precious few. So honestly thank you all who have been there to support me on this new endeavor.

I have been working for just over a year and to date have helped to bring in new members from both the private sector and the federal sector. I have worked with our members and continue to do so on various active campaigns in Service Contract groups, Healthcare, Green Energy Industries and even First Responders. I am so proud my Union supports and services such a diverse group of industries. My, haven't we come a long way since that railroad pit in 1888. IAM Healthcare is such a great example of this and I am proud to say I am working on expanding this great movement.

I had wanted to do this little write up on my anniversary or close to it and give great thanks to so many members who have come to my support and even gritted their teeth and dug in with me through times of struggle. I would also be remiss if I did not acknowledge my amazing peers at District 160 as well. From my members and co-workers visiting me in the hospital this last year and helping cover my workload to the friendly phone calls and texts checking on me and asking if they can help. Please let me tell you all how much it means to me and what pride that gives me in this great Union. I am…. IAM.

Thank you all so much and I look forward to another amazing year serving District 160 and all the current IAM members and the new members I will be helping bring into our Union.

Grand Lodge Convention Delegates Elections

All Local Lodges will be having Nominations and Elections for Delegates for the 2024 Grand Lodge Convention in New York City, September 1st-6th, 2024. Please see below for the dates and times for your Local Lodge. Election times will be announced at the Local Lodge April Meetings.

Local Lodge	Nominations	Elections	Location
79 Regular Lodge Meeting	April 17, 2024, 5:00 pm	May 15, 2024	Seattle District 160 Building
130 Regular Lodge Meeting	April 11, 2024, 5:00 pm	May 9, 2024	Everett Labor Temple
282 Regular Lodge Meeting	April 17, 2024, 5:00 pm	May 15, 2024	822 Park Ave, Bremerton
289 Regular Lodge Meeting	April 3, 2024, 6:30 pm	May 1, 2024	Seattle District 160 Building
297 Regular Lodge Meeting	April 4, 2024, 5:00 pm	May 2, 2024	Tacoma Firefighter's Hall
695 Regular Lodge Meeting	April 10, 2024, 6:30 pm	May 8, 2024	Olympia Labor Temple
1690 Regular Lodge Meeting	April 10, 2024, 5:30 pm	May 8, 2024	Anchorage Union Hall
2379 Regular Lodge Meeting	April 4, 2024, 7:00 pm	May 2, 2024	Ferndale Lodge Office

Absentee ballots can be requested in writing to your Local Lodge Recording Secretary per the requirements of Article II Section 3 of the IAM Constitution. Please call the District Office at 206-762-7990 with any questions.

Demyan: Corporate Obstruction of Worker' Rights to Organize Continues

Continued from page 1

Too often, companies use the threat of financial hardship to weaken the resolve of workers on strike. By allowing workers to collect unemployment benefits, HB 1893 ensures that our members can stand up for their rights without fear of financial ruin.

Corporate entities are doing their utmost to obstruct workers' rights to organize. From intimidating tactics to legal barriers, they are making it increasingly difficult for us to reach a first contract. This is a matter that every union organizer must address head-on. The right to strike is fundamental, and it's essential to get management to the bargaining table. HB 1893 can be a powerful tool in our collective arsenal, providing workers with access to unemployment benefits during a strike, thereby giving them critical financial support and bargaining power. But the real power of our presence was in showing our legislators that we are paying attention, and we are willing to fight for legislation that supports working people.

Our efforts did not go unnoticed. After our lobbying day, we received reports from a few friendly legislators that Boeing lobbyists were hard at work trying to counteract our message. Corporations like Boeing are actively working against us, using their influence to sway legislators to vote against the bill. Their efforts highlight the need for every member to participate in advocacy and organizing. We cannot afford to be passive observers; our voices are crucial in pushing back against corporate interests.

But we don't back down from a fight; that's why the labor rally on February 28th was so important. Despite the pouring rain, union members from IAM District 160 and from unions across the state came together to show solidarity and support for HB 1893. As an organizer with IAM, I understand the importance of showing up for events like these. Our presence at the rally was a powerful reminder to our membership and to unorganized workers that we are here to fight for them. It was inspiring to see three IAM District 160 members at the rally, and they serve as a shining example of the kind of activism we need more of. Together, we sent a clear message to legislators and corporate lobbyists that we will not be silenced.

As speakers at the rally, workers shared their powerful stories, emphasizing the need for this bill to support their right to organize. A barista from Starbucks highlighted the challenging working conditions and the importance of collective action to address these issues. Another worker from Homegrown Sandwiches spoke about their ongoing strike (100+ days), which has already led to significant gains in their first contract negotiations, including industry-leading standards such as hazard pay when the kitchen is too hot due to the weather, and the right to leave work in unsafe conditions due to heat without reprisal.

The rally's central theme was the importance of unity and collective action in building and improving the culture of organizing within the labor movement. It is evident that we need to increase our membership and strengthen the ability of our existing members to advocate for their contracts. These stories, and the untold stories of the hundreds of workers in attendance, were a testament to the power of collective action and organizing.

Our work is far from over. The fight for HB 1893 and other pro-labor legislation is ongoing, and it requires the active participation of every union member. We must continue to organize, educate, and mobilize our fellow workers. We must hold our elected officials accountable and demand legislation that supports working people.

We need every member of our union to participate if we're going to succeed. The fight for better wages, safer working conditions, and job security isn't just about us; it's about the future of the labor movement. We are up against wealthy corporations that are actively trying to undermine our efforts, and we need to keep organizing in spite of the challenges.

Participation means showing up at rallies, it means lobbying our legislators, and it means supporting legislation like HB 1893. It means talking with your friends and neighbors about forming a union at their workplace. It means voting for candidates who support workers and who support unions. The right to strike is fundamental to our ability to bargain for fair wages and safe working conditions–we cannot afford to let corporations take that power away from us.

So, to the three members of IAM District 160 who attended the rally, thank you. Your participation makes a difference! Your solidarity strengthens the labor movement. And to every member of our union, I implore you to get involved. Reach out to your Business Representative or an organizer to find out how you can become more involved in lobbying efforts and other organizing activities. Together, we can build a stronger, more equitable future for all workers.

Business Representatives' Reports

By Luke Ackerson

Servicing Update:

So far this year I have filed 6 grievances, 2 Unfair Labor Practices, and I am currently negotiating 6 contracts. I also have 6 grievances from last year that have carried over and are going to arbitration. As Union members, we have many tools at our disposal to compel employers to follow our Collective Bargaining Agreements and the law. Grievances and Unfair Labor Practices are two of the most powerful tools we can use. We must use those tools and exercise our rights whenever possible so that we can maintain what others have fought for.



Negotiations Update:

Trulife

The negotiations with Trulife are nearing the end, and as expected the employer continues to get themselves in trouble with the NLRB for violating the law. A few weeks ago we filed another Unfair Labor Practice charge against Trulife for bargaining in bad faith, coercion, making threats, making unilateral changes in working conditions, and not supplying information the union is legally entitled to. The employer's tactics are working to our advantage, every time they commit an Unfair Labor Practice we immediately communicate it to the bargaining unit. These frequent violations have brought the group closer together and engaged people who were either on the fence or outright anti-union at the beginning of this campaign. Our bargaining unit is very involved and is frequently participating in solidarity events to show their employer we are united.

Transdev

I am also negotiating two contracts at Transdev (formerly First Transit), these bargaining units support maintenance and operations for Community Transit in Everett. The Vehicle Maintenance unit voted down the company's proposal last week by a large margin. The wage increases the employer is offering are significant, but the bargaining unit expects more and we are going to fight for every last penny.

Community Transit

As I'm writing this, I'm at the William W. Winpisinger Technology and Education Center with the Community Transit bargaining committee. We are spending the week preparing for our upcoming negotiations and absorbing as much knowledge as we can from the fantastic instructors at W3. Bargaining Preparation classes at W3 can be very demanding, the committee is working very hard to prepare comprehensive proposals and strategies that will secure a great contract. This is another bargaining unit that is very united and ready for a fight.

Organizing Update:

In very simple terms, the job of an organizer is to assist workers in forming a union in their workplace. In practicality, it is incredibly difficult work and it takes very special people to be successful at it.

I don't know the actual statistics, but I would guess that for every 100 leads we get, only 1 will turn into a campaign. Our organizers frequently get leads but most of them get cold after just a few weeks. One of the common themes we are seeing is employees fear retaliation for starting an internal organizing campaign. While that is certainly possible, it is not something that happens regularly, especially with a very union-friendly NLRB.

The U.S. Department of Labor revamped its WorkCenter website last year, and it is full of very useful information to help us with our organizing efforts. Brian Urban and I used this resource extensively during the Trulife campaign. The site contains statistics on how Unions improve their member's lives, and not just in the ways we traditionally associate with unions. Please take just a few minutes to check out the site and view a few of the statistics. You may see something that makes you think of a situation a friend or family member is facing at work, where having a union could make a significant impact on their work life.

This QR code will take you directly to the statistics page of WorkCenter.gov:

https://www.workcenter.gov/data-center/

Our best organizing resource is our existing membership, many of our leads come from you. That's why District 160 offers an organizing incentive to our members; you could earn up to $500 for referring a lead that turns into a successful campaign. Contact your business representative or one of our organizers for more information on organizing.

By Beth Bergeon

Hello Sisters and Brothers!!

As the healthcare landscape continues to evolve, the need for strong representation and advocacy for healthcare workers has never been more critical and IAM Healthcare is at the forefront! Organizing a new healthcare facility presents a unique set of challenges and opportunities for Unions aiming to improve working conditions and ensure fair treatment for employees.



Organizing efforts in a new healthcare facility often begin with identifying potential Union supporters among the workforce. This involves building relationships, understanding concerns, and educating employees about the benefits of union representation. Additionally, it requires strategic planning and coordination to navigate potential legal obstacles and employer resistance.

One key aspect of successful organizing is leveraging past victories and lessons learned from other contract negotiations. By studying successful negotiations in similar healthcare settings, organizers can glean valuable insights into effective bargaining strategies, common issues, and potential areas of compromise. These case studies serve as inspiration and guidance for navigating the complexities of the negotiation process.

Drawing from past successes in contract negotiations, Unions can showcase tangible benefits achieved through collective bargaining. This might include improvements in wages, benefits, staffing levels, and workplace policies. By highlighting these achievements, Unions can build momentum and instill confidence among healthcare workers, demonstrating the power of collective action.

Furthermore, sharing stories of successful negotiations can help inspire solidarity and unity among workers, reinforcing the importance of standing together to achieve common goals. Whether it's securing better healthcare coverage, implementing fair scheduling practices, or addressing safety concerns, effective bargaining can lead to meaningful improvements in working conditions and quality of life for employees.

Some of you may have heard we have a current healthcare campaign. We are confident these men and women will soon be able to enjoy all the benefits of belonging to the Union family. Together, through solidarity and perseverance, we can build a healthcare system that prioritizes the well-being and dignity of both patients and providers.

I've taken on another role this year as a mentor for the LEADS program for women. The LEADS program plays a crucial role in nurturing our Women into the next generation of Union leaders and organizers. Mentoring aspiring leaders through this program provides an opportunity to pass on knowledge, skills, and best practices accumulated through years of experience in organizing and bargaining.

By serving as mentors in the LEADS program, seasoned Union Women can help cultivate a diverse and dynamic network of leaders equipped to address the evolving challenges of working and organizing in our Union. Through mentorship, participants gain invaluable insights into the IAM, effective leadership strategies, leadership development, and advocacy tactics, empowering women to drive positive change within their own workplaces and communities. I encourage all our Union Sisters to reach out to me for more information on the LEADS program.

Happy Spring!!

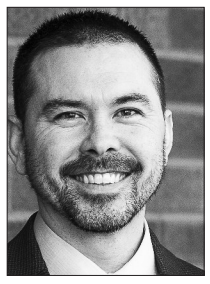
More Business Representatives' Reports on page 4

Business Representatives' Reports

Successful Contract Negotiations with the City of Seattle and City of Tacoma Railroad

By Tommy Hunt

Navigating successful contract negotiations with government entities requires a strategic and collaborative approach. Recently, I had the privilege of engaging in beneficial discussions with the City of Seattle and the City of Tacoma Railroad, resulting in mutually beneficial agreements that lay the groundwork for enhanced collaboration and sustainable wages.



Before entering negotiations, a comprehensive understanding of Seattle and Tacoma's economic, social, and political landscapes was crucial. Both cities are vital economic hubs with unique challenges and opportunities. Seattle, a tech-driven metropolis, demands innovative solutions for our mechanics, while Tacoma's focus on logistics and transportation requires a pragmatic approach to achieve what our members at the Railroad deserve.

Successful negotiations hinge on meticulous preparation. Our team invested substantial time researching the priorities, policies, and preferences of both the City of Seattle and the City of Tacoma Railroad. This groundwork enabled us to tailor our proposals to meet their specific needs and objectives.

Establishing positive relationships with key stakeholders was a cornerstone of our negotiation strategy. Regular communication channels were opened to foster transparency and trust. Meetings were scheduled to discuss concerns, expectations, and potential points of contention. This approach not only built rapport but also demonstrated our commitment to collaboration.

Effective communication is vital in negotiations. Clear and transparent communication ensured that all parties were on the same page regarding expectations, timelines, and deliverables. This approach helped mitigate misunderstandings and fostered an environment conducive to compromise and agreement.

Acknowledging and addressing the concerns of both the City of Seattle and the City of Tacoma Railroad played a pivotal role in the negotiation process. By actively listening to their apprehensions and providing viable solutions, our team demonstrated flexibility and a genuine commitment to finding common ground.

Recognizing the unique challenges faced by each party, our negotiation team presented innovative solutions that maximized benefits for both the City of Seattle and the City of Tacoma Railroad. These solutions not only addressed immediate concerns but also laid the groundwork for long-term collaboration and economic development.

The successful negotiation process culminated in win-win agreements that reflected the interests and priorities of all parties involved. The City of Seattle and the City of Tacoma Railroad were pleased with the outcomes, recognizing the value of a partnership that transcended mere contractual obligations.

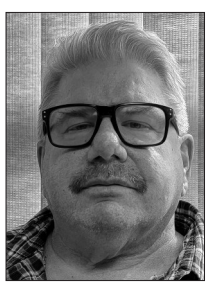
The success of our contract negotiations with the City of Seattle and the City of Tacoma Railroad exemplifies the importance of strategic planning, relationship-building, and effective communication in achieving mutually beneficial outcomes. As we move forward, these agreements provide a solid foundation for continued collaboration, economic growth, and the development of innovative solutions that will benefit both our organization and the vibrant communities we serve. Not only that, but our members gained significant wage growth and benefit development which has allowed them to claw back, and surpass, what was lost to inflation over the last few years. The power of your strength lies in the unity of your shop. Together we rise, divided we fall.



Members of the Lockheed Negotiation Committee.

By Larry Stenseth

It is the evening after the second day of Lockheed Negotiations. I have the pleasure of sitting at the table with a dynamic group of negotiators headed up by Bobby Barnwell. Also at the table is Benji Sullivan who will be the Chief Negotiator during our upcoming Negotiations with Fidelity Tech. Also rapidly approaching is Lake Union Dry Dock which expires at the end of June.



In early February at the Quarterly Washington Machinists Council in Olympia, I was happy to see NAVFAC Chief Steward Stan Wankowski in attendance. Stan is on our Local 282 Legislation Committee. Stan and many others went to the Capitol to meet with our Lawmakers. After listening to a number of very good speakers there was one rather obvious comment made that I would like to share. "If you want to change policies you need to change politicians" Support candidates that support policies that favor working Women and Men. Union Strong!



Swearing in of new Local Lodge 695 officers in Olympia, WA. From left to right: Dan Morgan – Trustee, Lloyd Holman – Recording Secretary, Kellan Lindley – Secretary-Treasurer, Steffan Robinson- Vice President, Richard Howard - President, Andrew Root - Trustee, Tom Burke – Outgoing President.

By Zac Collins

Hello Brothers and Sisters,

I hope you had a wonderful holiday season and a great start to the New Year. As always, your District 160 staff have been extremely busy servicing our 3,000+ members in Washington, Idaho, and Alaska. Since the last issue of the Evergreen Leader, I've helped facilitate the ratification of several shops that I have the pleasure of servicing. The members I represent are the backbone of these sometimes-grueling negotiations. Your elected negotiating committees are an integral piece of this process. Although I am the chief negotiator at the bargaining table, the elected members from the shops have in-depth knowledge about their jobs and the contracts they work under. I want to thank each one of you who has stepped up to advocate for not just themselves but their entire bargaining units. Thank you!



Recently, we successfully ratified a contract at the Safeway/Albertsons Distribution Center located in Auburn. Here I represent a group of 11 highly proficient automotive mechanics, their primary responsibility is to ensure that the trucks are in top-notch condition to deliver food to our tables. During this contract, we achieved some of the best wage increases and several other noticeable improvements.

We were also able to ratify an incredible contract at Intercity Transit in Olympia. Here I represent over 30 members who are employed as Journeyman Technicians, Support Specialists, Service Workers, And Vehicle Cleaners. These members are responsible for guaranteeing the smooth operation of Thurston County's public transit system. In this new contract, the members will be enjoying increased premium pay for holding certifications, working out of class, and working as a lead. We were able to achieve significant wage increases, including market adjustments for technicians. This will help to maintain the competitiveness of these positions with similar jobs, thereby retaining current team members and attracting new hires.

Additionally, we ratified a new contract at Pierce Couty Fleet Services where our members repair and maintain many county vehicles from sheriff's cars to snow plows. This negotiation was a tough one as Union density in this shop is a lot lower than we'd like to see in public sector shops and the County was extremely tight with their finances. In the end, we were able to walk away with a respectable two-year agreement. We aim to sign some more members up and stand together stronger to improve on it in the next round.

Speaking of the importance of union density in the public sector, I want to share about another group I represent in the Pierce County area - the Pierce Transit Public Safety Officers. These members demonstrate the benefits of 100% membership in their shop. Recently, the transit authority expressed interest in providing them with a one-year contract extension, which would help to balance out the negotiation years with other union contracts within transit. Thanks to these members standing together and demanding what they deserve, we were able to ratify a significant one-year wage increase for this group.

Lastly, I am happy to announce the ratification of our newest contract with the City of Tacoma general government unit, where I represent a group of over 75 highly skilled members. These individuals are responsible for the maintenance and repair of a variety of vehicles, including police cars, garbage trucks, public utility vehicles, and fire and marine vehicles. They even maintain the Tacoma wastewater treatment facilities. This negotiation has been a lengthy and highly complex process, lasting just under seven months. After a lot of hours and hard work by the committee and myself, we were able to reach a great agreement that shows vast improvements over past contracts. This includes some of the highest wage increases this group has ever seen.

I have 9 more contracts to negotiate in 2024 including the UPS local and national agreements, a service contract for simulation technicians at Gowen Field National Guard base in Boise Idaho, Pacific Power Group mechanics, Peninsula Truck Lines Mechanics, as well as several others that I will be reporting on in the future.

More Business Representatives' Reports on page 3