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EVERGREEN LEADER

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

Vol. No. 62 | September 2023

Directing Business Representative's Report

Returning to Union Core Values

From August 20-24, 2023, our staff and District Delegates attended the IAM's Unity and Growth conference in San Diego. During that conference the Purpose Institute provided some interesting statistics that I want to focus on. While 71% of people are in favor of Unions only 29% of those people have confidence in Unions. Some of the issues that explain the disparity include attitudes like "what's in it for me?" How do we deliver value and issues of transparency? I am sure that many of you may have the same questions. And to answer that properly requires engagement by all of our members.



Steve Miller

We need to grow this Union; however, I believe that there can be no true growth without unity, and there cannot be true unity until we understand our core values. To that end, we must first start at the very beginning which is 1) What are our core values? 2) Do we really understand them? And 3) Are those values actually part of who we are?

Some of our Union core values are respect and dignity, fairness, honesty and integrity, compassion and empathy, justice and good old fashioned hard work. But the very core of those values is Dignity and Respect. It seems that we use terms like dignity and respect so often that we forget what those terms really mean.

Dignity means that all of us are equal, no one is better than another and everyone is valued and has self-worth that must be recognized. With that comes respect. Respect is accepting a person's self-worth and being totally inclusive, regardless of a person's beliefs or background. In this, total inclusion is a must. As stated in 2004 by Maureen Holder, our very own labor educator IAMAW Winpisinger Education and Technology Center, "You can't be a good trade unionist and be racist, sexist, homophobe, xenophobe, or elitist."

The question of "what's in it for me?" – while understandable in this day and age, is still problematic. If one approaches union membership with this as the primary concern, it indicates self-centeredness. On the other hand, if we truly honor the Respect and Dignity of others we are then motivated to work for the betterment of others, not only ourselves.

In this edition of the Evergreen Leader, we have an updated chart of the grievances and ULP's filed by our Business Reps. We are including this information to demonstrate one measure of the value of Union membership and how we are supporting our members. However, sometimes we look at things the wrong way. Filing grievances and ULP's and working on contracts that help better everyone's life is not the definition of what we are, but rather a result of what we do because of what we are. It is the values that we hold to protect the dignity and respect of others that cause us to take action. This is what makes us stronger and unified.

At the beginning of September we celebrated Labor Day. Also, a week earlier marked the 60th anniversary of the March on Washington that featured Dr. Martin Luther King's "I Have a Dream" speech. Both of these events have a similar idea, that people will and should rise up and fight if they are not afforded the dignity as a person or the respect for what they are that they deserve.

We need to grow this Union, but not because we want larger numbers. Larger numbers without direction are hollow. WE need to grow this Union because there are still so many people out there that require help because they are not respected for the labor they produce. WE need to re-examine our core values to ensure that we do believe in dignity and respect, fairness, honesty and compassion for all.



Shop Steward Training

This is a great opportunity to have our members get the training they need to help us grow. All training sessions are from 9AM to 5 PM. If you are planning to attend or if you have questions, please call our office at 206 762 7990. The training dates are:

Saturday September 23
IBEW 76 Hall, 3049S 36th St, Tacoma

Monday September 25
Federal Employee Steward Training
IBEW 76 Hall, 3049S 36th St, Tacoma

Saturday September 30
District 160 Office Building
9135 15th Place, Seattle



Grievance & Unfair Labor Practice Tracker

Figures as of September 2023

Cases Filed	107
Cases Resolved	91
Arbitration Cases	4
Total Awarded	**$313,199**

Holiday Office Closures

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

Veteran's Day – Friday, Nov. 10, 2023

Thanksgiving – Thursday & Friday, Nov. 23-24, 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 – 5:00 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
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
Tommy Hunt
Beth Bergeon
Larry Stenseth

Organizers
Melissa Demyan
Brian Urban

Evergreen Leader

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Retirees

Local Lodge 79
Felice, Walter ..... Kenworth Trucking Company 2/1/2023
Gibson, Paul ..... Cascade Machinery and Electric 5/31/2023
Local Lodge 289
Abernethy, John ..... Port of Seattle 4/1/2023
Abernethy Jr, Don ..... Port of Seattle 7/15/2023
Adams, David ..... Republic Services 7/31/2023
Davidson, Dan ..... PMMC 4/30/2023
Edgar, Richard ..... City of Seattle 4/30/2023
Hill, Nick ..... Kenworth 3/31/2023
Marker, Conrad ..... American President Lines 3/31/2023
Miller, Sergey ..... Hexcel Corporation 6/30/2023
Oltmann, Michael ..... Cadman, Inc. 7/21/2023
Wilborn, Mark ..... SSA Terminals 5/31/2023
Woodman, Katherine ..... Hexcel Corporation 6/30/2023
Local Lodge 297
Beckman, Danny ..... NEC – JBLM 6/30/2023
Local Lodge 282
McDermott, Ervin ..... NUMC 5/31/2023
Local Lodge 695
Hanson, Ted ..... Vaughan Co. Inc. 6/30/2023
Johansson, William ..... Crown Cork and Seal 6/30/2023
Schmitt, Joseph ..... Intercity Transit 5/31/2023

District 160 Organizing Report

Empowering Unity:

Machinists Union's Inaugural Unity & Growth Conference Sets a Bold Agenda for Organizing

By Melissa Demyan

San Diego, CA - From August 20th to 24th, 2023, history was made as our union hosted its inaugural Unity & Growth Conference. This unprecedented event brought together union members, staff, and leadership from across the United States and Canada, united by a shared goal: fortifying the labor movement by expanding membership through strategic organizing efforts. Together we worked collaboratively as union siblings in San Diego to map out a powerful strategy for expanding our union's reach. As a proud participant and organizer on staff, I am thrilled to share a few insights gained from this momentous event.



The mornings were charged with vigor as plenary sessions navigated intricate legal matters surrounding our work under the NLRA, FLRA, and RLA. Yet, it was the remarkable organizing triumphs that truly illuminated the way forward. Celebrating internal victories, such as the successful inclusion of over 1000+ new members within our federal shops, showcased the potential within our grasp. Additionally, the conference spotlighted an extraordinary opportunity to foster growth in the federal and public sectors where we currently represent 120,000 workers with very low dues-paying density, offering a roadmap to amplify our influence without negotiating any new contracts.

It's not all sunshine and steel though. An alarming threat also emerged from the shadows – the insidious use of advanced AI surveillance by corporations to undermine our collective strength. Yes, you read that right: corporations spying on workers, targeting potential union supporters using AI, and, worst of all, threatening jobs. This isn't science fiction; this is our new reality – highlighting the urgency of our mission to protect workers' rights and privacy.

As the sun dipped below the horizon, the afternoons were dedicated to industry-specific breakout sessions where participants actively engaged in formulating plans to penetrate various sectors. We shared stories, poured our wisdom, and carved out strategies to surge ahead. The core message echoed louder than a clanging press: unity fosters growth. To bridge the gap between different industries and amalgamate efforts towards a common goal of increased membership, we must start by fostering a culture of organizing union-wide. This conference emphasized our collective potential to galvanize the entire organization and amplify our impact.

Collaborative discussions reverberated through the hallways as representatives hailing from diverse sectors converged to craft intricate plans to ignite growth, and conversations continued well into the evening hours at receptions hosted by Grand Lodge. It became resoundingly clear throughout the week: the seeds of expansion are sown by the hands of every member.

The conference underscored the very essence of unity: in order to thrive, we must grow. The vitality of our members' involvement in this endeavor cannot be overstated. Every member possesses a wealth of connections and personal narratives that serve as the cornerstone of successful organizing. The paths we forge are strengthened by our shared stories and a collective dedication to a brighter future. Our union's strength lies in our numbers, and each individual's participation in organizing is a step towards leveling the playing field between workers and powerful corporations.

I am more inspired than ever. The Unity & Growth Conference unveiled a transformative path ahead. A renewed culture of organizing is not merely a choice - it's an imperative. As we stand at a crossroads in an ever-evolving landscape, every member's voice and participation is pivotal in redefining the labor movement's trajectory. Our inaugural organizing conference not only equipped attendees with legal knowledge and strategic insights, but also rekindled the flame of solidarity and illuminated a clear path toward expanding our union's influence. It affirmed that the future of the labor movement hinges on the commitment of each member to actively participate in organizing efforts. Yes, that means you, dear reader.

The stage is set for us to champion change. Together, we have the power to shape the narrative, to elevate our shared goals, and to fuel a future where the labor movement stands strong and resolute. Let's unite, let's organize, and let's grow - because our collective strength knows no bounds.

In Memoriam

Local Lodge 79
Leroy Capps ..... August 11, 2023
Walter Ipfelkoper ..... July 28, 2023
Richard Seaman ..... June 12, 2023
Dennis Tyskiewcz ..... June 20, 2023
Joel Woodward ..... July 3, 2023

Local Lodge 130
Wallace Rindero ..... June 7, 2023

Local Lodge 289
Daniel De Montigny ..... August 17, 2023
Erik Hansen ..... August 11, 2023

Local Lodge 695
Rod Avery ..... June 12, 2023
Wilford Metcalf ..... August 1, 2023

District 160 Organizing Report

By Brian Urban



Why I chose to become a Union Organizer. Union organizing plays a vital role in ensuring the rights and welfare of workers across various industries. It serves as a powerful mechanism for employees to collectively advocate for their interests, improve working conditions, and achieve better job security.

One of the primary advantages of unionizing is the collective bargaining power it provides. When workers unite under a Union, they can negotiate with their employers as a unified force, making it more likely to secure favorable terms such as higher wages, better benefits, and improved working conditions. This helps to narrow the income gap and ensures that workers receive fair compensation for their efforts.

Union organizing also fosters a sense of job security. Through negotiated contracts, Unions often establish procedures that protect employees from arbitrary dismissals. This not only benefits individual workers but also stabilizes the labor force, leading to a more productive and engaged workforce.

Furthermore, Unions have historically played a crucial role in pushing for workplace safety standards. They advocate for measures that protect workers from hazardous conditions, reducing accidents and injuries. This ensures that employees can perform their duties without fear for their well-being.

Another significant benefit of Union Organizing is the provision of a platform for employee grievances. Unions offer a structured mechanism for workers to address workplace issues, whether related to discrimination, harassment, or unfair treatment. This can lead to a more equitable and respectful work environment.

Moreover, Unions often invest in training and development programs for their members, enabling workers to acquire new skills and advance in their careers. This not only benefits individuals but also contributes to the overall growth and competitiveness of industries.

Union organizing remains of paramount importance in today's workforce. It empowers employees to collectively advocate for their rights, secure better working conditions, and foster a sense of job security. Additionally, Unions play a vital role in promoting workplace safety, addressing grievances, and investing in the professional growth of their members. By joining forces through the IAM, workers can achieve a more equitable and prosperous future in the world of work.

Business Representatives' Reports



Ketchikan, Alaska, which claims to be the Salmon Capital of the World.

A Memorable Journey: Exploring Alaska's Beauty and Building Connections with Members

By Tommy Hunt

In the vast expanse of the Alaskan wilderness lies Dutch Harbor, a remote and picturesque destination. It was here that I was able to personally spend time with and genuinely connect with our members (waterfront crane mechanics) in Dutch Harbor. It was a remarkable journey, filled with solidarity, camaraderie, business ventures, training opportunities, and moments of unity and growth.



The purpose of my trip to Dutch Harbor was to meet our highly skilled crane mechanics, who play an integral role in ensuring the smooth functioning of the Dutch Harbor crane operations. This dedicated team of professionals handles every facet of maintaining the port cranes and their operation that powers our ventures in the region, making their expertise invaluable. I'm happy to report we had many fruitful and beneficial conversations. We have confidently entered into negotiations with Marine Mechanical for the next CBA.

After my visit to Dutch Harbor, I headed back to Seattle and engaged in virtual negotiations with Vertex, where our members are C-12 airplane mechanics contracted by the Air Force at Joint Base Elmendorf Richardson in Anchorage. The discussions were generally pleasant and ultimately fruitful, and we agreed to terms on the next CBA (which passed unanimously) that all sides can feel good about.

Continuing a partnership that has promised mutual benefits and growth prospects for quite some time now. I'd also like to give a special shout out to Grand Lodge Aerospace Coordinator Tony Wirth, who took time out of his wildly busy schedule to pop in on our Zoom negotiations and lend his expertise. Many thanks, Tony!

Then from Seattle, I jetted up to Ketchikan, Alaska, a charming town situated along Alaska's Inside Passage. My destination was the Alaska General Seafoods cannery, where I visited our hardworking cannery Maintenance Machinists. These individuals toil tirelessly to maintain every machine that processes and preserves the bounties of the sea, exemplifying the heart and soul of our seafood production endeavors.

While I was there, I was able to help one member who lives in Mexico during the off-season, navigate and understand how the Machinists Health & Welfare Alaska medical plan operates globally. This may seem like a minor detail, but with many of our members in Ketchikan living outside the US during the off-season, and not having a solid grasp on how their health care plan operates, this was a valuable opportunity to educate not just one member who asked the question, but all the members that will benefit from his experience and new found knowledge.

Aside from business as usual, I also spent some time on self-improvement. A training trip to our Union's W3 Training Center allowed me to participate in the inaugural Advanced Service Contract Act class. The program sharpened my skills and expanded my understanding of the intricate aspects of SCA contracts, equipping me to lead with greater confidence.

By Luke Ackerson

Unity and Growth Conference

District 160 Business Representatives, Organizers, and Local Lodge officers attended the IAM Unity and Growth Conference in San Diego the week of August 20th. The week was full of guest speakers and IAM leadership, providing us with excellent information on topics related to growing our union.



Each day we separated into groups based on industry sectors and created strategic plans on how to organize in those sectors. There were several topics throughout the week that I found interesting, in particular, surveys conducted by Gallup indicate that most people have a favorable view of unions and would join a union. That information is contradictory to what we are seeing in our organizing campaigns. Obviously, there is missing data that would explain why people have a favorable view, but never make the leap into forming or joining a union.

I believe it is our job as union leaders to identify those gaps and develop new tools to grow our union and make us stronger. Growth is achieved through organizing and organizing is one of the most important activities that we engage in. Growth provides us with the next generation of union leaders, increased resources to engage in the fights that are important to our members, and power in numbers. Organizing by sector is a great tool to build increased solidarity and to bring up wages and benefits. A great example is our maintenance workers at the Port of Seattle and Port of Tacoma who maintain and repair cranes, mobile equipment, shipping containers, and refrigeration units for companies like SSA Terminals, APL, and Husky Terminal. These groups consistently build their contracts off of each other and have a lot of power over the employers that operate shipping terminals at the ports.

Servicing Update

Negotiations:

In the time since the last Evergreen Leader was published, I completed 3 negotiations, Heidelberg Materials, First Transit Residual, and Blade Chevrolet.

Heidelberg Materials (formerly Cadman Concrete) is a small but specialized group that maintains a large fleet of concrete mixer trucks. This negotiation was tough, the employer closed multiple locations during negotiations due to a significant downturn in the industry. We were able to negotiate 12% pay increases over 3 years and a new 401(k) plan with employer contributions, despite the economic conditions.

Transdev Residual (formerly First Transit) is another small but specialized group that administers payroll and other functions at Transdev in Everett. Transdev is a transit operator that sub-contracts services to the public transit agency Community Transit. This negotiation was a great experience, the group stood their ground, rejected the employer's proposal, and forced management back to the table. While we didn't get exactly what we wanted, we achieved more paid holidays, a better health insurance plan, reduced employee portion of the insurance premium from 14% to 10%, and a 26% pay increase over 3 years with 20% in the first year.

Blade Chevrolet is a family-owned Chevrolet and RV dealership in Mount Vernon. We represent the Automotive, RV, and Auto Body Technicians. We had a great negotiating committee that understood the issues and knew how to make their case to management. The result was improvements in most areas of the CBA, but most importantly in wages and paid time off.

I am currently negotiating contracts for Everett Sound Machine Works, Valiant E/A 18 Simulator group, and Trulife Engineered Solutions; and I am about to begin negotiations with Transdev Transit Supervisors/Dispatchers, and Transdev Vehicle Maintenance.

Grievances:

So far this year I have filed 35 grievances. 25 of them have been resolved, and 10 are still being processed. The total value recovered in the resolved grievances is $275,311.52.

Unfair Labor Practices:

I have filed 5 Unfair Labor Practices with the NLRB this year. Since the last Evergreen Leader was published, Trulife unilaterally changed healthcare coverage for all bargaining unit employees. We immediately filed the ULP and forced Trulife to return to the previous healthcare coverage. Management is now under immense pressure to wrap up negotiations as quickly as possible to avoid a significant increase in cost to their existing health insurance.

More Business Representatives' Reports on page 4

Business Representatives' Reports

By Brandon Hemming

Each year, the IAM awards college scholarships to our members and/or children of our members. These scholarships are presented to applicants in recognition of their scholastic achievements and various activities of service to the school and the community. This year there were 292 applicants for the scholarship with 16 individuals being selected: 2 IAM Members and 14 children of IAM Members. We were honored to have one such winner come from District 160, Local Lodge 289. Garrett Kurtz, son of 23-year IAM member Mike Kurtz, has been accepted and will be attending Central Washington University where he plans to explore his interests in the fields of Secondary Education and Criminal Psychology. During his high school career, Garrett was a 2-sport athlete that still made time to contribute to his community by working in a local food bank. He was also active in his car club that he participated in with his father, Mike. When asked what he thought of Garrett's achievements, Mike stated, "I am so proud to watch my son thrive as a member of the family and his community." It is the highest priority of the IAM Scholarship Program to further the education of IAM members and their families who represent the values of the labor movement. Again, we are proud to say that Garrett is such a person, and we wish him the best as he enters the next chapter of his life.



Grand Lodge Representative Brandon Hemming and the IAM Scholarship winner Garret Kurtz – son of LL 289 member Mike Kurtz.

By Zach Collins

Hello Sisters and Brothers,

It has been a very busy Summer for us here at District 160 with many positive changes taking place. I would like to take a second of personal privilege and welcome our newest Business Representative Larry Stenseth to our team! Larry comes from a very diverse union background and I believe he will bring a lot of new and exciting ideas to our District! I hope you get a chance to meet him soon.



Since my last article I'm extremely happy to report that we've ratified an outstanding agreement with The Bradken Foundry in Tacoma, Local Lodge 297. This is their second contract and after a lot of long hours and a hard fight the group made huge improvements to their collective bargaining agreement. Some of the highlights include; the biggest wage increases they've ever seen, positive pay grade adjustments, dues check off language, and we were able to negotiate apprenticeship language that will bring in the Machinists Institute to help Bradken develop new, highly skilled, IAM members. The bargaining committee put in a ton of time and effort on this negotiation and the results speak for themselves! Great job fellas!

I recently brought the City of Tacoma General Unit negotiation committee back to the William W. Winpisinger Center for a negotiation preparation class. This group maintains all of the city of Tacoma's vehicles, including public utilities vehicles, garbage trucks, police vehicles, fire vehicles, and they even keep the wastewater plant running. Needless to say, this group of highly skilled IAM members are extremely important to keep the city of Tacoma operational. There are 5 different shop locations across the city and some of these members met for the first time at the airport the morning we flew to Maryland. Needless to say, this trip did wonders for cross-shop solidarity. This negotiation committee put in a lot of class time as well as late nights learning about and creating a plan for our upcoming negotiations. With a shared goal of securing a favorable agreement, the mechanics are eager to address several issues such as fair wages, fair certification premiums and improved working conditions. The new sense of unity among the group is palpable, as they anticipate the negotiations as an opportunity to strengthen their profession and enhance the services they provide to the community. Drawing on their skills, experience, and dedication, the group are ready to advocate for an agreement that not only acknowledges their invaluable contributions to the city but also sets a positive precedent for the broader workforce.

With most local lodge meetings starting back up in September, I'd be remised not to remind everyone how important and beneficial attending your local lodge is. Attending local lodge meetings offers numerous benefits to union members. These meetings serve as a place for members to stay informed about important updates, developments, and decisions within the union and the shops they represent. Just by attending once a month for a couple of hours, members gain insights into ongoing negotiations, contract discussions, and any changes in policies or regulations that may affect their work conditions and benefits. Maybe most importantly, these gatherings provide a space for networking and building camaraderie among fellow members, fostering a sense of community and solidarity. Attending meetings also allows members to voice their opinions, ask questions, and contribute ideas, ensuring their concerns are heard and addressed by union leadership. Local lodge meetings empower union members by keeping them engaged, informed, and actively involved in shaping the direction of their union and the issues that matter most to them. I hope to see you at the next one!

By Larry Stenseth

Greetings! Please allow me to introduce myself. My name is Larry Stenseth, I am pleased to announce I am the newest member of the District 160 team. My Union history dates back to 1975 when I became a member of Local 302 In Anchorage. I was an active member for 32 years before retiring early in 2008.



Concurrent to that I sailed deep sea out of the Sailors Union of the Pacific as an able-bodied seaman and ships delegate. And I was a Chief Steward at a rock crushing plant under a Teamster contract.

My last job was at Alcoa under a Machinists contract serving as a Shop Steward for a number of years.

In conclusion, after 48 years experience in one union or another, the Machinists Union was the only Union that invested in me providing the training and opportunities that prepared me for my current role.

If you have an opportunity to serve the Union in any capacity, do it! If you have an opportunity to go to the Winpisinger Center, go! Get involved, be part of something worthwhile, something bigger than yourself.

By Beth Bergeon

Welcome Brothers and Sisters!!

What a whirlwind since our last edition of the Evergreen Leader has reached you. Work for our Union has taken me all over Washington State and the United States.



In July, the members from the negotiating committee at Belshaw and I went back to the Harbor for negotiation prep. We spent a week learning about what negotiations will look like, solidarity, and strategies to take back to the membership.

I would guess that most people are unaware that Seattle City Light has dams in Skagit County as well as Pend Oreille County. Those dams have our LL79 hydroelectric machinists working to keep the lights on. In August I made a trip to Boundary Dam located in Mataline Falls, WA.

I was treated to a complete tour inside, outside and up top. I have to admit that I was not the most excited to take that drive into the middle of nowhere to become bear food, but IT WAS ABSOLUTELY INCREDIBLE.

Even more incredible than the dam were the members who work out there. You can imagine that I had a million questions that to a person doing the job every day may seem silly, but the members were so engaging and happy to share their knowledge. I spent roughly four hours inside the dam. Later, I was able to meet up with the members for dinner and get to know them a little better.

Fun facts about Boundary:

A portion of the 1997 film The Postman (Kevin Costner) was filmed at this dam.

When you are inside the dam, the river flows over the top of you.

The Pend Oreille River flows from South to North up into Canada before it turns around to meet up with the Columbia.

Unfortunately, the Sourdough Fires prevented me from meeting the membership at Newhalem on this trip where both LL79 hydroelectric machinists and LL289 mechanics work. I'm excited to reschedule this fall!!

We've (the members and I) have had multiple wins over the summer, or as I like to say, opportunities to work together to do the right thing. We have brought several people back from terminations as well as having discipline removed. Each win comes with a commitment to do what is best for the member and the larger Union movement. I strive to approach grievances with humility and grace. I find this approach allows both the Company and Union the grace to move off of positions, which may be ego driven, which in turn creates trust for future encounters. All of us know that this approach doesn't always work and the line has to be held. Sometimes this means we have to use our larger resources, which are here to support us, at the Grand Lodge and file Unfair Labor Practices (ULP's). ULP's take a tremendous amount of time and energy from the membership dealing with the work environment day in and day out while the wheels of justice move along. For my members who are currently dealing with these issues, your absolute solidarity with one another has made all the difference to our case.

Many of our members attended the Growth and Unity Conference a few weeks ago in San Diego with staff and members from all over the US and Canada. One of the highlights was the hurricane that wasn't. I hope more of you have the opportunity to attend these events. Aside from the incredible training, it is an opportunity to connect with others across our Union who face the same issues as you, inside and outside of your industry.

My rookie year is now behind me, whew!! One of my professional goals this year is to learn about a part of the Union which I wouldn't consider myself very knowledgeable. When I returned from the Growth and Unity Conference, I decided that I wanted to learn how to Organize in the practical sense. Organizing takes a special type of personality on top of the knowledge to be successful. I've reached out to Melissa Demyan, District 160 Organizer, to teach me how to organize a campaign. It is fascinating!! I'll keep you all posted on my progress as an Organizer.

Be Kind
Be Humble
Show Grace
In Solidarity, Beth

More Business Representatives' Reports on page 3