Non-profit Org.
U.S. Postage
PAID
Permit No. 1296
Seattle, WA

IAM & AW District 160
9135 15th Place South
Seattle, WA 98108

EVERGREEN LEADER

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

Vol. No. 64 March 2025

Directing Business Representative's Report

The Attack on Unions has Begun

In my first *Evergreen Leader* article as the Directing Business Representative, I stated that change happens all the time. In almost every article since, I have emphasized that *YOU* are the union, and that to make this union great, it requires your involvement. This moment is a clear intersection of both of those statements. Regardless of politics or personal views, one fact is undeniable—the attack on unions has begun.

In Utah, Governor Spencer Cox signed a bill that prohibits state government from negotiating with unions representing employees, including firefighters, teachers, and police officers. Jack Tidrow, president of the Professional Firefighters of Utah, stated, *"Looks like Utah will become the most anti-labor state in America."* To read more, just google *"Utah public unions banned"* online.


Steve Miller

On February 12, Congressman Joe Wilson (R-SC) and Senator Rand Paul (R-KY) reintroduced the *National Right to Work Act*. This bill is the direct opposite of the *PRO Act* and is specifically designed to weaken and dismantle unions.

Meanwhile, the Trump administration has launched an all-out attack on federal unions and employees, issuing directives and executive orders at a relentless pace. Recently, every federal worker received an email titled *"Fork in the Road"*, offering a so-called buyout if they chose to resign. But let's be clear—this offer is both **misleading and illegal.**

Having worked in the federal sector myself, I know firsthand the devastation that a **Reduction in Force (RIF)** can cause. In the 1990s, my family was forced to uproot from Portsmouth, NH, to Washington due to a RIF. While I'm grateful for where we landed, the disruption took a toll—not just on my family, but on the local economy we left behind. What we're seeing now isn't a **carefully planned reduction**; it's a **reckless, shotgun-style approach**, with no real strategy beyond "let's see what happens."

That's exactly why **strict regulations govern federal employment**, outlined in the **Code of Federal Regulations (CFR).** Specifically, **5 CFR Part 351** ensures that RIFs require congressional approval and that downsizing doesn't undermine the government's ability to function effectively.

This current backdoor attempt at workforce reduction isn't just irresponsible—it's deceptive. Congress hasn't authorized any funding for these so-called buyouts. Senator Patty Murray, a key lawmaker in government funding, made it clear: *"As the top Democrat on the Senate Appropriations Committee and one of the key lawmakers who helps draft government funding bills, I want to make it clear that the federal government is only funded through March 14, 2025. At this point, there is no allocated funding for agencies to pay staff under this offer."*

District 160 represents over 5,000 federal workers at Navy bases and the Army base at JBLM. Any workforce reduction must be handled responsibly – our national security and military readiness depend on it. Unfortunately we fully expect more anti-union tactics in the days ahead.

While we have fought these battles before, this time it will be harder—the anti-union movement is more organized, more aggressive, and more determined than ever. Make no mistake, the fight against labor unions has existed since their inception, but the current threat is real and imminent.

We cannot look away. We cannot assume this won't affect us. This is only the beginning. The question is: What are YOU going to do about it? If you were not engaged before, now is the time. If we ignore this and assume it won't impact us, we will be unprepared when it does.

The IAM is actively joining forces with other unions and filing lawsuits against the government. However, this is just the beginning.

People often ask, *"What does the union do for us?"* While I usually turn that question around and ask, *"What are you doing for the union?"*. Let's take another perspective. The contract that governs your wages, benefits, and working conditions exists because of the union. Without it, your pay and benefits would be significantly lower. Imagine your workplace without a contract—where everyone is an *at-will* employee.

Right now, I am negotiating with the Metal Trades on the Vigor Shipyard contract. The company is offering very little and is unwilling to move much further. This may require **strong union solidarity** to push for better wages. Boeing is another example—if there were no union, what do you think those employees' wages and benefits would look like?

The time to act is *now*. The rights that past generations fought for are at stake.

So, what can you do?

- **Organize:** If you know someone working in a non-union shop, let us know. Contact your Business Rep, contact our Organizer Melissa Demyan at melissa@iam160 or at (206) 747-0988 or call our office at (206) 762-7990
- **Engage:** District 160 is working to increase member involvement, but that also means you must engage with each other.
- **Be politically active:** Connect with local and federal representatives. Make your voice heard—frequently and loudly.

A Final Note

As mentioned earlier, change is inevitable. District 160 is experiencing another transition—Carolyn Pierce, our Finance Manager, has retired after nearly 23 years with the District. Carolyn has selflessly dedicated her time and energy to strengthening this organization. While we are happy for her as she embarks on this new journey, I know I speak for myself and the rest of the staff when I say that we are sad to see her go.

Stay strong, stay engaged, ORGANIZE.

Exciting News for Our Future!

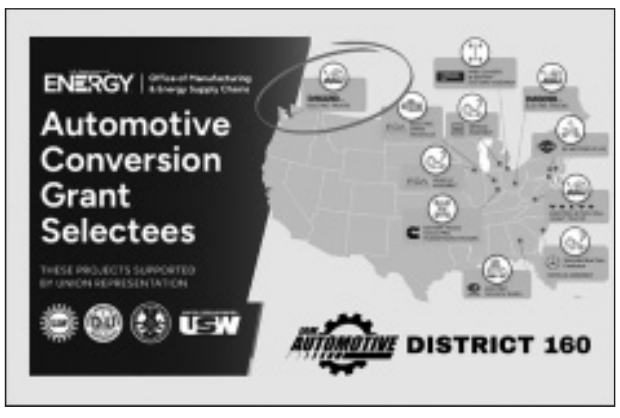
Brothers and Sisters, we've got fantastic news! The U.S. Department of Energy (DOE) has awarded a significant Domestic Manufacturing Conversion Grant to PACCAR (Kenworth) in Renton, where many of *our* members work. This grant will directly support the transition to electric vehicle (EV) manufacturing, ensuring a strong future for our workforce.

This win is a direct result of the Inflation Reduction Act, and it's a game-changer for District 160. As General Vice President Robert "Bobby" Martinez stated, this funding will have a "massive impact" on our members in Washington state. We're talking about securing our jobs and developing the skills needed to thrive in the growing EV industry.

Our Directing Business Representative, Steve Miller, emphasized that this investment means more than just building EVs. It means strengthening domestic manufacturing, retaining our skilled workforce, and providing vital upskilling opportunities for our members. The grant specifically highlights PACCAR's commitment to working with *our* locals, 289 and 79, along with other unions, to train workers and convert the Renton facility.

This grant is a testament to the power of our union. We want to thank our IAM Union National Legislative and Political Director, Hasan Soloman, Assistant Director Loren Ameroth, and the entire IAM Legislative and Political Department for their tireless efforts.

Securing this competitive grant demonstrates the importance of a strong legislative team. This is a significant step forward for our members, our local economy, and a cleaner environment. We are building our future, together!



Grievance & Unfair Labor Practice Tracker

As of March 2025

Grievances Filed (includes 46 from last quarter)	59
ULP Reported (includes 6 from last quarter)	17
Arbitration Cases (includes 6 from last quarter)	11
Total Awarded	**$196,261.45**

Holiday Office Closures

Memorial Day .....May 26, 2025

Juneteenth..... June 19, 2025

Independence Day....July 4, 2025

Inside

Meeting Notices ... Page 2
In Memoriam..... Page 2
Retirees ..... Page 2
BR Reports..... Page 3-4

Local Meeting Notices

79 - Seattle

Regular 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 meeting (3rd Wednesday). District 160 Conference Room, 9135 15th Place South, Seattle.

130 - Everett

Regular Meeting- 5 p.m., 2nd Thursday, Labor Temple, 2810 Lombard, Everett.

282 - Bremerton

Regular 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.

289 - Seattle

Regular 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.

297 - Tacoma

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

Executive Board Meeting – 5:00 p.m., Tuesday preceding the Regular 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 meeting at 10 am.

695 - Olympia

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

1690 - Anchorage

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

2379 - Ferndale

Regular Meeting – 6:30 p.m., 1st Thursday, office, 2064 Vista Dr., Ferndale.

Executive Board Meeting – 5:30 p.m., first Thursday, 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
Josephie Ulrich

Trustees
Ted Taft
Don Zeth

Directing Business Representative
Steve Miller

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

Organizer
Melissa Demyan

Field Representative
Sacha Bommarito

Evergreen Leader

Published by IAM&AW District 160
9135 15th Place S., Seattle, WA 98108
206-762-7990

Directed by D.B.R. Steve Miller

Retirees

Local 79

John A. Montplaisir..... December 2024
Patrick D. Keller..... December 2024

Local 282

James Holland Jr. .....January 2025

Local 289

William E. Sanderson..... December 2024
Thomas Rockey.....February 2025
Bob Garrity.....February 2025

Local 297

Donald Swanson Sr. .....January 2025

District 160 Organizing Report

The Threat to Workers' Rights and Union Organizing in Project 2025

By Melissa Demyan,
IAM Union Organizer

As union members and workers, we know firsthand the power of collective action. Together, we've fought for fair wages, safe workplaces, and a voice on the job. However, the policies outlined in the "Mandate for Leadership: The Conservative Promise 2025" threaten to undo decades of progress for workers and unions. This agenda, if enacted, will have devastating consequences for our ability to organize new members and protect existing ones. Here's what's at stake, with page references to the document for those who want to see the specifics.



Melissa Demyan

Attacks on Union Organizing

One of the most alarming proposals is the push to narrow the definition of protected concerted activity under the National Labor Relations Act (NLRA) (p. 600). Protected concerted activity is the cornerstone of workers' rights, allowing us to come together to address workplace concerns without fear of retaliation. Narrowing this definition would make it easier for employers to fire or discipline workers for organizing, creating a chilling effect on efforts to unionize.

Similarly, the document proposes ending card-check voluntary recognition (p. 604), which allows employers to recognize a union once a majority of workers sign union cards. This streamlined process has helped countless workers organize without enduring long, contentious election campaigns. Replacing it with mandatory elections would give employers more time to mount aggressive anti-union campaigns, intimidating workers and undermining organizing drives.

Perhaps most insidiously, the agenda calls for ending the "contract bar" (p. 604), which currently prevents decertification campaigns or union challenges while a collective bargaining agreement is in place. Without this protection, unions could face constant challenges to our legitimacy, weakening our ability to negotiate strong contracts and maintain workplace stability.

Erosion of Worker Protections

The agenda also includes proposals to allow states and local governments to waive federal labor laws (p. 605). This would create a patchwork of labor standards, where workers' rights depend on where they live. States hostile to unions could enact laws that strip away protections for organizing, bargaining, and fair wages. For union members, this could mean losing hard-won benefits and seeing wages and conditions deteriorate as employers exploit weaker state laws.

Additionally, the proposed repeal of the Davis-Bacon Act (p. 604) would eliminate prevailing wage requirements on federally funded construction projects. While we may not represent construction workers, many of our members benefit from prevailing wage standards in their own industries. Weakening or removing these protections would depress wages across sectors, impacting union and non-union workers alike.

Expanded Employer Power

The proposed changes to NLRB jurisdiction and enforcement (p. 593) would make it easier for employers to escape accountability for unfair labor practices. Reducing the NLRB's oversight and expanding employer rights to challenge union activity would embolden companies to resist unionization efforts aggressively. These policies would tilt the playing field further in favor of employers, leaving workers with fewer options to address workplace injustices.

The document also calls for rescinding the persuader rule (p. 604), which requires employers to disclose when they hire anti-union consultants. Without this transparency, workers would have a harder time understanding the forces behind anti-union campaigns and countering misinformation during organizing drives.

Harmful Impacts on Existing Members

Existing union members are not spared under this agenda. The push to weaken ERISA protections for retirement savings (p. 606) would expose members' pensions to greater risk of mismanagement and reduce oversight of employer-sponsored retirement plans. Additionally, restricting the use of Environmental, Social, and Governance (ESG) criteria in investments (p. 609) could undermine long-term stability for pension funds by prioritizing short-term gains over responsible, sustainable investments.

The proposals to simplify compliance requirements for employers (p. 615) and cut budgets for enforcement agencies like the Department of Labor and OSHA (p. 615) would weaken workplace protections. Reduced oversight means more unsafe conditions, wage theft, and labor violations—issues unions have fought tirelessly to combat.

New Threats Facing Our Federal Workforce

In addition to these attacks on private sector organizing, our 5,000 federal workers—covered under the FLRA—are now facing an entirely new set of challenges. Recent executive orders and DOGE's aggressive restructuring have created an environment of uncertainty and intimidation in the federal arena. Workers are receiving alarming communications such as the "fork in the road" email, which signals drastic changes ahead, and there have been mass firings of probationary employees.

Moreover, reductions in force (RIFs) are occurring without adherence to union

Continued on page 3

In Memoriam

Local 289

Steve Soltesz ....September 2024
Matthew High .....November 2024

Business Representatives' Reports

By Zac Collins

Hello Sisters and Brothers,

With another election season behind us, it's important to take a moment to reflect on how the outcomes could impact working people. Elections shape policies that directly affect our jobs, wages, benefits, and workplace rights. While campaigns may be over, the decisions made by newly elected officials will have long-term consequences for labor laws, worker protections, and collective bargaining rights.



Across the country, we're seeing shifts in the political landscape that could either strengthen or weaken the rights of working people. Some states are enacting policies to improve worker protections, while others are moving in the opposite direction, attempting to chip away at union influence. At the federal level, discussions around labor rights, healthcare, and retirement benefits remain ongoing, with potential changes that could impact workers nationwide. These issues remind us why staying informed and engaged in the political process is critical—not just during election season but year-round.

Locally, our focus remains on advocating for fair contracts, safe working conditions, and policies that benefit our members. Regardless of who holds office, our strength comes from our solidarity. A united workforce is a powerful force, and together, we will continue fighting for the wages, benefits, and protections we all deserve.

District 160 has been as busy as ever. I currently have several contracts open and at different stages of completion, and I'd like to share some updates on a few key negotiations.

Pierce Transit Public Safety Officers

Negotiations for the Pierce Transit Public Safety Officers in Tacoma have been ongoing since last summer, and it's been a challenging and complex process. While we've made progress in some areas, a few key issues still need to be resolved. To break the deadlock and move forward, we'll be entering mediation in February with the goal of reaching a fair and reasonable agreement.

These officers play a crucial role in ensuring the safety and well-being of both Pierce Transit employees and the thousands of customers who rely on public transit every day. They respond to incidents, de-escalate situations, and help maintain a secure and welcoming environment for everyone. Their dedication and professionalism are essential, and it's critical that their hard work is properly recognized and supported.

We remain optimistic that mediation will help us secure a contract that reflects their true value. A strong agreement isn't just about fair wages and benefits—it's about ensuring these officers have the necessary resources, protections, and respect they deserve to do their jobs effectively. We appreciate the patience and support of everyone involved in this process, and we will continue working toward a resolution that benefits both the officers and the community they serve.



Congratulations to Bob Garrity on his retirement after 26 years at Pacific Propeller Intl.! Pictured with BR Zac Collins. Bob also served as a dedicated shop steward.

Tote Services

Looking ahead, we will also be heading into negotiations with Tote Services in early March. Many may not realize the essential role that our members at Tote play in keeping goods moving between Washington and Alaska. Each week, two shipments leave the Port of Tacoma, carrying vital supplies to Anchorage. These deliveries are a critical link in the supply chain, ensuring that communities in Alaska receive food, medical supplies, military supplies, vehicles, and other necessities.

The skilled professionals at Tote are responsible for keeping these ships in top condition, handling everything from welding and machining to engine maintenance. Their expertise extends beyond dockside repairs—many of them actually ride the ships and continue working on them while at sea. It's an incredibly demanding job that requires a high level of skill and dedication.

This will be my first time negotiating their contract, but we're hopeful that the process will be straightforward. The work these members do is invaluable, and we want to ensure they are compensated fairly and provided with the necessary resources to maintain the high standards they uphold.



The Verus Negotiation Committee at the Lincoln Memorial Reflecting Pool on their W3 Center trip. Pictured L to R: Jake Mikelson, Chris Waits, Tony Thompson, and Chris McElroy.

Verus (formerly Cadence Aerospace/Precision Machine Works)

Another major negotiation on the horizon involves Verus, a company some of you may remember as Cadence Aerospace, or even further back, Precision Machine Works. This contract is particularly important because of the company's long history with our union and the evolving needs of its workforce.

To prepare, I recently returned from the Winpisinger Education and Technology Center, where I attended a weeklong negotiation preparation class with the negotiation committee. This training was crucial in helping us align our strategy, sharpen our skills, and ensure we're as prepared as possible for the upcoming bargaining process. With a well-trained and unified committee, we're confident in our ability to negotiate a contract that protects our members and strengthens their future with the company.

As always, our success in every negotiation depends on the engagement and solidarity of our members. The more informed and involved we all are, the stronger our position at the bargaining table. I encourage everyone to stay up to date, ask questions, and participate in any way you can. Your support makes all the difference.

In solidarity, Zac.

District 160 Organizing Report: What We Can Do To Fight Project 2025

Continued from page 2

contract procedures, undermining negotiated protections and jeopardizing job security. Upcoming proposals threaten to end official time and remove union office space for federal union stewards, further curtailing the ability of workers to organize and advocate for their rights on the job.

Perhaps most egregiously, a recent email from OPM demanded that all federal workers reply with five bullet points outlining what they accomplished last week. Elon Musk's subsequent tweet—suggesting that failure to reply could be treated as a resignation—directly violates federal worker contracts and legal standards. These measures are not only illegal but represent a deliberate attempt to suppress dissent and discourage collective action among federal employees.

What We Can Do

The proposals in Project 2025—combined with recent executive orders and DOGE's radical policies—are a direct assault on the rights and livelihoods of workers in both the private and federal sectors. Now more than ever, our union is our strongest tool for safeguarding our gains and pushing back against these regressive measures. We must educate ourselves, stand together, and actively organize to reclaim our rights. Here's how we can fight back:

1. ORGANIZE: Our rights vanish when we don't exercise them. As union members, we must build power internally by organizing with our coworkers through solidarity actions and mutual support. Equally important is organizing externally—reach out to friends, family, and community members who are not yet represented and let them know we're here to help. Increasing union density and worker solidarity is our first step toward reclaiming our rights and our power.

2. Stay Informed: Knowledge is our best defense. Understand how these proposals—and the recent executive orders impacting our federal workforce—affect your rights, wages, and working conditions. Being well-informed enables us to spot harmful changes early and mobilize quickly to counteract them.

3. Engage Politically: Support candidates and policymakers who put workers' rights first. Vote for leaders at the federal, state, and local levels who are committed to defending labor protections. Political engagement ensures that the voices of workers are heard and that our interests are represented in the halls of power.

4. Build Solidarity: Strength in numbers is vital. Now is the time to unite not just with our union brothers and sisters, but with all workers across industries and government agencies. Together, we form a formidable force capable of challenging unfair practices and demanding respect for our labor rights.

5. Advocate for Stronger Protections: Push for legislation and policies that bolster organizing rights and enforce existing labor laws. Demand that both private and federal worker contracts be respected and that employers are held accountable for actions that undermine our hard-won protections.

The assault on our rights—from Project 2025 to the draconian executive orders and DOGE's policies—targets every level of our workforce. By organizing, staying informed, engaging politically, building solidarity, and advocating for stronger protections, we can resist these regressive measures and secure a fair, equitable future for all workers.

Together, we can fight back and continue to build a stronger, more equitable labor movement.

More Business Representatives' Reports on page 4

Business Representatives' Reports



The Delaware Research Group secured their first union contract.

By Tommy Hunt

Hello Brothers and Sisters! What a year last year was! I want to highlight a couple successful negotiations I recently wrapped up.

Landmark Contracts with Alaska General Seafood and Delaware Resource Group

We have once again demonstrated our commitment to improving the workplace and securing fair contracts for our members. Two separate but equally successful deals have been finalized—one with Alaska General Seafood (AGS) for our Maintenance Machinists, and another with Delaware Resource Group (DRG) marking the first contract for our pioneering F35 Instructor Pilots and Simulator Technicians.



Strengthening the Backbone of Industry at AGS

At Alaska General Seafood, where efficiency and safety are paramount, our members play a critical role in maintaining the equipment that keeps operations running smoothly. After extensive discussions and collaborative efforts between the bargaining committee and the company, the new contract for our Maintenance Machinists reflects not only competitive wages and enhanced benefits but also reinforces the importance of safety protocols and professional development. The negotiation process centered on ensuring that every mechanic received the support necessary to keep the fleet of machinery in prime condition—a goal that resonates deeply with both the company's operational standards and the union's dedication to worker welfare.

A special shout out is deserved for Shop Stewards Steve Ricklefs and Chesley Little, whose expert guidance and unwavering advocacy were instrumental in steering the negotiations to success. Their commitment to the well-being of every IAM member at AGS has set a new benchmark for collaborative problem-solving and mutual respect between labor and management.

Pioneering the Future with DRG

In an equally historic development, we have secured a first contract with Delaware Resource Group for a new cadre of F35 Instructor Pilots and Simulator Technicians. As the aviation industry continues to evolve with cutting-edge technology and rigorous training demands, this contract marks a significant milestone for both DRG and IAM members. The agreement not only ensures fair compensation but also lays out a clear framework for professional growth, skill development, and ongoing training—an essential factor for sustaining excellence in a high-stakes operational environment.

The new contract is designed to be as forward-thinking as the F35 program itself, emphasizing innovative training methods, career progression, and enhanced safety measures. This strategic approach not only bolsters DRG's competitive edge but also reinforces the union's role as a champion for modernizing workforce standards in a rapidly advancing industry.

A heartfelt shout-out goes to Shop Stewards Jarod DiGeorge and Phil Henderson, whose leadership and dedication have been pivotal throughout the negotiation process. Their tireless efforts ensured that the voices of the new generation of aviation professionals were heard loud and clear, setting the stage for a successful and sustainable partnership.

Looking Ahead

These groundbreaking agreements underscore our unwavering commitment to protecting and advancing the rights and careers of our members. By working collaboratively with both AGS and DRG, we have not only achieved fair and forward-thinking contracts but have also reinforced the importance of unity, clear communication, and strategic negotiation in today's ever-evolving industrial landscape.

The future is bright for our members at both organizations, and these contracts stand as a testament to the power of collective bargaining in securing not just better pay and benefits, but also a safer and modern working environment for all.

By Larry Stenseth

"I'll tell you what they don't want: They don't want a population of citizens capable of critical thinking. They don't want well-informed, well-educated people capable of critical thinking. They're not interested in that. That doesn't help them. That's against their interests.



That's right. They don't want people who are smart enough to sit around the kitchen table to figure out how badly they're getting screwed by a system that threw them overboard 30 years ago. They don't want that.

You know what they want? They want obedient workers. Obedient workers. People who are just smart enough to run the machines and do the paperwork, and just dumb enough to passively accept all these increasingly crappier jobs with the lower pay, the longer hours, the reduced benefits, the end of overtime and the vanishing pension that disappears the minute you go to collect it." – George Carlin

By Beth Bergeon

As I reflect on the past three years, I can't help but think about how they have come full circle. When I first became a Business Rep, I felt a mix of excitement and uncertainty. Joining a community dedicated to collaboration and shared goals opened up new avenues for personal and professional growth that I had never anticipated.



In those first days, I was eager to learn from others, soaking up the diverse perspectives and experiences that each member brought to the table. The Union became a space for not only exchanging ideas but also building relationships beyond mere transactional business. We tackled challenges together, celebrated each other's successes, and supported one another through setbacks. It was a powerful reminder of the strength found in unity and collective effort.

After three years out from my previous employ, I see how those experiences have shaped me. The skills I've developed, the friendships I've forged, and the lessons learned have all contributed to my personal growth. I can see how the goals I set when I first joined have evolved over time, aligning more closely with the values of the Union and the community we have built.

As I approach the conclusion of my third year, I feel a renewed sense of commitment to the Union's mission. It's not just about what the Union can do for an individual but also what I can contribute to our collective journey. As each year passes, the memories and experiences create a unique tapestry which I look forward to continuing.

What's Happening Locally

MultiCare Union employees are still engaged in a massive struggle against corporate greed to get a fair contract. We are preparing our members to take action, and I hope that when the call comes, we can count on the support of our brothers and sisters to stand together on the line. Let's demonstrate the strength of the IAM.

City of Seattle Local 79, after nearly three years, will bring to the membership a contract for a ratification vote. My hats off to our negotiation team for staying the course of a failed ratification vote, a complete change in City Staff, lost bargaining notes and proposals, and a new conservative City Council.

I want to conclude this article by celebrating a significant victory for the power of the Union. We stood up against a multi-national company that violated Washington state's laws regarding the legal recreational use of marijuana during personal time by terminating an employee without cause. The company overstepped its boundaries into the personal lives of its employees and took punitive steps based on moral differences. As a result, the employee has been fully vindicated and compensated entirely in the arbitration.

Cheers!

"Spring is nature's reminder that every ending is merely a new beginning waiting to blossom."

Federal Benefits Advisors

Oyster Bay Inn
4412 Kitsap Way, Bremerton

When Can I Retire: ***Not sure where to start?***

Will I be okay in retirement?
Will my family be okay if I'm gone?

4:30 pm to 5:30 pm
April 9, 2025
September 10,2025

Social Security: ***What you should know before you sign up***

If you have less than ten years until you're eligible for Social Security, don't miss this class.

4:30 pm to 5:30 pm
May 14, 2025
November 12,2025

For more information Email: fedbenadv@comcast.net

Free to Union members
$25 for non-union members
Spouses/Partners attend at no extra charge

More Business Representatives' Reports on page 3