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 June 2025

Directing Business Representative's Report

On the Frontlines: District 160 Fights for Our Members

By Steve Miller
Directing Business Rep, IAM District 160

Every generation of working people faces challenges—and this is ours. Right now, our members across public and private sectors are up against real threats to their rights, their jobs, and their families. At District 160, we're meeting those challenges head-on with strength, unity, and purpose. I want to give you an update on three major fights we're in right now—and why we need your support more than ever.


Steve Miller

Federal Workers: Fighting Back Against Union-Busting

In my last Evergreen article, I warned that an attack on the federal sector was coming. Now, that moment has arrived.

On March 27, 2025, the Trump administration signed Executive Order 14251. This order designates numerous federal agencies and their subdivisions as primarily engaged in intelligence, counterintelligence, or national security functions. As a result, those agencies are being stripped of their collective bargaining rights under the Civil Service Reform Act of 1978.

Let's be clear—this order is broad, sweeping, and deliberately overreaching. At Command Navy Region Northwest, for example, we represent a childcare unit now being told their work qualifies as "national security" and that they must operate without a contract. That's absurd.

The impact is severe: no negotiation over working conditions, no grievance process, no just cause protections, and no Weingarten rights. Worse, the Defense Finance and Accounting Service (DFAS) has stopped processing union dues, a blatant attempt to cripple unions financially and undermine our ability to fight back.

But fight back we will. District 160 represents more than 5,000 federal workers in this region—on Navy bases, at JBLM, and in key support roles. The IAM, in coordination with the AFL-CIO, has joined a lawsuit to stop this executive order. Although the DoD claims it won't implement the order until litigation concludes, it is already moving to eliminate union involvement wherever possible. We continue to file grievances, advocate for members, and organize resistance.

If you're a federal worker and unsure about your rights right now, reach out. We're here. We're fighting. And we won't stop.

MultiCare: Members Demand Fairness

At MultiCare in Parkland, our members are in tough negotiations. Despite long hours, short staffing, and their essential role in patient care, MultiCare's corporate leadership continues to resist providing fair improvements at the bargaining table.

On May 5th, our members held an informational picket outside Good Samaritan Emergency to send a clear message: We take care of you—MultiCare needs to take care of us.

This wasn't a strike; it was solidarity in action. Yet again, we're seeing how large healthcare corporations prioritize profits over the well-being of caregivers and patients alike. Our members deserve better, and we won't back down until they get the respect and compensation they've earned.

Local management at MultiCare has maintained a positive and respectful relationship with employees, and that should be acknowledged. But the corporation as a whole must be held accountable for investing in its workforce, not just its bottom line.

We're committed to securing a strong contract that reflects the professionalism and dedication of our members.

Shifting the Mindset: From Service to Solidarity

As we confront these external challenges, we must also take a hard look inward. One of the biggest barriers to our strength is a mindset that treats the union as a service provider instead of a movement.

We've all heard it: "I pay dues—what do I get?" or "I pay more, so I should get more." But that attitude misses the point.

The union isn't something you buy. It's something we build—together. The question isn't what the union can do for you—it's what we can all do to make our union stronger.

This is the core of the organizing model: active, engaged members supporting each other, standing together at the bargaining table, and lifting each other up in tough times. This is how we win. This is how we grow.

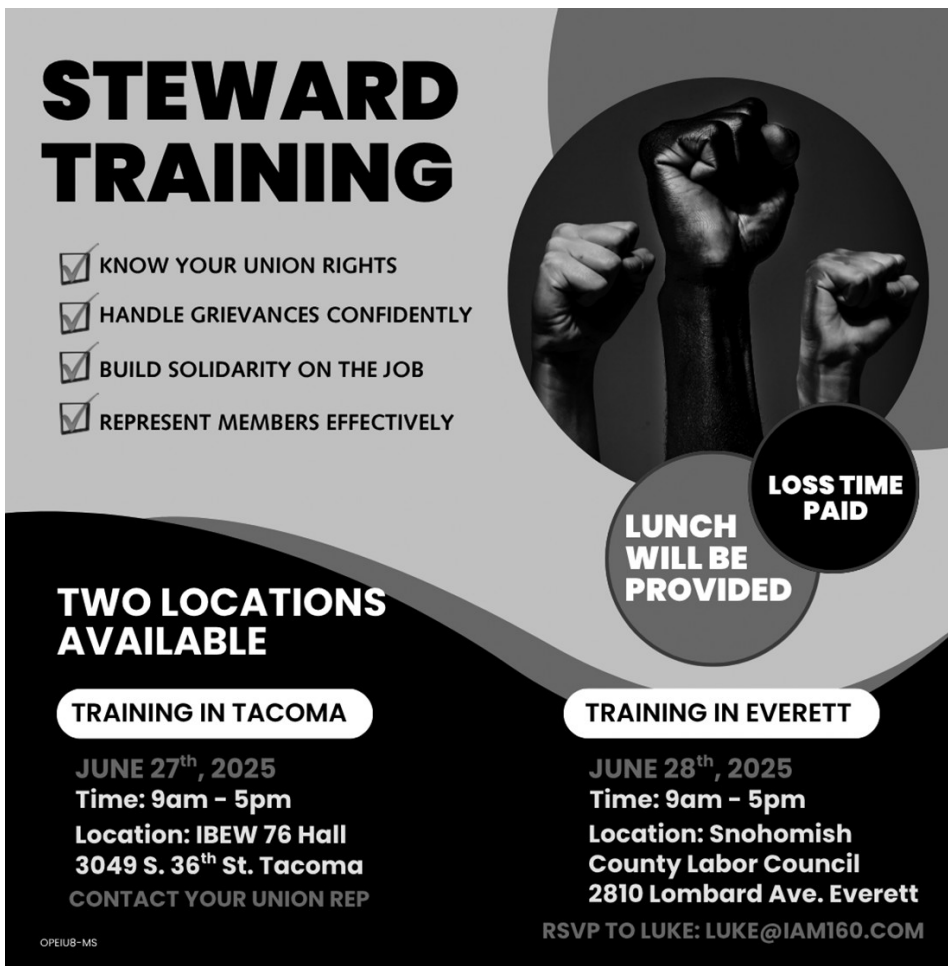
What's Next?

Whether we're fighting federal attacks on Unions, demanding corporate fairness, or defending one of our own—we're in this together. But District 160 can't do it alone.

If you've been watching from the sidelines, now is the time to step up and get involved. Attend a meeting. Join a rally. Support your coworkers. Speak to your elected officials. Help build the kind of union you want to be a part of. The strength of our union is measured not by how loud one voice can shout, but by how many voices speak as one.

Solidarity is more than a word—it's our way of life.

Stand with us. Stand with each other. Stand strong.



Attention All IAM District 160 Members!

The District is in the process of establishing a list for two positions: Union Representative and Union Organizer.

Minimum Requirements: Member in continuous good standing of a affiliated Local of District 160 for not less than years.

The Process: Resumes will be reviewed by the hiring panel. Qualified applicants will be interviewed in a panel setting. The panel will determine a ranked hiring list base on multiple factors. Anyone meeting the minimum qualifications and wishing to apply for the position is asked to submit their resume and cover letter via email or in person to:
IAM&AW District 160
Milly Salas
9135 15th Pl S. Seattle WA 98108
Email: Milly@iam160.com
Resume and cover letter must be received by no later than the close of business on June 30th, 2025.

Grievance & Unfair Labor Practice Tracker

As of June 2025

Grievances Filed	46
ULP Reported	8
Arbitration Cases	5
Total Awarded	**$165,366.83**

Holiday Office Closures

Juneteenth..... June 19, 2025
Independence Day..July 4, 2025
Labor Day....September 1, 2025

Inside

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

Local Meeting Notices

79 - Seattle

Regular Lodge Meeting – July and August meetings - *Suspended*

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- August & December General Meetings – *Suspended*

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

289 - Seattle

Regular Meeting – July & August General Meeting – *Suspended*

Shop Stewards' Meeting – July & August Meeting – *Suspended*

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

Assistant Directing Business Representative
Luke Ackerson

Business Representatives
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
Timothy Pratt... ..... January 2025

Local 130
Prince Akanni .....March 2025

Local 289
Marvin Johnson Jr .....January 2025
Josie Castillo..... March 2025
Chris Swift..... May 2025
Steven Roy ..... May 2025

Local 297
Tim Koski.....March 2025
Larry Riley.....March 2025

Local 2379
Shawn Creasey..... April 2025
Steve Hoeft ..... April 2025
Alan Pederson .....May 2025



Local 79 Nominations and Elections for Executive Board and Officers

Nominations will be accepted at the General Membership meeting on, Wednesday September 17th, starting at 5:00 p.m.

The Vote will take place at District 160 office on, Wednesday, Oct 15th starting at 9:00 A.M to 6:00 p.m.

Elections will be during the General Membership meeting on Wednesday, October 15th starting at 5:00 p.m.

REQUEST FOR ABSENTEE BALLOT

In accordance with the Constitution of the IAM&AW, I hereby request an absentee ballot for the election date of _____. I qualify under the IAM Constitution for an absentee ballot for the following reason(s). Check all reasons that apply:

_____ I reside more than 25 miles from the designated local lodge polling location.

_____ I am confined due to an illness or injury.

_____ I will be on family leave.

_____ I will be on vacation (active employee only).

_____ I will be on official IAM business.

_____ I will be on employer assignment/at work.

_____ I will be on military leave.

_____ I am retired and will be more than 25 miles from my residence.

PRINTED NAME: _____ Local Lodge: _____

NAME: (Signature): _____ Union Book #: _____

ADDRESS: _____

Note: All absentee ballot requests MUST BE RECEIVED no later than Monday Sept 15th, 2025, prior to the Local Lodge election date (See article for dates)! Requests must be made singly.

CUT AND SEND THIS FORM TO: JOSEPHINE ULRICH, R/S, LOCAL 79, 9135 15TH PL. S., SEATTLE, WA 98108.

In Memoriam

Local 289
Kevin Depew ..... May 2025
Richard Ruele ..... May 2025

Business Representatives' Reports

By Luke Ackerson

Assistant Directing Business Rep

Our union family has faced significant challenges this quarter. In addition to the blatant attacks on our Federal Sector members by the Trump administration and the detention of a Local 695 member by ICE, 60 of our members in Local 289 at Kenworth Truck Company are being laid off due to a lack of new orders driven by economic uncertainty. This decision will have a major impact on these workers and their families. We remain committed to supporting them through this difficult transition and will continue fighting for their interests as we approach contract negotiations later this year.



Servicing Update

I am currently in negotiations with several shops. Negotiations with Montigo Del Ray, a fireplace manufacturer in Ferndale, have been especially tough, largely due to legacy pay rate issues. The company was also recently acquired by Empire Comfort Systems, which has several fireplace factories across the U.S. The other locations are also represented by unions, but their wages are significantly lower than the wages of our members in Ferndale. This makes the company reluctant to give adequate pay increases, but our committee is prepared and our bargaining unit is willing to stand firm. We know what our work is worth, and we will not allow the standards we've fought for to be eroded by corporate pressure to bring wages down to match lower-cost regions. Our goal is to lift the floor—not lower the ceiling

At Community Transit, we've been in ongoing negotiations with the Supervisor and Instructor unit since last year. We're now at a critical point—either we'll reach an agreement soon or head to arbitration.

I want to personally thank the members in the Community Transit Supervisors and Instructors unit for their patience and continued support of the bargaining committee. Their last contract was not ideal, there were several factors that led to the unit accepting an agreement that didn't maintain their standard of living economically. The Employer has been slow to propose meaningful wage increases, while at the same time demanding concessions. On top of that, we've had to deal with the added distraction of an Unfair Labor Practice charge after the Employer gave our work to another bargaining unit. Despite all of this, our members have stood firm—and that strength matters at the table.

Negotiations with Community Transit Vehicle Maintenance have also proven to be difficult. The Employer does not appear willing to offer competitive wages, which will be a central issue. As with the Supervisors and Instructors Unit, the members are behind the committee and are ready for a fight.

I am also about to start negotiations with Hogland Transfer, American President Lines (APL), and Blade Chevrolet in the next couple of weeks. I'm hopeful I will have positive news to report in the next Evergreen Leader regarding these negotiations.

Steward Training

In the midst of all this work, District 160 is continuing to build strength through Steward Training in June.

Stewards are the backbone of this union. They enforce the contract, address issues before they escalate, and serve as trusted advocates for their coworkers. These trainings are designed to give stewards the tools they need to be effective—covering everything from grievance handling and labor law to communication and leadership. Whether you're a brand new steward or a veteran, this training is a great way to sharpen your skills and stay connected.

Steward training will be held on June 27th in Tacoma and June 28th in Everett. Please check our website under the News and Events section, or District 160 social media for location and registration details.

Tough times require strong unions—and strength comes from solidarity and the unwavering commitment of our members. In the face of layoffs, difficult negotiations, and attacks on working people, it's your continued support, involvement, and resolve that keep this union moving forward. Every time you show up, speak out, or stand with your coworkers, you help build the power we need to protect what we've won and fight for what we deserve. Thank you to every member who continues to stand together. It's that solidarity that will carry us through the challenges ahead and toward a stronger future for all of us.

By Beth Bergeon

As we pass the one-year mark in negotiations with MultiCare OCED Parkland, our efforts to engage the company in constructive dialogues aimed at reaching a fair contract have met with persistent resistance and challenges. The Company has employed numerous unfavorable tactics that undermine our bargaining unit, hindering our progress and attempts to establish equitable terms.



On May 5, 2025, we organized an informational picket to raise awareness within the larger community and alert leadership at MultiCare to our determination to secure a fair contract and fair wages for all members. In response to our actions, the company resorted to threats of retaliation against union members, attempting to silence their voices.

In light of these circumstances, and out of a deep sense of responsibility for our members' safety and well-being, we resolved that the larger Union would raise their voices and stand firmly in support of them. We believe in the power of collective action, and our demonstration outside the MultiCare OCED in Parkland stands as a testament to our unwavering commitment to fight for fair treatment and fair compensation for every member.



IAM members hold an informational picket at MultiCare OCED in Parkland.



Union members pose for a group photo in solidarity with our MultiCare siblings.

By Tommy Hunt

This past quarter has been one of exciting progress and continued momentum for our membership.



First and foremost, I'm proud to share a significant organizing win in Alaska. We've successfully organized a new unit of Runway Schedulers, Standardization Evaluators, and Unit Deployment Managers supporting the F-22, C-17, and E-3 Air Force programs. These dedicated workers perform critical mission support roles, and they stood together to gain a voice on the job. Their solidarity and determination paid off, and we're now preparing to enter first contract negotiations. I'm looking forward to working closely with them to secure a strong first agreement that reflects their value and contributions to national defense. A big thank you goes out to Western Territory International Rep Ryan Carillo and Daniel Zamora for their help and professionalism during the campaign!

On the negotiations front, our work continues with King County. While these talks have had their fair share of challenges, we're continuing to push hard at the table to ensure your wages, benefits, and working conditions reflect your dedication and the vital services you provide. We've been focused on member priorities and remain committed to transparent communication throughout this process. Your input and involvement continue to be key, and I want to thank everyone who has taken the time to stay engaged as well as give a huge shout out to your negotiating committee and Shop Stewards, Dale Eaton, Tom Nguyen, and Josh Chapman!

Another area we're actively exploring is the formation of a Veterans Committee. As many of you know, we recently received accreditation from the Department of Veterans Affairs as a Veteran Service Organization—a major step forward in how we support our members who have served. We want to build on that momentum by creating a space within District 160 where veterans can connect, lead, and serve our union and communities together.

The Veterans Committee will focus on leadership development, workplace advocacy, and community engagement. Whether you're a longtime member or newly initiated, if you've served in the military or not, this is a chance to join something meaningful and veteran-led. If you're interested, I've included a QR code in this issue with a sign-up link. Your experience matters, and your voice can help shape the direction of this committee and the support we offer our veteran members.

As always, thank you for the work you do every day and for the trust you place in us to represent you. I'm proud of what we've accomplished this quarter and energized for the work ahead.

More Business Representatives' Reports on page 4

Business Representatives' Reports

Standing with Maximo Londonio

By Zac Collins

Brothers and Sisters,
On May 16, our union brother, Maximo Londonio, was detained by federal immigration agents at Sea-Tac Airport. He had just returned from a family trip to the Philippines, celebrating his 20th wedding anniversary. Instead of coming home with his wife and daughter, Max was taken into custody.

Max has lived in the U.S. since childhood and is a green cardholder and legal U.S. Resident. He has worked at Crown Cork and Seal in Olympia since 2017 and is a proud member of IAM Local 695. He's a lead forklift driver, a devoted father, and a respected coworker.

ICE has not disclosed the reason for his arrest, but it may relate to a decades-old nonviolent conviction from when Max was 19—something long resolved. His arrest is unjust and deeply concerning for all Union workers.

Last week, many members of our union stood outside the Northwest ICE Processing Center to demand Max's release. We'll keep fighting until he's home with his family, where he belongs.

An injury to one truly is an injury to all of us.

Please consider donating to Max's legal fund and joining us at the next rally in early June.

Contract Updates. 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

Following a lengthy and complex bargaining process, we're pleased to announce that after entering mediation, we have successfully ratified a new three-year contract for the Pierce Transit Public Safety Officers. The agreement includes a 16% wage increase over the life of the contract, with a 10% raise in the first year alone, as well as an increase in the shift premium. This is a significant step forward and a well-deserved recognition of the vital role these officers play in keeping our public transit system safe and secure.

From responding to incidents to de-escalating tense situations, these professionals demonstrate unwavering dedication every day. This agreement not only strengthens their compensation but also reinforces our shared commitment to providing them with the respect, support, and resources they need to continue serving our community effectively. Thank you to all who stood firm throughout this process—we're proud of what we've accomplished together.



IAM Members rally at Tacoma NW Detention Center to demand release of brother Max Londonio. An injury to one is an injury for all!

Tote Services

I'm pleased to report that we have successfully ratified a new contract with Tote Services, with highlights including dues check-off, additional floating holidays, new helper progression language, but most notably, we were able to win a 31% increase over four years, securing a 20% wage increase in the first year. This is a significant win that reflects the critical importance of the work our members perform every day. From maintaining vital shipping routes between Washington and Alaska to keeping the vessels in peak operating condition both at port and sea, their expertise and dedication are unmatched. This agreement not only acknowledges their immense contributions but also ensures they are fairly compensated for the high level of skill and commitment they bring to the job. Thank you to everyone who participated in the negotiation process and helped make this outcome possible.

Verus (formerly Cadence Aerospace/Precision Machine Works)

We're proud to announce that we have successfully ratified a new contract with Verus—formerly known as Cadence Aerospace and Precision Machine Works—securing an 11% wage increase over the life of the agreement, with 5% coming in the first year. This marks the highest wage increase our members at this facility have ever received, and it comes at a time when the company is facing significant challenges.

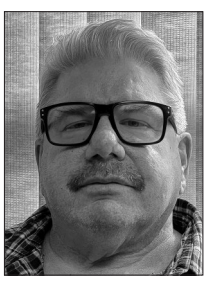
Despite the difficult circumstances, our bargaining committee remained focused and unified, drawing on the training and preparation we completed at the Winpisinger Education and Technology Center. This agreement is a testament to the strength of our members and the power of collective bargaining. It ensures that our members are not only recognized for their skill and dedication, but also supported as they continue building the future of this company. Thank you to everyone who stood strong throughout the process.

Husky Terminals

I was recently assigned to negotiate with the Local 289 mechanics at the Husky Terminal in Tacoma, WA. These highly regarded mechanics play a crucial role in maintaining the terminal's operations. Their work ensures that cargo flows efficiently and safely through the terminal and on to consumers. These skilled professionals troubleshoot electrical systems, air conditioning systems, and diesel engines, and are proficient at identifying and rectifying system malfunctions. Their expertise is essential in supporting the terminal's commitment to safe and sustainable operations.

I was assigned to this negotiation relatively late in the preparation process. Fortunately, the knowledgeable and skilled bargaining committee had already done much of the groundwork at the Winpisinger Center before I joined. We have begun meeting with the company and presenting our proposals. I will update you I the next Evergreen Leader.

By Larry Stenseth



Local 282's recent Membership Meeting had a great turn out, with special guests from Western Territory, General Vice President Bobby Martinez and Chief of Staff Jimbo Watson.

Bobby highlighted the critical importance of organizing the Federal Sector. It's truly impactful when our leadership like Bobby and Jimbo show up, not just to speak, but also to genuinely hear our members' voices, thoughts, and concerns. Their presence and reports offered valuable insights and left our members motivated.



Local 282 meeting with special guests GVP Bobby Martinez and COO Jimbo Watson.

More Business Representatives' Reports on page 3