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 September 2025

Directing Business Representative's Report



Freedom at last! Brother Max Londonio embraced by family after two months in ICE detention. Solidarity made this homecoming possible.

Union Solidarity in Action

By Steve Miller

Directing Business Rep, IAM District 160

Being in a union isn't just about what we get — it's about what we're willing to give. It's about standing up when it's easier to sit down, fighting for each other when corporations try to divide us, and refusing to let apathy take root.



Steve Miller

This summer, we saw that spirit in action. As I've written before, our brother Max Londonio was wrongfully detained by ICE and held in Tacoma for two months. Thanks to constant demonstrations held outside the facility, and relentless support, I'm proud to report that Max has been released and reunited with his family. He and his wife Crystal will share their story at the IAM Human Rights Conference in September — a story that shows what solidarity looks like when everything is on the line.

We also saw solidarity in action at the Guide Dogs of America fundraiser, where Business Representative Zac Collins helped raise over $45,000, with more than 100 people showing up to support the cause. That's solidarity that doesn't just inspire — it changes lives.

On the job front, District 160 Representatives are still fighting hard for our members. Our grievance tracker shows just how many grievances and arbitrations we're handling — including a major arbitration in the federal sector that I'll touch on shortly. To date, our members have received a total of $510,958.28 through these fights. That's proof we never give up, no matter how long the battle takes.

But the fight is far from over. Companies are getting bolder in pushing back, and in the federal sector this administration is still trying to erase collective bargaining rights — already eliminating agreements in the Coast Guard, EPA, and four other branches. Not so here: District 160's contracts with the Army and Navy remain in place, and IAM still has lawsuits pending. Just this past week, an arbitrator ruled in our favor on a wrongful termination case, ordering our member back to work with full back pay. That's a huge win in the federal sector, and proof that we can prevail even in the toughest environment.

To keep winning, we need to keep getting stronger. That's why we'll gather at the Local Summit in September, where every Local will leave with a concrete plan to grow our power and activate more members. Because at the end of the day, our strength comes from sacrifice, solidarity, and standing up for each other. That's who we are — and that's how we win.

Finally, I want to recognize our organizer Melissa, who is moving on to new work. We thank her for her dedication to District 160 and wish her every success in the next chapter of her journey.

Guide Dogs of America Fundraiser a Big Success

The 2025 event was held at TopGolf in Renton.

More GDA Fundraiser information on page 2.



Our four-legged friends stole the show at the GDA & TLC fundraiser.





Western Territory GVP Bobby Martinez and COS Jimbo Watson along side D160 DBR Steve Miller, D751 Legislative Director Donny Donovan and L79 President Travis Sams.



Silent raffle in full swing at the TopGolf fundraiser for GDA & TLC.

Grievance & Unfair Labor Practice Tracker

As of September 2025

Grievances Filed	65
ULP Reported	19
Arbitration Cases	7
Total Awarded	**$149,330.00**

Holiday Office Closures

Veterans Day.....November 11
Thanksgiving Day.....November 27
Native American Heritage Day.....November 28

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

Shop Stewards Meeting –*Suspended until further notice*

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
Ted Taft

Sgt. at Arms
Josephie Ulrich

Trustees
Don Zeth
Scott Cronkrite

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
Paul Johnstone.....May 2025

Local 289
Brett Bawden.....May 2025
Michael Gronski.....May 2025
John Bailey.....June 2025
Ruth Balderas.....June 2025

Local 695
David Rivard.....June 2025

Guide Dogs Fundraiser

Continued from Page One



Strong turnout and solidarity at our TopGolf fundraiser.



Future generation showing love for the mission, as a young supporter meets Olive.



In Memoriam

Laura J Davis.....April 2025
John C. Lapham.....August 2025

Business Representatives' Reports

By Luke Ackerson
Assistant Directing Business Rep



A strong showing of Stewards at the Tacoma Steward Training, united in learning and leadership.

Servicing Update

Negotiations have been underway in several shops. At Community Transit, both the Supervisors & Instructors unit and the Vehicle Maintenance unit are pushing back against management's attempts to undervalue their work and replace their superior Health Benefits. Wage fairness remains a central issue, and our committees are standing firm, backed by strong member support. These negotiations have been very difficult and unnecessarily long, but our bargaining units have shown remarkable patience and solidarity throughout the process.



The experience and skill of the Community Transit bargaining committees have been critical in preventing management from gaining concessions. Their deep understanding of past agreements and the value of their members' work has ensured that every proposal is carefully scrutinized and challenged when necessary.

Negotiations with American President Lines (APL) have been underway for a couple of months and now appear to be coming to a close. These negotiations are always surrounded by grievances and other external factors that make the process difficult, but our committee is well-rounded and always prepared to secure a fair contract that protects working conditions and achieves economic stability. In our last negotiation meeting, we were down to two items, and we expect to have a tentative agreement to vote on shortly after this article is distributed.

I recently wrapped up negotiations with Montigo Del Ray in Ferndale, Hogland Transfer in Everett, and Blade Chevrolet in Mount Vernon. Each of these bargaining sessions had its own challenges, but the committees secured fair contracts that recognize the value of our members' work.

One issue in particular that is gaining traction around the U.S. is fair compensation for warranty work in automotive dealerships. This was a central and highly contentious topic in our negotiations with Blade Chevrolet. Our members are often not compensated fairly for warranty work because of how manufacturers calculate the hours needed for specific jobs. In some states, legislatures have acted to protect automotive technicians by requiring manufacturers to pay for all hours worked. While we weren't able to solve this problem at the bargaining table alone, raising it in negotiations was an important step in highlighting the issue. We will continue to push for fair treatment of our technicians, both through collective bargaining and by supporting legislative solutions that hold manufacturers accountable.

Building the Next Generation of Union Leaders

While negotiations and servicing keep us busy, we know our future strength depends on leadership development. The backbone of this union has always been the stewards and activists who step up in their workplaces. They are the first line of defense, the trusted advocates, and the leaders who carry the fight forward.



Steward training takes place in Everett.

That's why we're making a concerted effort to develop the next generation of union leaders. We recently held Steward Training in Tacoma and Everett, both events were well attended. Steward training is just the beginning. Mentorship from experienced representatives, leadership opportunities within bargaining committees, and member-to-member organizing are all part of building capacity for the future. The challenges unions face today are real, but so are the opportunities to grow stronger.

We recently interviewed several candidates for the vacant Organizer position. The candidate pool was very impressive, making the decision extremely difficult. It's the kind of problem any organization would be glad to have: choosing among multiple qualified and motivated candidates. This process also reminded us of the importance of identifying new leaders in the labor movement. Bringing in a strong organizer is not just about filling a position; it's about investing in the next generation of union leaders who will carry our fight forward, expand our reach, and ensure that our union remains strong for years to come.

By Beth Bergeon

Happy Fall Brothers and Sisters!!

Member Spotlight:

I would like to introduce you to your fellow Union sister, Ramona Roxtrom, a mechanic for the Issaquah School District. Ramona recently competed in the Washington Association for Pupil Transportation (WAPT) competition, where she earned 3rd place in Washington State, qualifying her for free entry to the School Transportation Professionals Conference (STN) in Reno, NV, as well as a cash prize of $150. The event included four timed hands-on skill stations and an open-book written test.

Ramona is married to her best friend and now coworker, Carl Roxtrom. She credits Carl as her guide and mentor in the career she loves so much. Ramona began as a bus driver for another school district, where she worked for about eight years before transitioning into a service technician role specializing in preventative maintenance. During this time, the lead mechanic began mentoring Ramona, teaching and encouraging her to excel in her trade. Thanks to her hard work, that district achieved its first-ever 100% score on the Washington State Patrol Inspection. It was during this time that Ramona realized she could do more, leading her to shift to the Issaquah School District as a journey mechanic in training. Ramona will begin her official apprenticeship with the Machinist Institute in the fall to continue building her skills.

In her free time, Ramona enjoys spending time with her husband and caring for their 35 chickens on their mini chicken farm. She has also been a dedicated volunteer with the Meals on Wheels program in the Maple Valley area for 14 years. Ramona is the proud mother of four wonderful grown children and has four grown stepchildren as well.

Member Spotlight



Ramona Roxtrom

As a female in a male-dominated field, Ramona has often been told, "No, you can't do that. You can't be a mechanic." She wants everyone to know, especially women, that "Yes, you can." With a little confidence and the right people by your side, you can achieve anything! As Walt Disney always said, ***"If you can dream it, you can do it".***

Serving District 160 Has Been An Honor

By Melissa Demyan

It's hard to put into words how much my time with IAM District 160 has meant to me. After 4.5 years of organizing shoulder to shoulder with some of the most dedicated union members out there, I've accepted a new opportunity to serve as Organizing Director for OPEIU Local 8. It's a big step, and one I'm taking with a full heart and immense appreciation for everything I've learned here.



This decision wasn't easy. Serving the members of IAM District 160 has been one of the great honors of my life. From the shop floor to the picket line, from late-night organizing calls to first contract victories, I've learned more than I ever thought possible. I've grown not just as an organizer, but as a union sibling, community member, and leader. It has truly been a privilege to be in the fight with all of you.

What I'll miss most is working side by side with the incredible members who make up this district. The pride you carry in your work, the solidarity you show one another, and the strength you bring to your union inspire me every day. I'm deeply grateful for the trust you've placed in me to support your campaigns and organizing efforts—and I carry that with me as I take this next step.

This new role will allow me to manage and mentor a team of organizers, building up the next generation of leaders in our movement. I'm excited for what lies ahead, but I will never stop being a Machinist at heart.

While we are still finalizing the timeline for my transition, I am committed to working closely with the team to ensure a smooth handoff and continued support for the important campaigns underway. Please don't hesitate to reach out to me in the future—my forwarding information will be available with our District 160 Seattle office staff.

Thank you for everything you've taught me. I'll always be cheering you on—and fighting for working people, just like you, every step of the way.

More Business Representatives' Reports on page 4

Business Representatives' Reports

District 160's Guide Dogs of America/ Tender Loving Canines

By Zac Collins

IAM District 160 loves to support the Guide Dogs of America and Tender Loving Canines (GDA/TLC), and we have a long-standing partnership. GDA/TLC breeds, trains, and provides guide dogs for people who are blind or visually impaired, and they also train service dogs for veterans and children with autism. The IAM has been a major financial supporter of GDA since its founding in 1948, and we continue to raise funds for the organization through various events and initiatives. Guide Dogs of America was founded over 70 years ago by Joseph Jones, Sr., with the help of the IAMAW.



Our recent GDA/TLC fundraiser at Topgolf was nothing short of a hole-in-one! Friends, colleagues, and supporters came together for an afternoon filled with energy, laughter, and friendly competition, all while raising funds for a cause that matters deeply to our Union.

From the moment the doors opened, the atmosphere was alive with excitement. The blend of good food, great company, BINGO, and Topgolf's unique entertainment venue made for an event that everyone could enjoy, regardless of golf experience.

Most importantly, the fundraiser highlighted what makes GDA/TLC so special: people coming together to support one another. Thanks to the generosity of our participants, sponsors, and donors, we sold over 150 tickets and were able to take in over $45,000 that will directly support this important cause!

We would like to extend a heartfelt thank you to everyone who attended, participated, or donated. Your contributions—whether financial, in-kind, or simply showing up—made this event such a success. A special shoutout also goes to our volunteers and organizers who worked tirelessly behind the scenes to ensure everything ran smoothly. Without your dedication, an event like this would not have been possible.

We are also deeply grateful to Topgolf for hosting us and providing the perfect setting for a fundraiser that was both fun and purposeful. Their team went above and beyond to make sure our guests had a memorable experience.

The fundraiser was more than just a day of good times; it was a reminder of the power of community. When people unite around a cause, the impact extends far beyond the event itself. The momentum from this fundraiser will help us continue advocating, supporting, and growing together.

On behalf of District 160, thank you once again to everyone who participated and contributed. We look forward to building on this success and can't wait to see you at our next event!



Congratulations to IAM Scholarship recipient Kaylee Henry, pictured with L289 President Bill Robey.

2025 IAM Scholarship Winner!

By Brandon Hemming
WT International Representative



We're excited to celebrate Kaylee Henry, one of this year's IAM Scholarship winners! Kaylee, daughter of L289 member Nathan Henry, recently graduated from Enumclaw High School, where she shined both in and out of the classroom.

She was a strong student, a member of the National Honor Society, and gave back through community service—all while competing on the softball team.

This fall, Kaylee will head to Graceland University to pursue her passion for Forensic Psychology. We're incredibly proud of her achievements so far and wish her the very best as she takes on this next chapter.

Local 297 Nominations and Elections for Executive Board and Officers

Nominations will be accepted at the General Membership meeting on, Thursday, November 6th, 2025 starting at 5:00 P.M.
The Elections will take place at IBEW Hall, 3049 S. 36th Street #101 Tacoma 98408, Tuesday December 2nd starting at 9:00 A.M through 4:00 P.M. and Tuesday December 2nd starting at 5:00pm at the Firefighters Hall, 1109 S. 50th Street Tacoma 98408.

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 November 22nd 2025, prior to the Local Lodge election date (See article for dates)! Requests must be made singly. Filled absentee ballots must be received by Tuesday, December 2nd 2025 to be valid.
CUT AND SEND THIS FORM TO: DARYL CORBIN, R/S, LOCAL 297, 9135 15TH PL. S., SEATTLE, WA 98108.

By Tommy Hunt

It's been a packed season at the bargaining table, with several contracts wrapped up and more on the horizon.

We recently finalized two important agreements at Joint Base Elmendorf-Richardson (JBER) in Anchorage. Our F-22 Pilot Instructors with Valiant, represented on the shop floor by Stewards Dex and Bandit, secured a new contract that strengthens wages, benefits, and working conditions. Our C-17 Pilot Instructors and Loadmasters with FlightSafety Services, represented by Stewards Rich and JD, also reached a solid new agreement that recognizes their expertise and vital role in mission readiness.



Negotiations are still ongoing with King County for our Mechanics in the Solid Waste and Fleet Divisions, with Stewards Dale, Tom, and Josh at the table supporting their coworkers. We're also in talks with the City of Tacoma for our Railroad Track Workers, where Stewards Eric and Alex are working to ensure the city recognizes the skill and responsibility that the job demands.

Looking ahead, we'll be opening bargaining with Hexcel in Kent where our members manufacture advanced composite materials used in aerospace and other industries. All of our Stewards at Hexcel will be involved in protecting hard-won gains and pushing for improvements. And in Anchorage, we'll begin first contract negotiations with Goldbelt for our newest group of members at JBER—always a critical step in setting the foundation for fair pay, benefits, and working conditions.

From military aviation to public works to advanced manufacturing, our members' skills keep communities and industries moving. No matter the bargaining table, our goal remains the same: fair agreements that reward our members' dedication and secure a better future for every worker we represent.

As always, thank you for the opportunity to serve you and remember… together we stand, divided we fall!

More Business Representatives' Reports on page 3