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HAPPY HOLIDAYS
From the Officers and Staff of District 160

EVERGREEN LEADER

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

Vol. No. 65 December 2025

Directing Business Representative's Report

The Year in Review 2025

By Steve Miller
Directing Business Representative,
IAM District 160

As we close out the year, I've been thinking about a passage from Robert Reich's new book Coming Up Short. Regarding activism he writes:


Steve Miller

"We must all be activists. Over time, I've come to understand that the choice isn't between gaining immediate wins or falling into passivity. Being an activist for social justice means working hard but not expecting the goals to be achieved in our lifetime, but seeking them is essential for our lives to matter. It means taking on some challenges you're likely to fail at, but which may inspire others along the way. It means regarding some failures as noble experiments. It means seeking to achieve big, important things that will change people's lives for the better, even if you come up short."

That line captures exactly what this work requires: we keep pushing, not because it's easy, but because it matters. The fights unions take on today are the same fights we've taken on since the beginning; fair wages, safe working conditions, dignity and respect on the job, set against employers whose priority is profit alone. After World War II, most companies believed they were accountable to three stakeholders: shareholders, employees, and the communities they operated in. Beginning in the 1980s, corporate priorities shifted, and shareholders became the only stakeholders that mattered. Workers and communities were pushed out of the equation, and the wealthiest have used their resources to lobby for rules that favor themselves. That's why the IAM has the MNPL fund; to push back and fight for a fairer playing field.

In the U.S., the top 1% of households now hold as much wealth as the bottom 90% combined, according to Inequality.org. The scale of that imbalance can feel overwhelming. But when we see the bigger picture, understand that our struggles are shared, and work together, we can, and do, make the changes working people need.

District 160 is doing our part. This year has been one of the busiest our District has seen in a long time. We negotiated more than 35 contracts, advocated for our federal workforce, defended members in discipline cases, organized new workplaces, delivered steward training, and strengthened our Locals through summits and retreats. There is a lot to be proud of and even more to build on.

Achievements of the Year

Max Londonio Case:

One of our most important victories came in the fight for social justice. Max, a long-time IAM member, was wrongfully detained by ICE for two months. Thanks to persistent demonstrations, advocacy, and unwavering member support, Max was released and reunited with his family. His story is a powerful example of union solidarity in action. He was able to share his inspirational story at the IAM Human Rights Conference in Atlanta this past September. He walked in to a standing ovation, and as he recounted his experiences, there was not a dry eye in the house.

Grievances & Arbitration:

As of this writing, we resolved **145 grievances** (51 pending), **9 ULPs** (22 pending), and **7 arbitrations** resolved (8 pending), returning **$709,458** to our members. Cases like the wrongful termination of Jason Juitt remind us that even when an arbitration is won, enforcement can remain a challenge—but persistence pays off as we are still fighting the Federal Agencies for his return to work.

Federal Employee Advocacy:

We continue to fight for the rights of more than **5,000 federal employees** in our District, protecting contracts, defending due process, and ensuring fair treatment on the job. While the Trump administration has tried to strip away our contract rights the IAM has joined other unions and filed several lawsuits against the administration. Our voices are being heard, on November 17th, 218 members of Congress signed the Discharge petition for the Protect America's Workforce Act (H.R. 2550) whose purpose is to overturn executive orders that strip away collective bargaining rights from federal workers. This bill will now must be heard and voted on either late November or early December.

Support of Our Locals:

Luke Ackerson, responsible for steward training across District 160, led three sessions this year, building members' skills and empowering stewards to represent coworkers confidently. We also held a District retreat attended by every Local, demonstrating that District success is rooted in Local success. The year closes with our second Local Summit, where each local will focus on building stronger, more effective unions.

Community & Leadership Development:

Zac Collins led a remarkable effort at the Guide Dogs of America fundraiser, more than doubling previous donations. He also started a *Young Workers Committee*, giving younger members a stronger voice and a way to get more deeply involved.

Beth Bergeon has been heading up

Continued on page 2

Guide Dogs of America



District 160 represented! A group shot of our fantastic attendees at the Guide Dogs of America Banquet.

A Grand Slam Success!

We knocked it out of the park at the Guide Dogs of America and Tender Loving Canines Las Vegas banquet, proudly donating a game-winning $35,000 from our recent charity event.

We owe this home run entirely to all our incredible contributors. Thank you for stepping up to the plate!



Stepping up to the plate: Sacha Bommarito with a furry All-Star.



Josephine and Lanny, all smiles and spirit, posing at "Retriever Field".

Holiday Office Closures

Winter Break Closure
Dec. 22nd - Jan. 4th, 2026

Martin Luther King Day
Jan. 19th, 2026

Presidents Day
Feb. 16th, 2026

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Local Meeting Notices

79 - Seattle

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

Executive Board Meeting – 5:30 p.m., the Monday preceding the regularnmeeting (3rd Wednesday). District 160 Conference Room, 9135 15th Place South, Seattle.

130 - Everett

Regular Meeting- 5:00 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 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 Firefighters 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 month, 9 a.m. at the Lakewood IHOP at 10005 Lakewood Drive SW 98499. Breakfast 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., 1st 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

Sergeant at Arms
Josephine Ulrich

Trustees
Don Zeth
Scott Cronkrite
Richard Howard

Directing Business Representative
Steve Miller

Assistant Directing Business Representative
Luke Ackerson

Business Representatives
Zach Collins
Tommy Hunt
Beth Bergeon
Larry Stenseth

Organizers
Alfredo Silva
Emery Woods

Field Representative
Sacha Bommarito

Evergreen Leader

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Directed byD.B.R. Steve Miller

Retirees

Local 79
Travis Sams ..... September
Brian Hays ..... October

Local 282
John Wankowski II ..... September

Local 289
Jeff Eberle ..... July
Lawrence Gregg ..... August
Bryon Kelly ..... August
Lorri Fregin ..... August

Local 297
Brian Bayeur ..... June

Local 2379
Michael Rasar ..... July

Grievance & Unfair Labor Practice Tracker

As of December 2025 (4th quarter)

Grievances Filed 29
ULP Reported 11
Arbitration Cases 1

Total Awarded $198,500.00

DBR Report: The Year in Review

Continued from page 1

the **LEADS program** *(Leadership Excellence Assembly of Dedicated Sisters)*, mentoring members to take on leadership roles in representation, organizing, and advocacy which will continue going into next year.

Organizing:

We hired two new organizers—**Alfredo Silva and Emery Woods**—who have already brought energy and results, generating more leads than we've seen in some time. While organizing takes time, we've already won a campaign in Alaska, bringing 11 new members under the Service Contract Act, with help from **Tommy Hunt**, opening the door for further organizing opportunities.

Member Recognition:

Sacha Bommarito had two photos selected for the IAM 2026 calendar, showcasing our members and workplaces. These contributions highlight the talent, dedication, and creativity that our members bring to District 160.

Challenges & Setbacks

Alongside our victories, we faced ongoing frustrations:

• MultiCare contract negotiations remain unresolved.

• Enforcement of federal arbitration awards, such as Jason Juitt's return to work, continues to be delayed.

• National and local attacks on union rights remind us that vigilance is essential.

The Long Game

As Robert Reich reminds us, this work is about persistence, pushing for big, important changes even when success isn't guaranteed. That means taking the long view and working together, keeping our eyes on the bigger picture.

At the same time, I've noticed some concerning trends. Personal conflicts or "me-first" attitudes can sometimes get in the way of our collective mission. While everyone naturally looks out for themselves, the real question is whether that approach strengthens the union or weakens it. Employers today are sophisticated, coordinated, and aggressive. Since the 1980s, corporate priorities have shifted to favor shareholders above all else, leaving workers and communities on the sidelines. That makes our unity, strategy, and persistence more important than ever.

Even with these challenges, I am encouraged. Many of our younger members are stepping up in their Locals and in the District, bringing energy, ideas, and commitment to carry this work forward. Their involvement proves the long game is not only necessary; it is winnable.

Looking Ahead

The work ahead matters as much as the work behind us. On **December 5, 2025**, our **second** District 160 Leadership Summit will give every Local the chance to start building its action plan. This isn't "just another meeting." It's about giving each local real tools, structure, and a clear path to grow year by year.

By early 2026, we'll reconvene to review final plans and put them into action. The union isn't just a slogan — it's a roadmap we follow together. Looking ahead also means strengthening what matters: expanding steward training, raising more for Guide Dogs of America and MNPL programs, growing our mentoring initiatives, and leveraging our Business Reps' arbitration training so we can handle more cases in-house, saving on attorney costs while protecting members' rights.

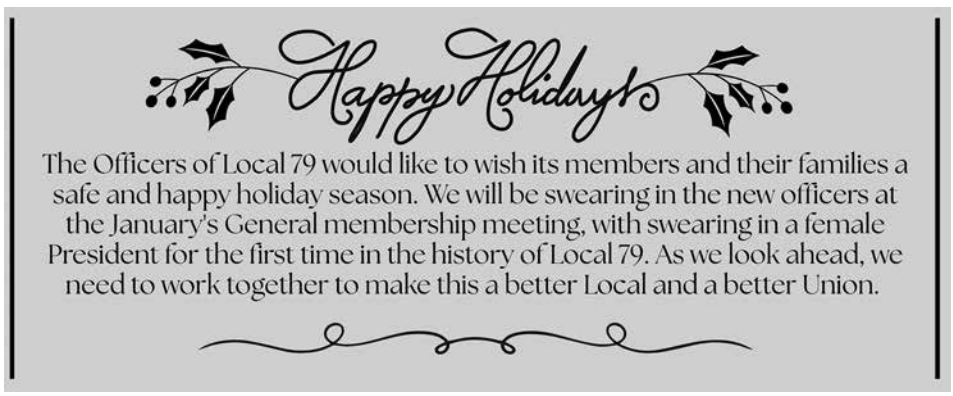
As a long-term goal, the Leadership Summit will become an annual touchpoint, where we gauge progress, celebrate successes, and share lessons about what works and what doesn't. This ongoing cycle ensures our locals keep learning, adapting, and growing stronger every year.

Our union is more than words — it's action, growth, and a shared commitment to a stronger future for every member. Together, we make progress, protect our members, and strengthen our union every day.

Thank You & Happy Holidays

As we wrap up the year, I want to thank every member who showed up, spoke up, volunteered, supported a coworker, or simply kept moving forward when things were hard. That's what this work is. We don't win everything. But we build. We learn. We grow. And we keep going—because the work matters.

Here's to the year behind us and to the bigger, bolder one ahead. Wishing you all the best of this holiday season and enjoy time with your family and friends—and come back ready to make 2026 our best year yet.



Business Representatives' Reports

Building Power Between Contracts

Servicing and Organizing Update

By Luke Ackerson



As we approach the end of the year, it's easy to focus on the big bargaining dates circled on the calendar in the coming months and forget how much of our real power is built in between negotiations. The fact is, employers are watching what we do right now; how we enforce the agreement, how engaged members are, and whether we are willing to push back when they cross the line. That daily work is what shapes the next round of bargaining long before we ever sit down at the table.

Over the past several months, we have continued to see the usual "small" violations that never feel small to the people living with them: schedule changes without notice, job duties quietly expanded beyond the job description, overtime that doesn't get posted, and creative attempts to dodge premium pay. None of this fixes itself. It gets fixed because members speak up, stewards step in early, and we use the tools in the contract to resolve our disputes.

That approach has paid off in a big way for a couple of bargaining units. Recently, we resolved two major grievances before arbitration, one for $95,000 and another for $97,500. Every penny of that money went back to the members who were shorted. Those settlements didn't happen by accident. They were the result of workers documenting what was happening, stewards staying on top of timelines, and the union being willing to push the employer right up to the edge of arbitration. When employers see that a contract violation can cost them six figures, it sends a clear message: following the agreement is not a suggestion, it's a requirement.

Strong enforcement depends on strong stewards and informed members. Stewards remain the first call when something doesn't look right or when discipline is on the table. We've been putting more emphasis on training: formal classes, one-on-one conversations, and making sure newer stewards have support. Member education is just as important, when people know what's in their contract, small problems get caught early instead of turning into big ones.

At the same time, we've invested in growing our organizing program. We've hired two organizers who have hit the ground running. They're spending their days meeting with workers in non-union shops, following up on leads from our members and staff, and helping people understand what it really means to form a union.

For members, there are two simple but powerful ways to strengthen all of this. First, keep enforcing your own contract. Grievances like the recent $95,000 and $97,500 settlements don't just correct past wrongs; they raise the cost of future violations. Second, keep talking to friends, family, and former coworkers who are struggling at non-union workplaces, and send those leads our way. Organizing new shops and enforcing existing agreements are two sides of the same coin.

If we stay engaged between contracts, enforcing what we've already won while bringing new workers into the union, we'll be in a much stronger position when bargaining does come around. That's how we move from hoping for better outcomes to creating them.



By Beth Bergeon



Hello Brothers and Sisters,

As we approach the Holidays, I've been reflecting on what has been— and continues to be— a very busy and productive year carrying out the Business of the Union. A little snapshot of 2025: so far this year, I've negotiated and our members have ratified 11 contracts, completed two arbitrations, handled countless grievances, brought a group to the Harbor for negotiation preparation, taken a group out on Strike, and conducted a special trial on behalf of the IP's office. And we're not done yet—I still have four contracts in process and two more that will begin before the end of the year.

This Union—OUR Union—is full of opportunity. You simply need to take that first step to get involved. And involvement doesn't look the same for everyone. For some, it may mean attending Local meetings or running for an executive board position. For others, it might be participating in the Guide Dogs fundraiser. For others still, it may look completely different.

Many of you are already deeply engaged in your communities through volunteer work or local organizations. I'm not asking you to set that aside—in fact, the opposite. I'd ask you to consider whether there is a way for our Union to partner with the work you're already doing, to strengthen our community, support our members, and welcome future members. Don't let anyone tell you that being "Union" or being "involved" has to look like one specific thing. That kind of gatekeeping keeps too many good people from participating. If you have an idea, or if you're wondering how what you're already doing fits into your Unionism, call me. I'm always happy to talk.

And if you're like me and look forward to carving out a little time for yourself during the holidays, please do that—rest, recharge, and enjoy the season. And when you have a moment, reach out and say "hi." I'd love to hear from you.

In Solidarity -

"I always wondered why somebody didn't do something about that. Then I realized I was somebody." —Lily Tomlin

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By Tommy Hunt



Over the past several months, our District has closed out an exceptionally productive run of negotiations across multiple bargaining units—each resulting in meaningful gains for the members we represent. Since last August, we have wrapped up bargaining with King County, the City of Tacoma Railroad Track Workers, Hexcel in Kent, and Goldbelt in Anchorage. Every one of these negotiations concluded with favorable outcomes, reinforcing what we can achieve through unity, preparation, and strong member engagement.

At King County, our Mechanics in the Fleet and Solid Waste Divisions secured a contract that reflects both their professionalism and the critical role they play in keeping essential public services running. The agreement delivers improvements to wages and benefits while protecting key provisions our members rely on. The bargaining team's hard work—and the steady support from members throughout the process—ensured these workers received a contract that keeps pace with the cost of living and respects the skilled labor they provide county residents every day.

Our City of Tacoma Railroad Track Workers also achieved a strong agreement. This group maintains and repairs the city's rail infrastructure, a responsibility that carries high stakes for safety and efficiency. Through focused negotiations and solid steward involvement, we were able to secure improvements that recognize the demanding nature of the work while strengthening long-term stability for the members and their families.

In Kent, our members at Hexcel—whose advanced composite materials support industries across the aerospace sector—saw important gains as well. Bargaining centered on protecting established standards, addressing workplace concerns, and ensuring competitive wages in a rapidly evolving industry. The result was a contract that, not only saw the single largest increase in wages over one year in the history of this CBA but also, keeps Hexcel workers on firm footing and positions them well for the years ahead. Special shout out to the negotiating committee (John Linboe, Josh Borushko, Lorenzo Carter, Sarah McDonald, and Andy Carver) for their solid leadership throughout the entire process.

Perhaps the most striking achievement came from our first contract negotiations with Goldbelt at Joint Base Elmendorf–Richardson (JBER) in Anchorage. First contracts are always critical, but this one set an especially historic benchmark: members secured a record 96 percent wage increase in the first year of a three-year agreement. That unprecedented jump reflects both the value of their work and the power of securing strong representation early. These members now have a foundation that dramatically improves their livelihoods and sets a clear standard for future bargaining.

Across every table, the theme was the same: when workers stand together, we win together. These agreements demonstrate what solidarity, preparation, and strong steward leadership can deliver. And as we look ahead to the next cycle of negotiations, we'll continue building on this momentum to secure fair, forward-looking contracts for every member we represent. As always, thank you for the opportunity to serve you.

In Memoriam

Donald Short ..... November 2025.....Local 289

More Business Representative's Reports on Page 4

Business Representatives' Reports

By Zac Collins



Hello Brothers and Sisters!

I hope you had a fun and productive summer!

I am proud to announce that we have successfully finalized the new contract for the Husky Terminal bargaining unit, marking a major step forward for our members and their families. This agreement reflects over 6 months of preparation, discussion, and commitment to securing fair wages, strong protections, and better working conditions. I want to sincerely thank the entire bargaining unit and negotiation committee for their hard work, professionalism, and dedication throughout the process, as well as the bargaining unit members whose input, patience, and solidarity made this outcome possible. Your support and unity were crucial in reaching a contract that truly addresses the needs and priorities of the membership.

We also finalized the first-ever agreement with the Olympic Peninsula Humane Society, with two locations in Sequim and Port Angeles, a nonprofit setting that brought its own unique challenges to the bargaining table—negotiating with an organization that relies heavily on donations and limited funding required creativity, patience, and a deep understanding of their operational realities. Despite those constraints, we secured meaningful improvements that will have a real, positive impact on these new members—enhancing stability, strengthening workplace standards, and ensuring their vital work caring for animals is recognized and respected. This contract represents a significant step forward not only for the bargaining unit, but for the broader community they serve.

Looking ahead, we're gearing up for preparations on the Crown Cork & Seal master agreement. This contract is one of our largest and most complex, covering multiple facilities and a wide range of skilled classifications. Early planning is critical, and we've begun gathering data, reviewing past proposals, and coordinating with stewards and members to identify priorities for the upcoming cycle. As always, our goal is to enter the bargaining process united, informed, and ready to secure the strongest possible agreement—one that protects our members' hard-won standards while advancing wages, benefits, and working conditions across the board.

One last note for any members coming up on contract negotiations: with the IAM being the primary driver, the Washington State Legislature recently passed a significant change that directly supports working people: beginning January 1, 2026, workers who are on a legal strike or are locked out by their employer will be eligible to receive unemployment insurance benefits. While these benefits are limited to six weeks and come with a brief waiting period, this new law provides a critical safety net for members who may need to take collective action to secure fair wages and working conditions. It also strengthens our bargaining power by reducing the financial pressure that often falls on workers during a dispute. Although our goal is always to reach strong agreements without disruption, this legislation ensures that if a strike becomes necessary, our members won't be left standing alone.



GVP Bobby Martinez and COO Jimbo Watson visiting our members at Husky Terminal.



GVP Bobby Martinez and International President Brian Bryant present Ed Ellsworth with a service award celebrating his 35 years of IAM membership.

More Business Representatives' Reports on page 3

Official Election Notice: Specific Dates and Requirements

Directing Business Representative (DBR)

The DBR is elected for a four-year term by the District Delegates.

Event	Date
Nomination (February Meeting)	Thursday, Feb. 26, 2026
Election (April Meeting)	Thursday, Apr. 23, 2026
Term Begins	July 1, 2026

Candidate Eligibility: Must be a member in continuous good standing for five (5) years in affiliated Locals.

Voter Requirement: Delegates **must be present to vote** for both nominations and any required elections.

District Officer Nominations & Elections

(President, Vice President, Secretary-Treasurer, Sergeant-at-Arms, and Trustees)

Event	Date
Nominations (April Meeting)	Thursday, Apr. 23, 2026
Election (if needed - June Meeting)	Thursday, June 25, 2026

Candidate Eligibility (must be a seated Delegate):

- Continuous good standing for **one (1) year** in an affiliated local.
- Employed at the trade in conformance with the IAM Constitution.

Voter Requirement: Delegates **must be present to vote** for both nominations and any required elections.