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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. 66 June 2026

Directing Business Representative's Report

YOU are the Union, and Change is Inevitable

By Steve Miller
Directing Business Representative,
IAM District 160

When I first became Directing Business Representative in 2022, I wrote that change is inevitable. I also repeatedly emphasized a simple idea throughout these past several years: YOU are the Union. Looking back now, I realize those two ideas shaped nearly everything we tried to accomplish together at District 160.


Steve Miller

When I stepped into this role, District 160 was coming through a period of transition and leadership change. Like many unions across the country, we were dealing with declining engagement following COVID, organizing challenges, financial concerns, and the increasing pressure facing working people everywhere. There were a lot of conversations about what wasn't working, where we needed to improve, and where the District needed to go moving forward.

Over the years, many of you have probably heard me ask a simple question: "How's that working for you?" If the answer is "it's not," then the next question becomes: "What are you going to do about it?"

That philosophy doesn't just apply to the workplace. It applies to our union too.

One of the first priorities was creating a more sustainable structure so the District could invest in growth, organizing, training, and member engagement. Strong foundations are rarely flashy. Most of the time, they are built quietly, one piece at a time. A group made up of both District and Local leadership worked together to modernize our bylaws and improve the District's financial structure. That work helped stabilize the District financially and allowed us to begin investing more into the future instead of simply trying to keep our heads above water.

What stood out to me most during that process was something bigger than finances. When the decision was made to expand organizing efforts, the Locals themselves stepped forward financially to help make that happen. That mattered because it represented something much larger than money. It showed that the Locals understood that the District is not separate from them. The Locals ARE the District.

That belief became one of the driving ideas behind much of the work we did over the past several years.

We restarted steward and officer training, expanded organizing efforts, increased shop visits, created grievance tracking systems so members could better see the work being done on their behalf, and developed leadership and mentoring opportunities through programs like LEADS and the Young Machinists. We conducted membership satisfaction surveys and, more importantly, acted on what members told us. We expanded our organizing and field support because members said engagement and communication needed improvement.

At the same time, we continued fighting difficult battles for our members. We defended federal workers during some of the most aggressive anti-union attacks we have seen in decades. We stood beside members like Max Londonio and his family during his detention by ICE. We continue fighting for Brother Jason Juitt, a federal worker who was wrongfully terminated, won his arbitration, and was awarded his job back with full back pay, yet still remains denied reinstatement due to ongoing federal actions. We negotiated contracts, fought grievances, organized new workers, and continued pushing forward even when the challenges seemed overwhelming.

But when I look back, I honestly do not believe the most important accomplishment was any single grievance victory, organizing campaign, arbitration, or contract negotiation.

The most important work was beginning to change the way we think about our union.

For too long, many members viewed the District as something separate from the Locals, when in reality the Locals ARE the District. A strong union cannot be built by a handful of people sitting in an office while everyone else watches from the sidelines. It requires engaged members, active stewards, committed Local leaders, delegates willing to step forward, and members willing to take ownership of the future of their union.

That became the driving force behind our Summits.

When we first discussed bringing all of our Locals together, the goal was not simply to hold another meeting. The goal was to create ownership, accountability, communication, and long-term planning. The goal was to stop reacting from crisis to crisis and start building intentionally with measurable goals and action plans. To become proactive

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Grievance & ULP Tracker Update

We're improving our Grievance & ULP Tracker.
Look for the new format in the 3rd Quarter Evergreen Leader.



Retirees

Local 130

Jack Harris ..... January

Local 282

Mark Baldwin ..... March
James Roberts ..... March
Gary Holden ..... March

Local 289

Dale Mininger ..... February
Michael Ryan ..... February
Randy Tinsley ..... February
Patrick Qunell ..... March

Local 297

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Holiday Office Closures

Juneteenth
June 19, 2026

Independence Day
July 4, 2026

Labor Day
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Local Meeting Notices

79 - Seattle

Regular Meeting – July & August General Meeting – *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- July & August General 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 – 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 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.

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

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Business Representatives
Zach Collins
Tommy Hunt
Beth Bergeon
Larry Stenseth
Scott Cronkrite

Organizers
Alfredo Silva
Emery Woods

In Memoriam

Randy Bushnell .....April 2026..... Local 289

Union Organizing

By Alfredo Silva
District 160 Organizer

As we begin to shake off the long winter and spring and begin to shift into warmer and longer days. I would like to give you all a brief summary on some of the organizing activities being conducted by District 160

We currently have several active targets/ campaigns in all different stages of progress, throughout mostly western Washington and a few in Alaska.



Needless to say, that with the area we are responsible for, it keeps me mostly on the road meeting with different groups of people. But it really doesn't matter what type of industry, location, sex, race or age group, they are looking for the same thing, RESPECT, DIGNITY and to be able to provide for their families. People decide to organize for many reasons but some tend to be the same inequitable pay, poor management practices and insufficient communication are subjects that contribute to them. Employees don't unionize because of union influence necessarily and are more likely to unionize because they are against the employer.

This is why we must reach out to our family members, friends and neighbors in order to be able to help as many people as we can.

If you have any leads or know of individuals who could benefit from our support, please contact me at 253-653-5747 or alfredo@iam160.com.

Additionally, I would like to share an insightful article Michael Sainato from The Guardian regarding recent organizing trends and challenges that we face as organized labor.

US employers spend more than $1.5bn a year to fight labor unions, report finds

"Critics say employers spend money hiring union-avoidance consultants and lawyers while not investing in workers US employers spend more than $1.5bn a year on labor union opposition efforts, according to a report published on Wednesday by the Economic Policy Institute (EPI).

Employers spent company money hiring consultants and law firms specializing in union avoidance and on legal counsel, representation, and litigation services during union elections and organizing campaigns.

US employers spend $442m on union-avoidance consultants annually, according to an estimate by the EPI. Amazon alone spent $26.6m in 2025 on union-avoidance consultants, based on filings with the US Department of Labor.

An Amazon spokesperson blamed external groups for hiring union-avoidance consultants. "It's important that our teammates and partners understand the truth, so we've continued to work with experts in the field who are able to share objective facts about what it actually means to have an external party take their voice," they said in an email.

"This is millions or even billions of dollars that's not going towards workers and investing into their workplace," said Margaret Poydock, a co-author of the report and a senior policy analyst at the EPI.

Poydock attributed the decline of unionization membership and density over the past several decades, in part, to the role of these union-avoidance law firms and consultants. Union density in the US is now at 10%, compared with 20.3% in 1983.

Despite this decline, Gallup polls report nearly 70% of Americans approve of labor unions.

The report noted that one of the law firms, Littler Mendelson, which has represented Amazon, Starbucks and Delta Air Lines in union campaigns, has its own Workplace Policy Institute.

Through the institute, the law firm has tracked and opposed legislation aimed at expanding workers' rights, such as opposing AB5 in California, a bill that sought to combat worker misclassification, and supporting Prop 22, which allowed ride-share apps and others to continue classifying drivers as independent contractors, not employees.

"These law firms and consultants are essentially exploiting loopholes and weaknesses in our federal labor law and reporting requirements for these persuaders reports, but despite that, workers are still organizing, they are still winning elections and reaching first contracts," said Poydock. "They're trying to erode worker rights, not just for union workers or workers trying to form unions, but workers at large."

Teke Wiggin, a co-author of the report and strategic coordinator at the non-profit LaborLab, emphasized US employers already leverage significant power over workers and the use of union-avoidance consultants and law firms further magnifies that imbalance.

A previous report by the EPI found that US employers are charged with violating labor law in 41.5% of all union elections. Through delay tactics and appeals, it takes an average of 465 days for workers to reach a first union contract, and it can be much longer in many cases, such as at Starbucks, where workers have yet to reach a first contract since the first US store won a union election in 2021.

"Employers always have the choice to voluntarily recognize a union or agree to a neutrality agreement," said Wiggin. "If they don't, that's a choice to try to bend the will of workers who are seeking to exercise their rights to free association, and that's immoral and offensive to democratic values and the right to free association."

DBR's Report

Continued from page 1

instead of reactive.

What encouraged me most during the Summits was watching Local leaders begin to work together, sharing ideas, having honest discussions about challenges, and building plans based on the needs of their own members and communities. Many of those plans are already moving forward today. That is exactly what this was always meant to become. What gives me confidence moving forward is seeing Local leaders and members stepping up, implementing those plans, and continuing the work without waiting for someone else to do it for them. That momentum cannot stop here. The goal moving forward is to continue bringing our Locals together regularly to strengthen planning, share ideas, and continue building and growing together.

Over the years I have said many times that YOU are the Union. But that idea also comes with responsibility.

A union is not a service you purchase. It is something all of us are responsible for building together. The future of this District cannot depend on one elected officer, one Business Representative, or one small group of people carrying the entire load. Strong unions are built when members participate, step forward, mentor others, organize, communicate, and hold themselves accountable to growth. The success of the Summit was not simply holding the event itself, but that action plans were created and are already being implemented. There is now more room for our members to participate in something meaningful.

The work ahead will not be easy. Employers are more coordinated than ever. The attacks on unions continue to grow more aggressive. Organizing is difficult work. Participation requires sacrifice, effort, and commitment. There is no shortcut around that reality.

But despite all of those challenges, I leave optimistic.

I believe District 160 is stronger, more organized, and better positioned for the future than when I first stepped into this role. More importantly, I believe there is now a stronger foundation in place for others to continue building upon long after I move on from this position.

At the end of June I will be stepping away from this role, but I do so believing the District is positioned to continue moving forward if we stay committed to the work. The foundation is built. The structure exists. The plans exist. The momentum exists. Now comes the responsibility that comes with it.

As I prepare to leave this position, I want to sincerely thank the members, stewards, Local leaders, delegates, Business Representatives, organizers, office staff, and families who continue doing the real work of this union every single day. None of this happens because of one person. It happens because people choose to step forward and help each other. It has been an absolute honor working alongside those who believe our unions are a worthy cause.

From the very beginning, I said YOU are the Union.

Now I would simply add this: YOU are the District.

What happens next will be determined by the members and leaders willing to continue building, organizing, mentoring, engaging, and stepping forward together. Foundations only matter if people continue building on them.

The work continues.

Now keep building.

Union Organizing

By Emery Woods
District 160 Organizer

April 25th Local 2379 held a solidarity show at the Shakedown in Bellingham, WA. Negotiations with Trulife continue and members are fighting for a fair, second contract. The majority of the negotiating committee are also members of Local 2379's executive board. With the directional power of the Local behind them, President Andrew Wild, Secretary Treasurer Cody Barton and active negotiation committee members Paul Henderson and Rob Loesher decided to take matters into their own hands.



When it came to building stronger community solidarity in town, we didn't have to look far to find IAM roots. Bellingham's very own music venue is owned by an IAM endorsed city council member Hollie Huthman. Choosing to host our Workers Night at the Shakedown was a chance to blend community and solidarity. The event was more than a show. It was an opportunity to show that union bonds extend beyond a single shop floor and are part of the fabric of our community life.

The opening band, No Guts, started the night off strong. The band was founded back in the day of Bellingham's vibrant house show scene, circa 2010's, with vocalists Andrew Wild and Andy Beer. Andy Beer was an active member of Local 2379 and broke out his IAM swag from the 2025 legislative conference, where he advocated for Federal Worker's rights on the hill. No Guts finished up their set with an acoustic rendition of "Solidarity Forever", a song penned by poet and organizer Ralph Chaplin in 1915.

The second band, Meece, brought a heavier metal sound. By this point the venue had filled in considerably with supporters and interested community members. Some attendees even made the trip from as far south as Snohomish to support the event, showing that solidarity does not stop at county lines. Seeing union members, musicians, and supporters all sharing the same space reinforced the idea that labor movements grow stronger when people build relationships beyond the workplace.

The final band of the night, Fog Bodies, closed out the night. By this point, the room was packed with folks all sporting different union gear. It was good to see Bellingham locals from different unions all together for a workers night. The crowd reflected a growing sense of confidence and pride within their own locals. Unions are more than organizations that negotiate contracts. Unions are communities made up of real people with shared struggles, talents, and goals.

What started as an idea to show Trulife members what a being in a union meant turned into our local community workers, friends, family, and supporters coming together for a night of working-class pride. Every set carried a sense of authenticity. These were union members, laborers and workers living through the realities and struggles.

Workers Night also gave Local 2379 the chance to connect with people who are not otherwise at union meetings or labor event. Friends, neighbors, and members of the local music scene were able to see firsthand what solidarity looks like in practice. We demonstrated that when workers organize themselves and create our own spaces, we can build stronger connections both inside and outside the workplace.

Business Representatives' Reports

Where Union Power Comes From

By Luke Ackerson
Assistant Directing Business Rep

District 160's Business Representatives are highly skilled and experienced at maximizing every opportunity available at the bargaining table. They fight to secure the strongest contract possible under the circumstances they are given. But imagine what could be accomplished if every member was fully engaged, unified behind the bargaining committee, and prepared to support collective action. That level of solidarity changes the entire dynamic of negotiations.



Because Business Representatives spend so much time servicing grievances, enforcing contracts, and solving workplace problems, it is understandable that some members begin to view the union as a service organization and the Business Representative as the person responsible for providing that service. Experienced representatives and strong bargaining strategies are extremely important, but they can't be effectively utilized without an engaged and united membership.

Successful negotiations are influenced by many factors: preparation, experience, timing, economic conditions, industry standards, and the strategy developed by the bargaining committee and Business Representative. In many situations, those factors are enough to secure strong gains without a strike or major workplace action. However, there are also situations where an employer simply will not move unless workers demonstrate collective strength and solidarity.

Employers ultimately respond to leverage. When members are engaged, united, and willing to support collective action, it strengthens the position of the bargaining committee and dramatically improves our ability to secure stronger contracts. The role of the Business Representative is not to create power, but to help organize, direct, and maximize the collective power of the membership.

This becomes especially apparent during difficult contract negotiations. Members often expect the Business Representative to deliver a strong agreement regardless of how united the bargaining unit is. Unfortunately, that is not how bargaining works. Employers constantly evaluate risk. They look at whether the membership is engaged, whether workers support the bargaining committee, and whether the group is willing to take difficult action if negotiations break down.

If management believes the membership is unwilling to put pressure on the employer in any meaningful way, then the employer has very little incentive to improve their proposals. They know the union's leverage is limited. In those situations, even the best negotiator in the world only has so many tools available.

That does not mean strikes should be taken lightly. Strikes create real financial hardship for workers and their families, and nobody wants members to suffer unnecessarily. Fear about striking is understandable. Most workers live paycheck to paycheck, and the possibility of losing income can be overwhelming. But there is an important reality that members should consider: the willingness to take difficult action is often what creates movement at the bargaining table before a strike ever happens.

Employers do not usually improve proposals because they suddenly recognize fairness or because they are persuaded by a better argument. They improve proposals when they believe the cost of continuing the dispute is greater than the cost of settling it. That is where solidarity becomes critical. A united membership changes the employer's calculations. Even credible strike preparation can significantly alter the tone and direction of negotiations.

At the end of the day, unions are not third-party organizations that provide a service to workers. Workers are the union. The contract belongs to the members, the workplace belongs to the members, and the collective strength of the union depends entirely on the willingness of workers to stand together. When members act collectively, there is very little that cannot be accomplished.

By Tommy Hunt

The first half of 2026 has been productive across our District as we continue working to strengthen contracts, protect jobs, and support our members throughout the region. Since January, our focus has remained on bargaining strong agreements, securing first contracts, and maintaining a visible presence in the shops and workplaces we represent.



In January, negotiations continued with our Inventory Purchasing Specialists at the Port of Seattle. Bargaining can often be a lengthy process, especially when working through issues that directly impact wages, benefits, working conditions, and long-term job security. Our goal throughout these discussions has remained consistent: securing a fair agreement that recognizes the important work our members perform every day while protecting the standards our union has fought to establish.

Also in January, I attended the Advanced Arbitration class at our training center in Maryland. Continuing education and training remain critical tools for union representatives. Arbitration is often the final step in enforcing the language of our collective bargaining agreements, and advanced training helps ensure we are fully prepared to defend our members when disputes arise. The knowledge gained through these programs strengthens our ability to advocate effectively and hold employers accountable to the agreements they sign.

March brought several important accomplishments for the District. After productive negotiations, we successfully reached a fair collective bargaining agreement with our members at City Transfer Inc. This agreement reflects the hard work and solidarity of the membership and provides improvements while maintaining important protections for the bargaining unit. Negotiations are never accomplished by one person alone. Successful contracts are built through member involvement, communication, and unity at the table.

March also marked another significant milestone as we secured a first contract for our Artillery Range Technicians at the Yakima Training Center. First contracts are especially important because they establish the foundation for future gains and formally secure workplace rights and protections that previously may not have existed. Organizing workers is only the beginning of the process. Reaching a first agreement is where many of the real protections become enforceable, and this contract represents an important achievement for those members.

In May, we concluded successful negotiations with V2X covering our Army device simulator technicians. These members perform highly skilled and technical work that directly supports military training operations, and it was important that the agreement reflected both their professionalism and the value they bring to the mission. We appreciate the patience and engagement of the membership throughout the bargaining process and remain committed to ensuring these agreements continue to improve the lives of working families.

Looking ahead, preparations are already underway for upcoming negotiations with Phoenix Defense beginning in May. These negotiations will cover our Army medical simulator and training unit at Ft. Wainwright. As always, our objective will be to secure a fair agreement that protects our members while recognizing the critical role they play in supporting military readiness and training operations up in Alaska.

In June, I will also be traveling to Dutch Harbor to visit our waterfront crane mechanics at MMI and also to Ketchikan to meet with our members at Alaska General Seafood. Visits to our represented facilities remain one of the most important parts of this job. Maintaining direct communication with members, hearing concerns firsthand, and remaining visible in the field helps ensure your union continues to stay connected to the workplaces and communities we represent.

As we move through 2026, I want to thank all of our members for your continued support, professionalism, and solidarity. The progress we make at the bargaining table and in the workplace is only possible because of the strength and unity of our membership.

Another Business Representative's Report on Page 4

Business Representative's Report

Union Leaders Meet to Support Washington Shipbuilding Jobs

By Larry Stenseth

On April 29, union representatives met with Seattle City Councilmember Bob Kettle and ownership from Lake Union Drydock to discuss the future of shipbuilding and ship repair work in Washington state.



The meeting focused on the importance of protecting and growing good union jobs in the maritime industry while ensuring Washington keeps critical shipbuilding and ferry work in-state.

Discussion topics included:

- Challenges and opportunities facing the shipbuilding and repair industry in the Seattle area
- Keeping Washington State Ferries work in Washington
- Expanding education and apprenticeship opportunities to build the next generation of skilled union labor
- Creating stronger partnerships between shipyards, labor, and local government to advocate for our industry in Olympia
- Educating the public and state leaders on the importance of maintaining a strong shipbuilding industry and maritime workforce in Washington

I currently represent Machinists at Lake Union Drydock and Pacific Fishermen Shipyard in Seattle. District 160 also represents Machinists working at:

- Washington State Ferries at Eagle Harbor
- Vigor Industrial in Seattle
- Puget Sound Naval Shipyard in Bremerton

Meetings like this are important to ensure labor has a voice in the future of Washington's maritime industry. Protecting family-wage union jobs, strengthening apprenticeship programs, and keeping shipyard work in our state remains a top priority for our members.

Special thanks to Councilmember Kettle, Hobie Stebbins of Lake Union Drydock, Harry Thompson of IBEW Local 46, and the Puget Sound Metal Trades Council for bringing labor and industry together to support Washington's maritime future.



Union Business Rep Larry Stenseth and Seattle City Councilmember Bob Kettle.

By Beth Bergeon

The IAM District 160 annual steward training was a huge success. Last year we had 20 attendees—this year we doubled that to 41. That kind of growth shows there's real engagement from our members and an interest in building stronger stewards. It's something we want to keep investing in and welcome your feedback and ideas on how to make next years even better.



We want to thank our Western Territory International Rep Melissa Morgan for bringing her talents to the classroom. She has a passion for growing our Unionism through education, something she and I share.

What stood out just as much as the numbers was the mix of people in the room. We had members from all over—private sector, public sector, rail, and federal. Different workplaces, different challenges, but the same core responsibility when it comes to representation. That variety made the conversations better and grounded the training in real-world experience across industries. It reminds us that regardless of the industry or the differences in governing laws, the basis for representation is fundamentally the same. Every person in that room should be a resource for every other person in that room. Do not believe the only person who has the answer is the crusty old 40 year member. Our younger members bring a tremendous amount to the table in how they view issues and potential solutions. Talk to one another with the goal of listening and not responding. This is a skill most suited to successful representation.

This training focused on the fundamentals. We spent time answering some basic but critical questions: who do we represent, what is a grievance, and how do we do the job the right way?

On representation, we talked about the fact that stewards don't just represent one person at a time—they represent the entire bargaining unit. That means being consistent, fair, and thinking about the bigger picture, not just the issue in front of you.

We also broke down what a grievance actually is. It's not just a complaint—it's a violation of the contract, the law, or an established past practice. Understanding that difference matters, because it changes how you approach the situation from the start.

A big part of the training was focused on investigation. Before you ever file a grievance, you need the facts. That means talking to the member, identifying witnesses, reviewing the contract, and gathering documentation. If the investigation isn't solid, the case won't be either. That's something that applies no matter what industry you're in.

The goal coming out of this is to keep building on what we started. We want everyone who attended to come back for an advanced class so we can take these skills further and get more into strategy and application.

Overall, this training wasn't just about getting more people in the room—it was about building a stronger foundation for stewards across the board.

"Be curious, not judgmental" – Walt Whitman - This is the one thing which will make you not only an excellent steward, but a stellar human.

By Zac Collins

Hello Brothers and Sisters!
Summer is in sight!

The members at **Vaughan Chopper Pumps** recently ratified one of the strongest agreements they have seen in years, proving once again that when union members stand together, they win together. One of the biggest turning points in preparing for these negotiations came when the membership voted by a near-unanimous margin to authorize a strike if necessary. That overwhelming strike sanction vote showed that the members were serious, organized, and standing shoulder to shoulder behind their bargaining committee. The message was loud and clear: the workers were united and unwilling to settle for less than they deserved. By standing together, the members secured major improvements across the board, including strong wage increases over all three years of the agreement, increased vacation benefits, improved holiday benefits, and enhanced bereavement leave language that better supports members and their families. Most importantly, this contract serves as a reminder of the power workers have when they act collectively.



The **Crown Cork & Seal** master agreement negotiations took place in March in Los Angeles, with a committee with members from Olympia, LaCrosse, WI, Mankato, MN, the International, and representatives from the Western and Midwest territories. We spent ten grueling days bargaining on behalf of over 350 members and their families and came home with an agreement we could feel proud to present to the members for ratification. Our goal was to enter bargaining united, informed, and ready to secure the strongest possible agreement for our members, and that's exactly what happened with an overwhelming YES vote from the membership.

These contracts didn't happen because the company suddenly became generous. It happened because the membership stayed united from day one and sent a clear message that they were prepared to fight for a fair agreement.

Strong contracts are not simply negotiated at the table; they are built through solidarity on the shop floor. The members at Crown Cork and Seal and Vaughan Chopper Pumps demonstrated exactly what that looks like, and the results speak for themselves.

Every member who attended meetings, wore union gear, talked with coworkers, and participated in the strike sanction and ratification votes played a role in achieving this victory.

Congratulations to the bargaining committees and every member who stood together to make these historic agreements possible.

Our annual ***Swing for a Cause*** fundraiser at **Topgolf Renton on August 23rd** is shaping up to be even bigger and better than last year — and trust me, you do not want to miss this one.

The excitement and support from our members, local lodges, and community partners have been incredible. We've already seen a huge influx of raffle and silent-auction donations, with more than 25 companies stepping up with prizes. Thanks to their generosity, this year's raffle and auction lineup is already looking bigger and better than anything we've had before.

Between the golf, food, bingo, raffle prizes, silent auction, and the great atmosphere, this is more than just a fundraiser — it's one of the best events of the year.

Most importantly, every ticket sold helps support Guide Dogs of America and Tender Loving Canines in providing service dogs for the visually impaired, veterans, and children with autism.

Tickets are still just $100, children 12 and under are free, and your ticket includes 3 hours of golf, food, and bingo. Bring your family, friends, coworkers, and even your boss!

Get your tickets now! Scan the QR code on the flyer, talk to your Business Representative, your local, or go to **IAM160.com** — and help us make this year's event the biggest one yet.

By Matt Hanson

Local 289 member

We are used to fighting the boss at the bargaining table and on the floor. We have rights in our contracts earned from years of hard work. Most of us who work in the private sector receive our rights to form a union and collectively bargain our contracts from the National Labor Relations Act (NLRA) that union members fought for and won nearly a century ago. The NLRA is enforced by the National Labor Relations Board (NLRB).



Our rights under the NLRA and the enforcement of the NLRB have been eroded over the last 90 years. The US Senate and more than one President have stopped the NLRB from legally enforcing our rights by leaving too many NLRB Board seats vacant. Also, large corporations are suing the government claiming that the NLRB is unconstitutional. What is long settled law passed in 1935 may soon be overturned by the current Supreme Court.

Many people wonder if something can be done at the state level to protect our rights if the NLRB is eliminated. After reading about this issue, I asked many people in our union and around the labor movement. Feedback lead us at Local 289 to submit a resolution to the Washington State Labor Council (WSLC) Convention last summer. The resolution passed creating a WSLC committee that drafted a bill to protect our rights to form unions and collectively bargain contracts at the state level if the NLRB is eliminated and federal preemption ends.

HB2471 passed and was signed into law on March 23rd. The law creates state level protections against unfair labor practices and protects our rights to collectively bargain and hold union representation elections. It only triggers if federal preemption ends due to something like the NLRB being eliminated by the US Supreme Court. More legislation may need to be passed if the NLRB is further weakened but not eliminated by the court.

I am amazed at how many people it takes to pass a law. Our local 289 members supported this effort by passing motions to approve the WSLC resolution and use funds necessary for writing the bill. ADBR Luke Ackerson explained how provisions of each draft of the bill would affect our members. Organizer Emery Woods provided essential testimony in the House and Senate Labor Committees. WSLC Chief of Staff Joe Kendo talked me through the resolution process, got the bill drafted, shepherded many changes needed by several unions, found sponsors in the House and Senate, testified in committee, made sure amendments worked for labor, and generally made the magic happen. And IAM District 751 Legislative and Political Director Donny Donovan helped me navigate the WSLC process, helped with bill drafting, put the bill as top priority for the Washington Machinist Council Lobby Day in Olympia, and called labor friendly legislators to get the bill through the last committee so it could be signed into law. This was truly a team effort.

More Business Representatives' Reports on page 3