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EVERGREEN LEADER

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

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Directing Business Representative's Report

Rebuilding the Foundations of Our Organization

By Luke Ackerson
Directing Business Representative,
IAM District 160

On July 1st, I moved into the role of Directing Business Representative for District 160, a responsibility I'm honored to take on. My initial priority is to rebuild the foundations of our organization, so we can move quickly into exceptional servicing and long-term growth. That means looking at District 160 as a whole: every local, every shop, every corner of our jurisdiction, and making sure the people and structure are in place to support our members well today and grow our power for tomorrow.


Luke Ackerson

Rebuilding our foundations also means filling important vacancies. I'm excited to announce two staffing changes to the District 160 team. First, I'm proud to announce the promotion of Zac Collins from Business Representative to Assistant Directing Business Representative. Zac has a membership-first mindset in everything he does. He genuinely values building personal relationships with our members and making sure they feel taken care of, not just represented on paper. At the same time, Zac brings a sharp focus on improving how our organization runs day to day, looking for ways to make us more efficient so our staff can spend more time doing what matters most: serving our members. That combination of people-first instincts and organizational discipline is exactly what this district needs as we grow.

Alongside Zac's promotion, I'm also pleased to welcome Scott Cronkrite to the District 160 staff as our newest Business Representative, filling the position left by the retirement of former DBR Steve Miller. Scott brings years of experience in Federal Sector representation and organizing, and he's already proven to be a strong addition to the team. Given the ongoing attacks on our Federal Sector members, having someone with Scott's background on staff comes at a critical time.

District 160 covers a large geographical area; we have members in Washington, Alaska, and Idaho. ADBR Zac Collins and I made it a priority to travel to Alaska with Business Representative Tommy Hunt to visit our members in Fairbanks and Anchorage. Alaska is often the farthest point from our day-to-day conversations here in Washington, but our members there do the same demanding work and deserve the same attention as anyone else in this district. It is very important to us to meet our members and stewards, and make it clear that being part of District 160 means something no matter how far you are from Seattle.

Strengthening our staff is only part of rebuilding our foundations; the other part is strengthening our growth. Over the past several months, we've made a real investment in organizing, and that investment is starting to show results. We currently have a number of external organizing campaigns in the early stages across the district, spanning different industries and regions. Early-stage campaigns don't always make headlines, but they represent the future strength of this union. Every new shop that joins us means more members with a voice at work, more resources to support the fights that matter, and more power at the bargaining table district wide.

But growth can't only mean chasing new shops. Just as important, and maybe more important, is what we do to internally organize the members we already have. That means building relationships, developing our stewards, and making sure every member understands their contract and their power. That's what turns a workplace with a union into a workplace with real union strength. A shop that just voted to unionize and a shop that's been under contract for twenty years both need the same thing: members who are engaged, informed, and ready to act together. That's the kind of organizing that wins strong contracts and holds employers accountable between negotiations.

Continued on page 2

Grievance & ULP Tracker Update

We're improving our Grievance & ULP Tracker.
Look for the new format in the 4th Quarter Evergreen Leader.

Help Build a Stronger Steward Network

IAM Local 282 is looking for members interested in serving as a Steward or Full-Time Chief Steward at Puget Sound Naval Shipyard (PSNS) and the Intermediate Maintenance Facility (IMF).

No previous experience required, training and support provided.

Interested? Scan the QR code or visit **tinyurl.com/ 282Steward**, or call our Seattle office at **206-762-7990**.



Notice to Members of Local 282 — Proposed Bylaws Amendment

Proposed amendments to Local 282's Bylaws will be read at two consecutive regular meetings, with a vote following the second reading, per Article XI of the Bylaws.
First Reading: September 16, 2026, 5:30 PM — amendments read and discussed.
Second Reading & Vote: October 21, 2026, 5:30 PM — Bylaws Committee presents recommendations; membership votes. Each proposal is considered and voted on separately, requiring a majority of members present to approve.
Both meetings are at 822 Park Ave, Bremerton, WA 98337. Members are strongly encouraged to attend.

Holiday Office Closures

Labor Day
September 7th
Indigenous Peoples' Day
October 12th
Veterans Day
November 11th
Thanksgiving Day
November 26th

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Local Meeting Notices

79 - Seattle

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

Executive Board Meeting – 5:00 p.m., the Monday preceding the regular meeting (3rd Wednesday). District 160 Conference Room, 9135 15th Place South, Seattle.

130 - Everett

Regular Meeting- 5:00 p.m., 2nd Thursday, Labor Temple, 2812 Lombard, Suite 12, Everett.

282 - Bremerton

Regular Meeting – 5:00 p.m., 3rd Wednesday, 822 Park Avenue, Bremerton.

Executive Board Meeting – 5:30 p.m., 3rd Tuesday, 822 Park Avenue, Bremerton.

289 - Seattle

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

Shop Stewards Meeting – 6:00 p.m., 3rd Thursday, District 160 Conference Room.

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 Officers & Staff

President
John Gehringer

Vice President
Bill Robey

Secretary-Treasurer
Richelle Loken

Sergeant at Arms
Josephine Ulrich

Trustees
Ted Taft
Travis Sams
Dan Bassett

Directing Business Representative
Luke Ackerson

Assistant Directing Business Representative
Zac Collins

Business Representatives
Tommy Hunt
Beth Bergeon
Larry Stenseth
Scott Cronkrite

Organizers
Alfredo Silva
Emery Woods

Evergreen Leader

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Directed by D.B.R. Luke Ackerson

Union Organizing

States are Stepping Up for Workers — and Washington is Already in the Fight

By Alfredo Silva
District 160 Organizer

As the days fade from summer into fall, Labor Day gives us a chance to reflect on the labor movement and honor our fallen brothers and sisters. This year that reflection matters more than ever, because the ground under organized labor is shifting fast — in Washington D.C., and in state capitols across the country, including our own.



For as long as most of us have been organizing, we've relied on the National Labor Relations Act to protect our right to bargain. But that foundation is being chipped away, and if we wait for federal law to save us, we'll be waiting a long time. The good news is states are not waiting.

A few highlights on why this matters: union membership has fallen to just 10 percent of wage and salary workers nationally, down from over 20 percent in 1983. Full-time union workers still earned a median $1,404 a week in 2025, compared to $1,174 for nonunion workers. And research shows that decline drags down wages for nonunion workers too — without unions setting the standard, employers face less pressure to pay anybody more. Yet 43 percent of nonunion workers say they'd join a union tomorrow if given the chance. The appetite is there. What's missing, in a lot of places, is a legal path to get there.

That's exactly why a new idea is picking up steam. This past August, the Center for Labor and a Just Economy at Harvard Law School released a Model State Sectoral Bargaining Law: instead of organizing employer by employer, workers in a whole industry could bargain together for a floor every company in that sector has to meet. No more racing to the bottom.

Two professors behind that model law wrote about it in Time, pointing to real wins already on the board. In Massachusetts, 70,000 Uber and Lyft drivers won the biggest single organizing victory since the UAW organized Ford in 1941 — built by our union, the IAM, partnering with SEIU Local 32BJ. California followed with a law of its own, covering roughly 800,000 drivers.

Washington isn't just watching from the sidelines. This past March, Governor Ferguson signed ESHB 2471 into law, and it came from us. IAM Local 289 member Matt Hanson spent a year pushing this idea from the ground up, and the Washington State Council of Machinists lobbied for it in Olympia. Joe Kendo of the Washington State Labor Council, AFL-CIO, testified heavily in support — a reminder that the whole house of labor moved this together. The law creates a backstop: if the NLRB ever gets gutted, Washington's Public Employment Relations Commission would step in to protect private-sector workers.

We already have more pieces in place than most states — a 2022 law protecting rideshare drivers, an organized base built by the Drivers Union, and a legislature that's acted on labor law twice in five years. What we don't have yet is a real path to sectoral bargaining. I don't see any reason we can't be next.

The vast majority of American workers still aren't unionized. Please ask your friends, family and neighbors if they'd like the same protections you enjoy — we'd gladly help them achieve it.

In Memoriam

Ray Keller .....April 2026..... Local 79
John J. Maloney .....July 2026..... Local 289

District 160 is Launching a Federal Sector Organizing Campaign

DBR's Report

Continued from page 1

We're also launching a Federal Sector organizing campaign. Details are still coming together, but the significance of this effort can't be overstated. Federal Sector workers have been under sustained attack, and expanding our presence in that sector is one of the most important things we can do to protect workers who currently have little to no voice on the job. With the addition of Business Representative Scott Cronkrite and his Federal Sector experience, the timing couldn't be better.

My vision for District 160 is simple: better servicing for the members we already represent, a stronger internal organization built on engaged stewards and committees, and steady growth in our membership so we have more power at every table we sit at. None of that happens overnight, and none of it happens without every one of you. If you know someone working without a union, that connection could be the start of the next successful campaign. If you're already a member, get involved with your union; join a committee, become a steward, show up to a meeting. That's how we build the kind of union that can weather any fight ahead.

Retirees

Local 79
Jerry Vieman.....June
Thomas McMullen ..... April
Steve Dohrman .....August

Local 282
Daniel Connelly .....March
James Roberts .....March
Gary Holden.....March

Local 289
Kenneth Seeley ..... April
Stephen Miller .....June
James Barstow .....June

Local 695
Jana Eastabrook.....June

Union Organizing

By Emery Woods
District 160 Organizer

IAM Local 282 and members of the Next Generation Alliance stepped up this summer at the Bremerton Airshow for a two day event, July 11-12. We used this event to showcase our IAM union solidarity to the public and build relationships with the Bremerton community. Our table was set right next to runway, and our new 10'x10' canopy looked snappy next to the large PBY -51 Catalina patrol bomber.

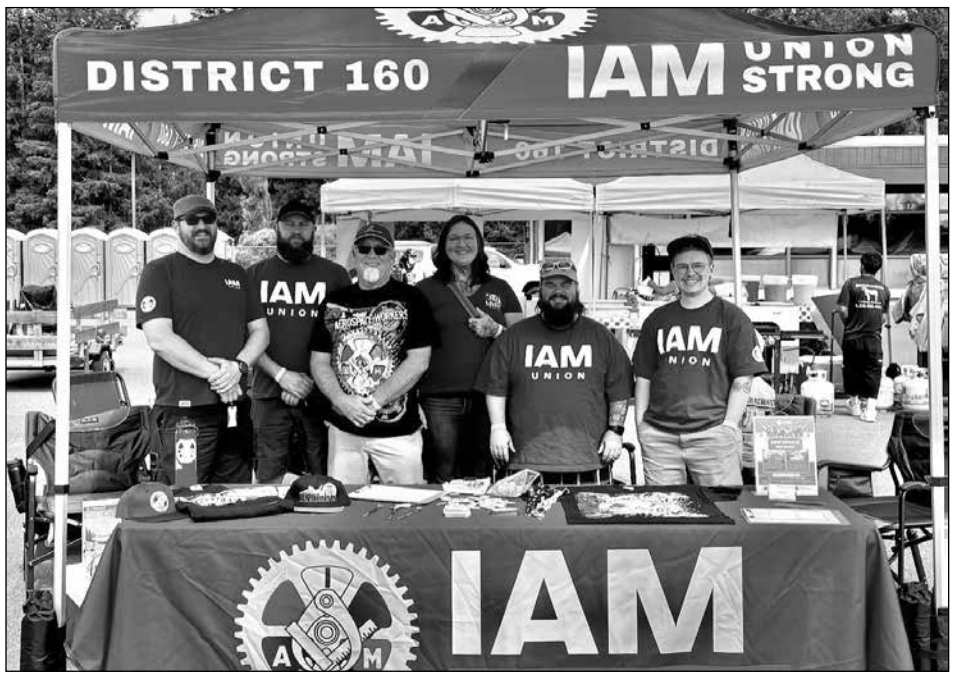


Events like the Bremerton Airshow give us an opportunity to reach people we normally don't encounter and have a discussion without the pressures of work. Local meetings and Labor Councils are great meeting places of our most active members, with important discussion lead by union savvy individuals. Outreach into the community means we're speaking to fresh faces and explaining what unionizing can mean to them and their work.

People stopped by throughout the airshow, a few members from 751 excited to see their union and some folks curious about what the IAM union is. Several of the 751 members grabbed some hats and T-shirts to represent and we passed out flyers with information to each potential new member. Most people were happy to pause and chat.

During the weekend, we visited a few of the food vendors for lunch. Happy coincidence led us to Pedro's Santa Maria Style BBQ, a BBQ truck owned and operated by three brothers out of Tracyton, and named after their father, Pedro. Chris Diaz saw our IAM shirts and told us that his late father was a pilot and IAM member during his life. This casual connection shows that our IAM roots go deep and aren't always obvious. This connection was made because of our visibility at the air show.

The District's effort to organize federal workers will require more than one event or one conversation. It will take persistence, creativity, and participation from members across District 160 and Local 282. The Next Generation Alliance is helping set that effort in motion, bringing together members who understand the importance of organizing and building a stronger labor movement.



Local 282 and the Next Generation Alliance set up at the Bremerton Air Show, building community connections and putting a face to the IAM union.

The Bremerton Airshow gave us two days to put that approach into action. We met people, made connections, and put a face to the IAM union. We're not waiting for people to come looking for a union. We're taking the IAM to them.

Business Representatives' Reports

By Scott Cronkrite

Since taking on my new role as a Business Representative with District 160, I have had the opportunity to work with a wide variety of bargaining units and members throughout the District which has been a welcome change from the Federal Sector that I'm used to. The past few months have been busy, with progress being made at the bargaining table, in our Locals, and through representation of our members.



Local 282 recently held a BBQ, focusing on bringing members together to enjoy some food and spend time with one another outside of the workplace and the Hall. The Local has also achieved and surpassed its Local Summit goal for increasing the number of MNPL sponsoring members. This is an accomplishment the Local should be proud of and reflects an increased interest among members in supporting the IAM's political and legislative efforts.

Local 282 has also made significant progress in filling vacant positions within the Local. Most positions have been filled, and we are seeing an uptick in members interested in becoming more involved and potentially filling additional positions, specifically Steward positions in the Federal Sector. Seeing members step forward and take an active role in their Union has been exciting and I can't wait to see the growth and interest continue.

At Joint Base Lewis-McChord, we are finally seeing an employee return to work after previously winning his job back through arbitration. Your Union fought for two years to ensure he returned to work and be made whole. The Agency fought us every step of the way, but he will have returned to work on August 24th. This was made possible by communicating with politicians on Capitol Hill in D.C. in an effort to get the Agency to follow the law.

At Lockheed Martin, we continue working toward the development of an apprenticeship program. There are still details to work through, but establishing a strong apprenticeship program represents an important investment in both our current and future membership. A successful program can provide employees with a pathway to develop their skills and progress in their careers.

Washington State Ferries has worked through most of its negotiations, with substantial progress made on the overall agreement. Wages, however, remain unresolved and will have to be addressed through arbitration. Compensation is obviously one of the most important issues at any bargaining table, and we will continue working to ensure our members' interests are represented as that process moves forward.

We have also been spending considerable time looking at the future of organizing and membership in the federal sector. The federal workforce presents some unique challenges for unions, and those challenges require us to look beyond the approaches we have traditionally relied upon. We have been taking a close look at benefits and other opportunities that can provide additional value to Union membership and give federal employees more reasons to become active members of the IAM. There are still some details to iron out, but I am excited about where these discussions are heading. I believe some of the ideas we are exploring have the potential to significantly change the way we approach membership and organizing in our federal bargaining units.

As I continue adjusting to the Business Representative role, the overall goal remains consistent: the importance of engaged members, strong stewards, and an organization willing to stand and fight beside the people we represent. I appreciate everyone who has helped me get acquainted with their workplaces and agreements during my first few months, and I look forward to continuing to build those relationships and working together to strengthen our Union.

By Tommy Hunt

The past quarter has been a busy one for our members, stewards, and representatives, with plenty of work happening across the district. One of my priorities is making sure our leadership team stays connected to the members we represent, particularly across the large geographic area covered by District 160.



Recently, I had the opportunity to take our newly elected Directing Business Representative, Luke Ackerson, and our newly appointed Assistant Directing Business Representative, Zac Collins, on a tour of several of our shops in Alaska. Getting out into the field, meeting members, and seeing the work firsthand is an important part of understanding the issues our members face every day. It also gives our new leadership an opportunity to hear directly from members and stewards about what is working and where we can do better.

While we were in Alaska, we also identified several potential organizing opportunities. As we visited shops and talked with members, we were able to learn more about the contractors and workers in the area and identify groups where there may be an opportunity to bring more workers into the IAM family. Organizing remains one of the most important ways we can build our strength. Every new group we organize strengthens not only those workers, but our ability to improve wages, benefits, and working conditions throughout the industries we represent.

Our Dental Trust has also been hard at work. The Trust recently met and approved several benefit increases to our union dental plan. These improvements are an important part of making sure the benefits our members earn through their contracts continue to provide meaningful value to them and their families.

On the bargaining front, I will be traveling to Oklahoma City to negotiate with DRG for our KC-135 BOSS contract. These negotiations are an important opportunity to continue improving the agreement and making sure our members receive the wages, benefits, and working conditions they deserve.

We also continue to stay active in the grievance process. At King County, we are working through the process on a grievance involving retroactive pay. At Penske, we are pursuing another grievance concerning the assignment of overtime, an issue where we believe the collective bargaining agreement must be followed consistently and fairly.

Finally, I want to recognize the hard work of our steward team at Hexcel. Their diligence and attention to detail helped us win a couple of grievances resulting in back pay for our members. Those victories are a good reminder of why strong stewards matter. The Business Representative can only be in so many places at once, but good stewards are there every day, watching out for their coworkers and holding the company accountable to the contract.

There is a lot happening across District 160, and the work continues. Whether it is bargaining, grievances, benefits, organizing, or simply getting out into our shops, our focus remains the same: protecting and improving the lives of the members we represent.

Another Business Representative's Report on Page 4

Assistant Directing Business Representative's Report

By Zac Collins
Assistant Directing Business Representative,
IAM District 160



Brothers and Sisters,

As we move into the next chapter for District 160, I find myself feeling incredibly grateful for the opportunities I've been given and genuinely excited about what lies ahead.

I'm extremely optimistic about our District's future under Luke Ackerson's leadership as our new Directing Business Representative. Change always brings new challenges, but it also brings new energy, new ideas, and new opportunities to grow. I believe we have an incredible team in place, and I'm excited to see where Luke's leadership takes District 160.

On a personal level, I'm deeply grateful for the opportunity to serve as Assistant Directing Business Representative. I don't take this appointment lightly. Representing our members has been one of the most rewarding experiences of my career, and stepping into this new role gives me an even greater opportunity to serve our membership, support our Business Representatives and Locals, and help strengthen our District. I'm thankful for the trust placed in me and excited to get to work.

That optimism is backed up by what our members continue to accomplish at the bargaining table.

At Vulcan Metals, we recently negotiated an incredible agreement that demonstrates what can be achieved when a bargaining committee and membership are prepared, engaged, and united. This is only their third Union contract since organizing with District 160, and we achieved their most significant wage increases yet, averaging approximately 10% in the first year. Agreements like this aren't simply about the numbers on a wage sheet. They're about recognizing the value of skilled workers, improving the lives of our members and their families, and raising the standard for the next group at the bargaining table.

I also want to highlight an important victory involving one of our City of Tacoma members. Earlier this year, the city terminated this member's employment. District 160 strongly disagreed with the merits of that decision and refused to simply accept the loss of a member's career. We challenged the termination and pursued the case through the Tacoma Civil Service appeal process.

These cases require enormous preparation, persistence, and patience. When someone's career, income, benefits, retirement, and future are at stake, representation is about much more than filing paperwork. It means digging into the facts, challenging the employer's decisions, building the strongest case possible, and being willing to see that fight through.



IAM District 160's Business Representative Tommy Hunt and District Business Representative Luke Ackerson visited Menzies Aviation in Anchorage, AK, joined by member Andre Juvan. Menzies fuels 2.5 million gallons of jet fuel a day at the airport.

That work paid off.

The termination was ultimately rescinded, and our member returned to his job with the city. His seniority and continuous service were restored, along with the wages, benefits, leave and retirement credits impacted by his time away from work.

That is what union representation is supposed to look like. We won't win every fight, and some fights take longer than others, but when a member has been wronged, they deserve to know their Union will stand beside them and fight.

Strong contracts. Strong representation. Strong leadership. None of it happens without an engaged and united membership.

I'm grateful for the opportunity to be part of it, and I couldn't be more hopeful about what comes next for District 160.

Notice to Members of Local 282 — Local Election

In accordance with the IAM constitution, Local 282 will accept nominations and hold elections for President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel, a three-member Board of Trustees, and three Auditors (1 to 3-year terms). Officer, Trustee, and Board terms are three-year terms.
Nominees must be Local 282 members in good standing for at least one year at the time of nomination, must have attended at least 50% of Local 282's regular monthly meetings in the 12 months before nominations close, and must be free from delinquency to the Local, District, and International.

Nominations
Held at the regular Local 282 meeting on November 18, 2026, 5:30 PM, at 822 Park Ave, Bremerton, WA 98337 — in person or by written acceptance submitted in advance. Members may nominate themselves and may run for only one office.

Election
December 16, 2026, at 822 Park Ave, Bremerton, WA 98337. Voting runs noon–8:00 PM to accommodate all shifts. A runoff, if needed, will be held January 20, 2027, same hours and location.

Absentee Ballot Request
Qualifying members may request an absentee ballot — instructions will be sent once ballots are generated.

✂----------

REQUEST FOR ABSENTEE BALLOT FOR THE DECEMBER 16, 2026 IAM LOCAL 282 OFFICERS AND AUDITORS' ELECTION

I, _____ (Print Name)

IAM Book Number _____, am hereby requesting an Absentee Ballot for the following reason(s) (check those that apply):
I reside more than 25 miles from the polling place
☐ I am at work during voting times
☐ I am confined because of illness or injury
☐ I am on leave qualifying under U.S. and/or Canadian Family leave laws
☐ I am a working member on vacation or retiree more than 25 miles away from their residence on election day
☐ I am on official IAM business
☐ I am on employer travel assignment
☐ I am on military leave
I certify that the above request is accurate.

Signed _____ Date_____

Address: _____

NOTE: This form must be received by the Recording Secretary on or before December 1, 2026. Please complete and return this absentee ballot request form by official government mail or in person.

Cut and send this form to: Randy Raderstorf, R/S, Local 282, 822 Park Ave, Bremerton WA 98337.

Nominations and Elections Notice for IAM Local 695

In accordance with the IAM constitution, Local 695 will accept nominations and hold elections for President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel, a three-member Board of Trustees, and three Auditors — all three-year terms. Nominees must be Local 695 members in good standing for at least one year at the time of nomination, and free from delinquency to the Local, District, and IAM International.

Nominations
Held at the regular Local 695 meeting on November 11, 2026, 6:30 PM, at 121 Capitol Way N, Olympia, WA 98501 — in person or by mail (received by November 10, 2026). Members may nominate themselves and may run for only one office.

Election
December 9, 2026, at 121 Capitol Way N, Olympia, WA 98501. Voting runs noon–7:00 PM to accommodate all shifts. A runoff, if needed, will be held January 13, 2027, same hours and location.

Absentee Ballot Request
Qualifying members may request an absentee ballot using the form below — detach along the line and mail as instructed.

✂----------

REQUEST FOR ABSENTEE BALLOT FOR THE DECEMBER 9, 2026 IAM LOCAL 695 OFFICERS AND AUDITORS' ELECTION

I, _____(Print Name)

IAM Book Number _____, am hereby requesting an Absentee Ballot for the following reason(s) (check those that apply):
☐ I reside more than 25 miles from the polling place
☐ I am at work during voting times
☐ I am confined because of illness or injury
☐ I am on leave qualifying under U.S. and/or Canadian Family leave laws
☐ I am a working member on vacation or retiree more than 25 miles away from their residence on election day
☐ I am on official IAM business
☐ I am on employer travel assignment
☐ I am on military leave
I certify that the above request is accurate.

Signed _____ Date_____

Address: _____

NOTE: This form must be received by the Recording Secretary on or before November 24, 2026. Please complete and return this absentee ballot request form by official government mail or in person.

Cut and send this form to: Lloyd Hohman, R/S, Local 695, 9040 Sherman Valley Road SW, Olympia, WA 98512

More Business Representatives' Reports on page 3