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EVERGREEN LEADER

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

Vol. No. 50



December 2011

DIRECTING BUSINESS REPRESENTATIVE'S REPORT

Guide Dog Charity Event a Success Despite a Run of Bad Luck

By Dan Morgan

This past November I had the privilege of attending the annual Guide Dogs of America (GDA) charity banquet. District 160 has participated in fundraising for GDA for the past 13 years. It is the custom that during the banquet Machinist Districts and Locals, along with Machinist employers present their donations from the year to GDA.



This being our 13th year of raising funds for GDA, if you are of the superstitious persuasion, you might think we had some problems. I am not a person who normally believes in triskaidekaphobia (the fear of the number 13) however the circumstances that occurred this year may convince me of the reality. Our normal activities of fundraising seemed to start off in the normal fashion, but the closer to the main event we got, the more issues arose.

Our staff coordinator who has worked on this event resigned for health reasons. BR Glenn Farmer quickly stepped up to fill the position and did an outstanding job. Less than two months before our main event of the motorcycle poker run, the State of Washington decided to get involved. The State Gambling Commission contacted us, letting us know we were not in compliance with the new regulations.

In short, the Gambling Commission informed us that the poker run, mileage guess, 50/50 tickets and our grand prize were all considered gambling and we would need a gambling license. This did not seem to be an insurmountable problem at first, until we tried to obtain a gambling license from the State. One of the requirements was a 60-day advance application. Since we were less than 60 days from the event, we did not qualify. We tried every angle to get a waiver of the 60 days, but in the end the answer remained "no". Because of the State's definition of gambling, we could not have any of our usual fundraising activities. The State considers anything gambling where all participants do not receive the same prize. Therefore we had to offer a refund of the entry fees to all pre-registered riders.

Our motorcycle run takes place in July of each year and being this is Washington, you all know it can rain at times! Historically, July has been a great month for us weather-wise. Not this year - the rain was coming down sideways.

As you can see we had some issues - the State, staffing and weather. I am proud to report at the end of the day the Machinists came through! Not one person requested a refund, we had a great turn-out, and the barbeque and the band made for a great day. When the day was over we had raised \$25,000 for Guide Dogs of America.

I would like to wish each of you a safe and joyous Christmas and a happy New Year.

District 160 Part of Annual Guide Dogs of America Awards Banquet

Every year, Guide Dogs of America and Friends come together to celebrate a year's work and donate to our favorite cause. This year the event took place on November 19, 2011 at the Paris Hotel in Las Vegas, Nevada. From donations collected by members of District 160, DBR Dan Morgan presented the Guide Dogs of America with a \$25,000 check.

The banquet included both celebration and donation. In a moving speech, guide dog recipient Larry gave his account of life before and after receiving his cherished companion. Larry fought his way in the ghetto, where a white cane was only an invitation to a mugging. His Guide Dog literally led him to a new life. If any of us had any doubts about the value of time and energy spent raising funds, his story dispelled any and all of them.

A yearly award is given to one individual who goes above and beyond in time and dedication. This year the Gift of Sight Award went to Adam Beasley.



Adam Beasley, surrounded by guide dogs, was awarded the "Gift of Sight" award.



Larry, a Guide Dog recipient, told the attendees what a difference his guide dog made in his life.

While Adam is very proud of the award, his favorite part was getting to be in the middle of the "puppy puddle" picture. And speaking of puppies, check out www.guidedogsofamerica.org to see the latest news, events, and don't miss the live "puppy cam".

This year the winner of the 2011 Harley Davidson Tri Glide Ultra Classic motorcycle was Tim Tietz from Huntington Beach, CA. The trike was donated by Harley-Davidson and customized courtesy of Legends Vintage Motorcycles. Somebody always wins and every year there is a new and unique bike. Be sure to buy a few tickets when the opportunity arises.

District 160 supports Guide



Each year a different bike is given away. This year a Harley Davidson motorcycle was given to lucky winner Tim Tietz.

Communicating With the Membership

By Ron Harrell

It's good to be back as a part-timer working with the members and staff of District Lodge 160 after a couple of years in retirement. My job is kind of a catch-all, trying to pick up the loose ends that sometimes may be missed because of the Business Representatives often overwhelming workload.

Lately I've been working on updating and overhauling the DL 160 Website (<http://iam160.com>). The site is updated virtually every day. I hope you'll take some time to look it over—feel free to offer up any constructive suggestions. Additionally, the District has opened up a twitter account (@iamdl160) and members and others are encouraged to follow it for current labor-related news stories. The District has opened a Facebook account as well (<https://www.facebook.com/#!/groups/243348329045752/>). For the time being, this is a "Closed Group" page on Facebook and members on Facebook who wish to be added should make a request on the page, contact their Business Representative, or e-mail me at ron@iam160.com with your name and the shop you work in.

In another sign of the times, as many of you know, the IAM Grand Lodge has ceased production of hard copies of the

IAM Journal. The Journal is still available online through the Grand Lodge Website Communications Department page (<http://www.goiam.org/index.php/news/iam-journal>) and, unlike the discontinued print edition, will likely be produced monthly rather than quarterly.

In this and future issues of the Evergreen Leader you'll be seeing QR ("Quick Response") codes that, when scanned with a code reader on a smart phone, will take you to labor-related internet links and other articles immediately. QR code readers are available as apps for iPhone, Android, iPad and other devices. Hopefully in the long run this will prove to be a useful feature.



IAM 160 Website



IAM Grand Lodge



The Stand - Washington State Labor Council News

DISTRICT 160 OFFICES CLOSED FOR HOLIDAYS

The District 160 officers and staff would like to wish you all Happy Holidays and a prosperous New Year!

District 160 offices will be closed Friday, December 23rd through Friday, December 30th, re-opening Monday, January 2, 2012.

2012 Life Insurance Premiums Due

Reminder to retired members from local lodges that have life insurance! Life insurance is now due in the amount of \$36.00.

Mail this amount to:

Dues Office
IAM District Lodge 160
9135 - 15th Pl. S., Seattle, WA 98108

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LOCAL LODGE MEETING NOTICES

LODGE 79 - SEATTLE

Regular Lodge Meeting – 5:00 p.m., 3rd Wednesday, 751 Meeting Hall, 9135 15th Place S., Seattle.

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

LODGE 130 - EVERETT

Regular Lodge Meeting – 7 p.m., 2nd Thursday, Labor Temple, Everett.

LODGE 282 - BREMERTON

Regular Lodge Meeting – 7:00 p.m., 3rd Wednesday, 822 Park Avenue, Bremerton.

Local 282 Whidbey Island – 4:45 p.m., 2nd Wednesday, NAS Whidbey Island, Lodge 289 - Seattle

LODGE 289 - SEATTLE

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

Shop Stewards' Meeting – 6:00 p.m., 3rd Thursday, District 160 Conference Room, 9135 15th Place S., Seattle.

Executive Board Meeting – 5:30 p.m., 1st Wednesday, District 160 Conference Room, 9135 15th Place South, Seattle.

LODGE 297 - TACOMA

Regular Lodge Meeting – 6:00 p.m., 1st Thursday, Firefighters Hall, 1109 South 50th Street, Tacoma.

Executive Board Meeting – 6:00 p.m., Tuesday preceding the Regular Lodge Meeting (1st Thursday), 3516 South 47th Street, Suite 105, Tacoma.

Retirees' Club Meeting – All Local 297 retirees are invited to attend meetings the 3rd Tuesday of month, 9 a.m. at **Tower Inn & Lanes Bowling Center**, 6323 – 6th Ave., Tacoma. Breakfast followed by meeting. Occasional bus trips and pot-lucks. Join us!

LODGE 695 - OLYMPIA

Regular Lodge Meeting – 7 p.m., 2nd Wednesday, Labor Temple, 1191/2 North Capitol Way, Olympia.

LODGE 1350 - LONGVIEW

Regular Lodge Meeting – 7 p.m., 2nd Tuesday, 536 Oregon Way, Longview.

LODGE 1690 - ANCHORAGE

Regular Lodge Meetings – 4:30 p.m., 2nd Wednesday at the Union Hall, 701 W. 41st, Suite 202, Anchorage.

LODGE 2379

Regular Lodge Meetings – 7:00 p.m., 1st Thursday, Lodge office, 2064 Vista Dr., Ferndale.

Executive Board Meeting – 6:00 p.m., Monday prior to Lodge meeting, Lodge office, 2064 Vista Dr., Ferndale.

Additional Contributions Received for Guide Dogs and Backpacks

On behalf of District 160, thank you to the following members for their contributions to the Outreach Committee's backpack drive and to Guide Dogs of America. These are additional contributions that were received:

Guide Dogs of America – Mike Collins, LL 289; Oscar Miller, LL 289

Backpack Drive – Bud Schmitz, LL 289; Richard Miller, LL 289; Steve Johanson, LL 79

DISTRICT 160 RETIREES' REPORT

Truth...or Consequence

by Art Boulton

We now know the "Super Committee" has failed to come up with a consensus on how to balance the federal budget. This is not really unexpected when you look at how far apart the members were in their positions on how to come to agreement. The second stage of the budget balancing legislation now comes into play with designated cuts. These cuts in the budget are to take place in 2013. It will be interesting to see how this plays out.

The one positive result of this no decision on the budget is that Social Security, Medicare and Medicaid are off the chopping block for the moment. This is not the first time these vital programs to seniors and the disabled have been under threat, and it will not be the last. There may even be votes to cut these programs in December.

This is particularly unfortunate at a time when so many retirees are struggling to get by. With interest rates as low as they are

and the volatile markets, retirees are not receiving the return on savings as in the past. There are very real consequences to cutting Social Security, Medicare and Medicaid. For instance, to cut or privatize Medicare would mean that many of the most vulnerable would be left with inadequate or no medical care because they would not be able to pay additional deductibles, fees or premiums. This is a consequence that could be deadly.

As we head into the 2012 elections, it will be more important than ever for both retirees and workers to know the truth about where the candidates stand on Social Security, Medicare and Medicaid.

The meetings of the District 160 Retirees' Club are on the first Tuesday of each month at 10:00 a.m. in a hall on the ground level of the Machinists building at 9135 15th Place South, Seattle, Washington. Come join us and bring your spouse. Happy Holidays!

'Occupy' and the Labor Movement

By Ron Harrell

We read and hear a lot these days about the growing income inequality between the wealthiest members in our society and the poorest; about wage stagnation and the shrinking middle class; about home mortgages being "underwater" and college loans becoming an albatross around the neck of young workers for many years after graduation.

How do we respond?

One of the most surprising and thus far sustained responses has been the rise of the "Occupy" movement. Apparently spawned by this year's successful uprisings against repressive regimes in the Middle East, dubbed "Arab Spring," Occupy has spread around the world, from Wall Street to Oakland and Seattle, from Africa to Israel, from Great Britain to Germany, from Iceland to Australia and New Zealand, and on and on. Perhaps not surprisingly, the media portrays the goals of the Occupy movement as vague and ambiguous. But one of their key goals runs in parallel with the historic and perennial primary goal of organized labor: achieving economic fairness and justice in our society for workers.

Labor is responding to this movement, though cautiously at first. Labor leaders clearly recognize the autonomy of this leaderless movement and have adopted an attitude of, "Don't try to tell them what to do. They'll figure it out." As one observer in the labor movement observed, they may



seem disorganized, but we seem disorganized at times, too. It's worth noting that every day Occupy groups seem to effectively execute some act of unified protest.

The common philosophical bond between the labor movement and Occupy protesters has moved the leadership of the AFL-CIO to, in the words of federation president Richard Trumka, "...open our union halls and community centers as well as our arms and our hearts to those with the courage to stand up and demand a better America." IAM International President Tom Buffenbarger instructed the Political and Legislative Department of our union to engage with Occupy protesters and to protect them whenever possible.

What else have Occupy protesters done? They've opened the eyes of a broad cross-section of the American people to the fact that the wealthiest 1% of our fellow citizens continue to grow wealthier on the backs of the rest of us—the 99% of Americans struggling to get by as our share of the pie continues to disappear every day.

Political and Legislative Department Director Matt McKinnon notes that the Occupy movement may go away next week, but the young people engaged with it will not go away nor will their vision. If you have the time and inclination, stop by and visit with the people of the Occupy movement, try to understand their thinking. And bring along some canned food and a case or two of bottled water.

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EVERGREEN LEADER

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Directed by
D.B.R. Dan Morgan

RETIREES

Local Lodge 79

Darling, David	Seattle Machine Works	10/31/2011
Furney, William	Foss Shipyard	10/31/2011
Santos, Benjamin	Todd Pacific Shipyards	8/31/2011

Local Lodge 289

Deshayes, Ron	Interstate Brands Corp.	10/31/2011
Rhyne, David	SSA Terminals, LLC.	9/30/2011
Rowlands, James	Waste Management/Rainier	9/30/2011
Young, Kenneth	Kenworth Truck Co.	9/30/2011

Local Lodge 297

Kamerer, Dale	City of Tacoma	9/30/2011
Stril, Dave	City of Tacoma	9/30/2011

Local Lodge 695

Foster, Dennis	BS Quality Machine & Fab.	8/31/2011
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Local Lodge 2379

Buckley, Merle	Alcoa Intalco Works	10/31/2011
Fields, Phillip	Diehl Ford, Inc.	9/30/2011

LOCAL LODGE 130 NEWS

Local Lodge 130 Announces Upcoming Dues Assessment Vote

Voting will be held on a proposed dues assessment at the regular lodge meeting of Local Lodge 130.

The meeting will begin at 7:00 p.m., Thursday, January 12, 2012 at the Labor Temple, 2812 Lombard Ave., Everett, Washington.

Please attend this very important meeting and vote!

ASSISTANT DIRECTING BUSINESS REPRESENTATIVE'S REPORT

Alcoa Intalco Uses Threats and Bullying During Contract Negotiations

By Mike Goddard

Contract negotiations with Alcoa Intalco in Ferndale, Washington have proven to be quite a challenge! I was assigned to assist the negotiating committee in dealing with a less than desirable proposal for the members to vote. The contract was resoundingly voted down. We went back to the bargaining table and the company ultimately gave us a last, best and final offer (LBFO). The company did not add any money into the total package previously voted by the membership and made it clear that there would be no more money added. The company took the position of being an 800 pound gorilla. The company's offer and threats to close down the plant infuriated our members. This is a very strong union shop and they voted the LBFO down in flames and took a strike vote that overwhelmingly passed. The membership agreed to continue to work without a contract until their negotiating committee could get back to the table and see if Alcoa realized we could and would shut down the plant at any time. Alcoa's reaction was to hire and train scabs in case we walked out the door. In fact, we found out that the company held money back from the negotiating committee in case they needed to hire the scabs. It seems they knew their offer was less than desirable. The company spent a huge amount of money on replacement workers and if they had simply added that money to their LBFO, it would have addressed the shortfalls in their proposal. It was more important for Alcoa to protect its bully image



than to put the money where it belonged. It belongs in the pockets of our members; they earned it! The workers played a major role in keeping Intalco open, worked to earn the profits and in the end got treated like crap. Alcoa has been boasting about record profits projected over the next five years. The company basically said, "Thanks for your help and be glad you have a job."

I think Alcoa should take some history lessons about all that happened in the 1920's and 1930's when big business started treating their employees with such disrespect. It did not go well when good American workers who brought them their profits got told to accept what the company gave them or they would fire them and hire the other half of the workers that were out of work. It is no wonder that Occupy Seattle and everywhere is gaining steam. If you don't learn from it, then history is destined to repeat itself. This country belongs to those who built it – not those who are milking it for everything they can get. At the negotiating table, Alcoa acted just like the rest of the over-privileged CEO's and corporations we read about every day. It was disgusting and they showed nothing but arrogance and entitlement. Sorry for the rant, but they disgust me and it is sad America is heading for the two-class system. The haves and the have not's.

The company went on a scare campaign. They said that if we walked out, the plant would be shut down and it would be for an indefinite period of time. They posted their own website and attempted to



Union workers rally in support of contract negotiations. The company used threats and hired scabs in an attempt to coerce the workers into accepting a bad contract.

explain to our members why there LBFO was reasonable. We went back to the table again and it was made clear to the negotiating committee, by the company, that there would be no more money added to their proposal. They would work with us in an attempt to spread the same money more equally across the bargaining unit. The company tried to get us to recommend their proposal and reminded us that the company would most likely close the plant if we walked out. The negotiating committee made it clear that we would not recommend the LBFO. We told them we would leave it entirely to the membership to decide the company's future. The membership took a vote on the company's second LBFO. The contract passed by a very slim margin of 200 to reject, 225 to accept. I hope Alcoa listened well to this message! This contract squeaked by and I don't think it will happen again. Al-

coa needs to pony up with a much better contract in the next negotiations or expect a very hostile group of employees (STRONG UNION MEMBERS).

I do want to express how great our members are at Intalco. I was very proud of them and it was a feeling of strength to walk into negotiations each day knowing they were ALL with us every day! Their support never wavered. The Intalco membership let me know they will be preparing for the next negotiations and the company's threats may fall on deaf ears. I am convinced that if there is ever a strike at Intalco, it will be the fault of the company. Alcoa is the poster child for the over-compensated, golden parachute-wearing fat cats we have all learned are ruining this country. They told us they are building facilities overseas and will ship out more jobs. Patriots or traitors ... you be the judge.

IN MEMORIAM

Local Lodge 79

- Dennis, Bruce 10/11/2011
- Godfrey, Darrell 10/24/2011
- Good, Gordon 9/16/2011

Local Lodge 289

- Castelo, Nestor..... 10/25/2011
- Hubbard, Richard 10/5/2011

Local Lodge 297

- Brown, Richard 9/3/2011
- Caudill, Ronald 9/5/2011
- Thompson, Lloyd..... 9/11/2011

Local Lodge 2379

- Dartnell, J..... 9/21/2011

Get Involved and Educated on Worker Issues

by Craig Sullivan

Political Coordinator for Local Lodge 289

Another year has almost passed into the history books. The Occupy Wall Street movement is still making headlines. If you have yet to visit the "Occupy" group near you...please stop by and talk with those who are standing up to corporate greed. I ask you to do this because they are fighting for ALL working people...this is what organized labor is about after all, isn't it?

If you study history at all you already know that the downward spiral for organized labor and working people started during President Reagan's term when he fired the PATCO (air traffic controllers). He was showing the corporate world how to kill unions.

Another tactic is to "divide and conquer." This is what was tried in Wisconsin, New Jersey, Ohio and many other states with new Republican governors. They went after state workers and their ability to negotiate work-

ing conditions, work hours as well as pay and benefits. It was their belief that they could take away their ability to negotiate. If they succeed, guess who is next? US, the rest of organized labor!

I don't mean for this to be a downer of an article. What I am attempting to do is raise awareness to what is going on...it is a "Class War" and it was declared on the middle class about 30 years ago. We are at a crucial stage - we either stand up NOW for what is left of our rights, or just curl up into a ball and let them have their way with us.

What can you do? Get educated on the issues, then get INVOLVED!! Go to a "Labor Action" at Westlake Park with the "Occupy" group. Let them know "WE" in labor appreciate them. Stand shoulder to shoulder WITH them, then bring along a few items that are posted on the Martin Luther King Jr. County Central Labor Council's website (mlkclc.org) to help support them.

LOCAL LODGE 289 NEWS

by Bill Robey, President

Business for Local 289 is going well. I'd like to say thanks for your participation in the local lodge monthly meetings; your input in these meetings is always appreciated.

Don't forget that the lodge meetings are held at 6:30 p.m. on the first Wednesday of the month in the 751 hall located downstairs from the District 160 Seattle office.

I hope to see you all back next year in 2012, along with new faces.

Have a happy and safe holiday season!

BUSINESS REPRESENTATIVES' REPORTS

By Melody Coffman

Hard to believe that another year is coming to an end. I wish with it the current economic environment would also come to an end. It is hard for the American family to make ends meet, and the companies are not giving wage/benefit increases to keep up with the cost increases for everyday living.

This is one of the reasons that District 160 and its local lodges have for the last 4 years supported the "Outreach Backpack School Drive"... fully equipped with school supplies. These JanSport backpacks average cost is about \$37.00 per

pack. The cost savings for us is directly working with JanSport and shopping every sale that Target and Fred Meyer have available. It is a little time-consuming, however it is very rewarding to know that children who may not otherwise have what they need on the first day of school will be going back, knowing that they are just like everyone else...

and have what they need as far as supplies and backpack goes.

I am also currently working with a



member who has connections through a deployed soldier in Afghanistan, and we will be shipping supplies to her for an elementary school in the village near where she is stationed. This is exciting to be able to help not only our members' children, but children who everyday live with poverty and war, as our children hopefully will never experience.

On a different note, I would like to share an NLRB win for my group at Cummins Northwest. The company has historically given what was called "flex credit" which is a fancy word for paying the employees who opt out of the company's medical plan. The company noti-

fied those opted out employees that they would cut the money contribution in half starting January 2011, and then eliminate it January 2012. I filed charges that it was a subject of bargaining and the company had no right to unilaterally decide to stop such action without first bargaining over the effects with the Union.

The NLRB agreed with us and the company is splitting several thousands of dollars with the participating employees in the "opt out" plan. We will now have to come to the table and bargain over the issue instead of just doing it.

Happy Holidays... Merry Christmas and a Happy New Year.

More Business Representatives' Reports on page 4

BUSINESS REPRESENTATIVES' REPORTS

By Paul Miller

It's time again for all of those great political commercials to start filling up the commercial breaks while we watch our favorite program. I know you're all quite excited about it just as I am. I know you're all aware of the importance of getting involved in the election process and of course voting. If you are looking for a way to easily get involved and support the working family-friendly candidates please contact Ron Harrell at ron@iam160.com. Ron is leading our charge to ramp up for the election season. There are many exciting opportunities for those who want to participate. I encourage you to at least send Ron an email to find out more.

A labor quote: "Every advance in this half-century: Social Security, civil rights, Medicare, aid to education... one after another- came with the support and leadership of American Labor."

– Jimmy Carter

Each *Evergreen Leader* that comes out I am asking a labor history trivia question and making at least one spelling error in the article. The first person to find the spelling error and answer the question correctly by emailing me at paul@iam160.com receives a \$10 gift card to either Starbucks or Cabela's (your choice). In the following *Evergreen Leader* issue I will give everyone the answer along with the name of the winner.

The winner of the last labor history trivia contest was Tommy with King County. Tommy is a mechanic and the steward at the Cedar Creek location. The question last time was: Which group planned and carried out

the first Labor Day parade?" The answer is New York's Central Labor Union.

Here is this edition's question: The textile industry played a role in the industrial revolution and many often think of child labor when someone mentions a textile mill. By 1912 in Lawrence, Massachusetts many of the issues surrounding the industry were about to boil over. At that time in Lawrence, about half of the workforce was women and



children under the age of 18. The death rate for all workers was high, 36 out of 100 would die before the age of 25. Massachusetts passed a new state law restricting the number of hours a woman could work per week to 54. The American Wool Company and others in the area reacted to the law by reducing the wages of the women. The first

day after the women became aware of the pay cut, a few of them walked out on strike. The next day 10,000 textile workers walked off the job causing the City of Lawrence to ring its riot bells. The number on strike eventually grew to 25,000! At least one worker was killed during the strike, martial law was declared, public meetings were declared illegal, along with several other traditional tactics. The US Congress would eventually get involved and hold a hearing, which President Taft's wife attended. Fearing regulations from Congress, American Wool Company gave in to the women's initial demands. Other mills followed suit bringing the "Bread and Roses" strike to an end.

Why was the 1912 strike in Lawrence, Massachusetts called the Bread and Roses strike?

By Bobby Joe Murray

As you read this, you've already enjoyed Thanksgiving and are looking forward to Christmas and a new year. I know I am! This is one of my favorite times of the year. Good food, good cheer, good friends, good times and Christmas music. Outstanding!

As I prepare for a new year, I always like to look back and appreciate the positive things that have occurred in the last one. This year, one stands out so huge that some days I still don't believe it. (Careful what you wish for as you just might get it!) Being hired as a Business Representative for IAM District 160 was something that I'd only dreamed of. I have been given the opportunity to do something which will affect the lives of so many people that at times it seems overwhelming.

At those times I recall this quote from Marianne Williamson in her book, *A Return to Love*.

"Our greatest fear is not that we are inadequate, but that we are powerful beyond measure. It is our light, not our darkness, that frightens us. We ask ourselves, 'Who am I to be brilliant, gorgeous, handsome,

talented and fabulous?' Actually, who are you not to be? Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. And, as we let our own light shine, we consciously give other people permission to do the same. As we are liberated from our fear, our presence automatically liberates others."



So as we enter a new year, my challenge to each of you is for you to shine your light so brightly that everyone around you will need sunglasses! Entering this new year, I urge everyone to become politically active. Whether it is at the federal, state or local level, ours is the voice most needed to be heard. I know we're all busy in our lives, but find

a candidate or an issue which you can support, make time, invite friends or family. Get informed and get involved. History is written by those who win. Let us write this chapter in our history! We owe it to those whose shoulders we stand on. We owe it to those who will stand on our shoulders. We owe it to ourselves.

Wishing each of you a joyous Holiday Season and safe travels! See you in 2012.

By Greg Heidal

We have concluded negotiations with Uhlmann Motors, Streich Brothers and Kenworth Truck Company as well as Western Machine and J.M. Martinac Shipbuilders. Wayron in Longview and the unions had a NLRB hearing and the judge is waiting to see if the parties can reach an agreement before giving a ruling. Therein lies a problem - Wayron has shown no desire at the table after the NLRB ruled in the unions' favor for the company not negotiating in good faith. The company continues to do so; it is just a song and a dance and a polite smile.

Now to give praise to companies who have shown they care about their employees and prove it by not only negotiating in good faith but by actually going above and beyond because they value their employees:

Western Machine Works in Tacoma is one such company. They came to the employees and put an offer on the table that was fair and generous. It was ratified unanimously.



After five negotiation meetings, J. M. Martinac came to an agreement with the committee. This company shows their appreciation for a skilled and dedicated workforce.

I applaud these companies' courage and resolve to be strong union companies that are not afraid to show their support and dedication to their employees.

It has been a long and arduous year at District 160 and also at the Heidal household. I am looking forward to a calmer and less eventful 2012, and hope this finds all of you happy and healthy. Happy Holidays and God bless.

By Glenn Farmer

My internet search on "labor history timeline" brought me to the AFL-CIO website. The first item was dated 1607 and read, "English planters found Jamestown colony and complain about lack of laborers". It was a big land. You could only get so many people on a boat, and there was a lot of work to do. Evidently the need continued and grew until we reach 1619. Our second entry reads, "Slaves from Africa first imported to colonies". Early on we can surmise that "management" has no shortage of imagination in getting the maximum bang for buck from "employees". It must have worked out really well for them, for in 1664 we find "First slavery codes begin trend of making African servants slaves for life". By God, it looks like we've got a first contract.

We all have at least a rudimentary understanding of the American Revolution. Around 1776, we finally got fed up with the British and created our own country. Well those slaves and servants, you know the ones with the "first contract"? Well, they had enough by 1676 and a few got involved in a little disagreement called the Bacon Rebellion.

The pull of the past led me further. I couldn't resist looking deeper into the Bacon event. On the PBS website I found a short article with an interesting insight.

Bacon's Rebellion demonstrated that poor whites and poor blacks could be united in a cause. This was a great fear of the ruling class -- what would prevent the poor from uniting to fight them? This fear hastened the transition to racial slavery.

We could easily strip away the slavery and racial identification in this statement (although both exist) and find a timeless principle applicable to a broader spectrum of humans: **People in power fear losing it.** You throw wealth in the mix, the incentive to hold on to the money and power is a pretty potent elixir. And then there is



the creative aspect... ideas like, "the rich have all this money and leverage (power), and you don't want to take any of it away because they are the ones that are going to create the jobs that will make your life better. What an amazingly creative statement. Some people even believe it. It's probably not the 9+% unemployed, or the working poor, or the ones who lost their pensions and benefits, but there are some who believe it.

Now this article isn't intended to be a history of slavery or even labor history, so let's go back to an earlier statement.

"Management has no shortage of imagination in getting the maximum bang for buck from employees." – grf

Even the best employers and governments can become dangerous in lean times. Whether the threat or need is there or not, the tendency is to capitalize on the trend. Fear and greed are a lethal combination.

But then again, there are elements of human nature that transcend the frailties. When times are tough, the resourceful identify is what's important; become more conscious of the choices they make, and understand they might not be the only ones in the boat. We can be victims, or we can be survivors. Hold on to your union contracts and watch out for each other. Tell other workers we have a set of valuable tools and will stand by them through these times. We can work with employers and politicians as long as they are willing to work with us.

Remember the fear held by the ruling class in Bacon's time? It was well founded, and it is true today. Look at what is happening around us. The Occupy Movements, the labor rallies in Wisconsin, the uprising in the Middle East; smells like a revolution to me. Great movements are made by the efforts of countless, unheralded individuals. Find your place, lend a hand. We can make it better.

By Bob Westbrook

I want to wish all a Merry Christmas and a Happy New Year as we head into 2012. It will be a year for us all to make very important decisions as to who we send back to Washington D.C. I am hoping that the next Congress will be able to work together to get the nation back to work and restore domestic programs that serve the poor and the working class. At a time when unemployment is high and many are underemployed, big Wall Street firms make billions on speculations that created the crisis we are in right now. This present Congress, as controlled by Tea Partiers, are more interested in efforts in removing the incumbent President than they are in the well being of all Americans.

One of my political interests at the moment is the Financial Transaction Tax outlined in HR 3313. This bill would levy a very modest .03% tax on financial transactions that would guarantee that Wall Street banks share in the sacrifice that working class families have been making. This is an idea that is also bubbling in Europe since the Vatican issued a statement that this type of tax would be a method to have the financial industry of the world serve the common good. It is interesting that Speaker Boehner proclaims that he is a Catholic and cites his faith but lines up with the Tea Party. I would be interested in hearing Speaker Boehner's position on this bill when the Pope has already endorsed taxing financial transactions to ease the burden on the working classes and the poor. I want to see his faith in action instead of the rhetoric of "no" to taxes on the rich.

Now – to the work I have been engaged in the last three months: It has been a very busy three months with diverse negotiations with Seattle Times, Tacoma Rail, Madigan Army Hospital for their guards and three

school districts. Of those negotiated, Seattle Times, Northshore Schools and Lake Washington Schools have been ratified. I am still in negotiations with the Madigan Army Hospital and very close to completing those negotiations. For Tacoma Rail I will be meeting with the members to explain the contract changes and then hold the vote a couple days later.

Outside of negotiations I have been handling grievances including one I am taking to arbitration over retroactive pay for the City of Tacoma general unit members, a jurisdictional issue with work for mechanics in the City of Tacoma and assisting an employee through the complete process of an unemployment hearing. I've also established two venues for ongoing labor/management meetings for two school districts and dealt with three Unfair Labor Practices within the Army's domain, one of which has been filed with the Federal Labor Relations Authority.

My organizing efforts have included attempting to get interest from Certified Nursing Assistants and Nurses working at a Convalescent Center in Kitsap County. Upon hearing of changes in their working conditions and that they were not happy, Paul Miller and I canvassed the facility and handed out literature. So far, we have not obtained a lead for this Center. I am now looking at a dealership in Auburn for potential interest. When I find time I will also head back to Seattle to a plating plant I have canvassed before. I was turned away from there so I am looking for another opportunity without getting arrested. Again, I urge all of you to let us know if you have an organizing lead.

Thank you for letting me serve you as a Business Representative. It is a challenge, but a rewarding one.