



# EVERGREEN LEADER

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

Vol. No. 57

June 2018

## DIRECTING BUSINESS REPRESENTATIVE'S REPORT

### Looking to the Future

The past few months have been filled with many lasts. February was the last time chairing the Washington State Machinists Council as president. I attended my last Western Territory staff conference as Directing Business Representative for District 160 in May. June will be my last District 160 council meeting as DBR.



Dan Morgan

July 1, 2018 I will be retired. I have had the privilege of serving the membership of District 160 as a fulltime staff member for the past twenty years. I began my career in the Machinists Union Local 695, District 160 in April 1982 when I started work at Continental Can Company. I joined the staff of District 160 in May 1998. There have been many ups and downs over the years. The past twenty years working for the members of District 160 have been extremely satisfying and fulfilling. I cannot imagine another career that would provide the opportunities I have enjoyed working to better the lives of working men and women.

I have had the opportunity to work with the best staff in the IAM. The business representatives and clerical staff both past and present have been amazing, providing support to me and each other, through all the good and difficult times. I will forever cherish the friendships forged in working together.

The Machinists Union has provided me the ability to retire with dignity. While I am retiring from fulltime employment I will not be retiring from my Union. I am looking forward to the next chapter. Because my Union has provided the opportunity to retire I will be exploring ways to give back to the membership and the organization. So while I have been enjoying the many lasts of the past few months I am eagerly anticipating the many firsts that I will be encountering.

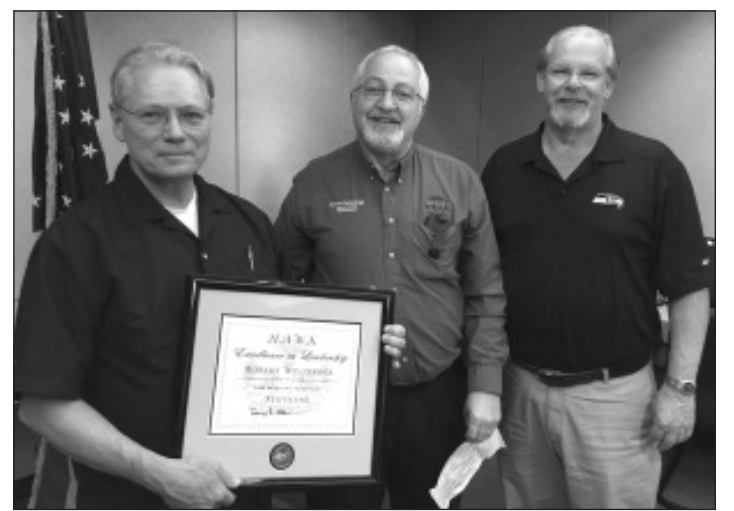
I wish you all the best in your future endeavors and look forward to engaging with other retirees and continuing to work for the betterment of all working men and women.

## District 160 Business Representatives Receive HAWK Awards for Leadership

District 160 Business Representatives Glenn Farmer and Bob Westbrook were the 2018 recipients of the IAM HAWK awards for excellence in leadership for the Western Territory, presented at the April Full Delegates Meeting.



District 160 Business Rep Glenn Farmer (left) receives the annual IAM Western Territory HAWK award, presented at the April District Full Delegates meeting. Presenting the award are Grand Lodge Representative Kevin Cummings (center) and District 160 Directing Business Representative Dan Morgan (right).



District 160 Business Rep Bob Westbrook (left) receives the annual IAM Western Territory HAWK award, presented at the April District Full Delegates meeting. Presenting the award are Grand Lodge Representative Kevin Cummings (center) and District 160 Directing Business Representative Dan Morgan (right).

## Members Honored at Old Timer's Night Service Awards

There was a great turnout for Local Lodge 297's Old Timer's Night Service Awards. 100 people signed in for the event.

Service Awards handed out included:

- 20-year members - John Ackerman and Bonnie Rushmeier
- 30-year members - David Moore and John Richards
- 45-year members - Dennis Potter and John Bryson
- 50-year members - Sharon Olson-Dorgeloh and Sonny Gallant
- 60-year members - Rex Raymond, Robert Swanson, Robert Elliott

All members are pictured with Local Lodge President John Gehringer and LL 297 Retiree Don Zeth.



LL 297 Retirees Club President Don Zeth and LL 297 President John Gehringer with 30-year members David Moore and John Richards.



LL 297 Retirees Club President Don Zeth and LL 297 President John Gehringer with 60-year members Rex Raymond, Robert Swanson and Robert Elliott.



LL 297 Retirees Club President Don Zeth and LL 297 President John Gehringer with 20-year members Bonnie Rushmeier and John Ackerman.



LL 297 Retirees Club President Don Zeth and LL 297 President John Gehringer with 50-year members Sharon Olson-Dorgeloh and Sonny Gallant.

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## LOCAL LODGE MEETING NOTICES

### LODGE 79 - SEATTLE

**Regular Lodge Meeting** – Suspended for July & August.

**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** – Suspended for June & August. There will be a regular meeting in July.

### LODGE 282 - BREMERSTON

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

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

**Local 282 Whidbey Island** – 4:45 p.m., 2nd Wednesday, NAS Whidbey Island.

### LODGE 289 - SEATTLE

**Regular Lodge Meeting** – Suspended for July & August.

**Shop Stewards' Meeting** – Suspended for July & August.

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

### LODGE 297 - TACOMA

**Regular Lodge Meeting** – Start time changed to 5:00 p.m., 1st Thursday, Firefighters Hall, 1109 South 50th Street, Tacoma.

**Executive Board Meeting** – Start time changed to 5:00 p.m., Tuesday preceding the Regular Lodge Meeting (1st Thursday), 2121 70th Ave. W., Suite A, University Place, WA.

**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 potlucks. Join us!

### LODGE 695 - OLYMPIA

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

### LODGE 1690 - ANCHORAGE

**Regular Lodge Meeting** – 5:30 p.m., 2nd Wednesday at the Union Hall, 701 W. 41st, Suite 202, Anchorage.

### LODGE 2379

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

**Executive Board Meeting** – 6:00 p.m., first Thursday, Lodge office, 2064 Vista Dr., Ferndale.

### DISTRICT 160 RETIREES CLUB

10:00 a.m., 1st Tuesday, 751 Meeting Hall, 9135 15th Pl. S., Seattle

### EVERGREEN LEADER

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9135 15th Place S.,  
Seattle, WA 98108  
206-762-7990

Directed by D.B.R. Dan Morgan

**Run For The Dogs**  
July 21, 2018

Motorcycle Poker Run  
Classic Car Show  
Additional Prizes for High and Low Poker Hands  
Barbecue

Benefiting Guide Dogs of America  
Cedar Valley Grange  
20526 52nd Avenue West  
Lynnwood, WA

For Advance Registration, go to  
<http://iam160.org/2018runforthedogs.html>

\$750.00 Grand Prize  
\$250.00 2nd Prize  
\$25 Suggested Registration  
**NEED NOT BE PRESENT TO WIN!!**

## DISTRICT 160 RETIREE NEWS

By Art Boulton

To address high prescription drug prices, President Trump outlined his “American Patients First: Blueprint to Lower Drug Prices”. The proposal mentions encouraging increased use of generic prescriptions, increasing competition, creating nonspecific incentives for lower list prices, calling on other countries to raise their prices, and reducing patients’ out-of-pocket costs.

Let’s look at the President’s proposal. “Generic prescriptions” have been around for some time now and do offer savings, particularly if your insurance treats them differently than other prescriptions and pays for them entirely. “Increasing competition” in the pharmaceutical industry would be very difficult because the industry would fight any changes to effect how they currently do business. “Creating non specific incentives for lower list prices”, we would need more detail to make any evaluation of this proposal. “Calling on other countries to raise their prices”, would create a political problem as these countries have already negotiated lower prices with the pharmaceutical industry. “Reducing patients’ out-of-pocket costs”, I believe this has more to do with insurance than the pharmaceutical industry.

On May 11, 2018, Richard Fiesta, Executive Director of the Alliance for Retired Americans released the following press release: “President Trump’s prescription drug price proposal is anemic. By leaving out the most potent weapon to combat

skyrocketing prices, allowing Medicare to negotiate prices with the pharmaceutical corporations, he’s broken his oft-stated campaign promise. We are outraged that he has chosen to side with the powerful multinational pharmaceutical corporations and against American retirees and consumers.”

“Drug price negotiation works for the Veterans Administration and Medicaid saving taxpayers millions each year. It makes no sense to continue to prevent Medicare from doing the same on behalf of its 55 million beneficiaries. Pharmaceutical corporations received a huge windfall in the 2018 tax bill, and this proposal ensures their profits will increase even further.”

“The administration’s approach consists largely of encouraging increased use of generic prescription drugs, increasing competition and creating nonspecific incentives for lower list prices. Medicare Part D’s 20 most prescribed drugs have seen a 12% price increase, while another six saw hikes over 100%. We need strong actions that get to the root of the issue, not just rhetoric.”

“Most seniors will not see any changes in what they are charged for their medicines if this plan is enacted. They need relief now, including what was promised during the 2016 campaign.”

The meetings of the District 160 Retiree’s Club are on the first Tuesday of every month, at 10:00 am in a hall on the ground level of the Machinist’s Building. 9135 15th Place South, Seattle. Come and bring your spouse or a friend.

### IN MEMORIAM

#### Local Lodge 79

Bowman, Gordon 3/20/2018  
Hodges, Mark 5/6/2018

#### Local Lodge 297

Maas, Gary 3/24/2018

## RETIREES

### Local Lodge 79

Guinasso, Gerard	Belshaw Bros.	3/31/2018
Ho, Steven	Foss Shipyard	4/30/2018
Johnson, Scott	The Gear Works	3/31/2018
Roley, Michael	Western Pneu. Tube	4/30/2018
Seaman, Richard	Western Pneu. Tube	5/31/2018
Ulrich, Josephine	Belshaw Bros.	5/31/2018

### Local Lodge 130

Ganske, Cliff	Community Transit	3/31/2018
Krischano, Dave	Acrowood Corp.	3/31/2018

### Local Lodge 282

Tanksley, Duke	Puget Sound Naval Shipyard	5/31/2018
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### Local Lodge 289

Abaya, Sonny	Kenworth Truck Co.	5/31/2018
Douglas, William	PMMC	3/31/2018
Flaherty, Kenneth	SSA Terminals	3/31/2018
Schosboek, Dale	Northshore School District	3/31/2018
Taylor, Crawford	SSA Terminals	4/30/2018
Washington, Michael	Kenworth Truck Co.	5/31/2018

### Local Lodge 297

Maschner, Cary	City of Fife	3/31/2018
Whaley, Richard	WestRock	3/31/2018





## Cascade Lodge 297 Annual Summer Picnic

Cascade Lodge 297 will hold its annual summer picnic on July 29th at Frontier Park in Graham. All LL 297 members and their families are invited to this fun event!

**When:** Sunday July 29, 2018

**Time:** 10 am - 3 pm

**Where:** Frontier Park, 21718 Meridian Ave E, Graham, WA 98338

Food, kids games, bingo, and the Bloodmobile. Good union family fun and entertainment. Sign-in required, along with a wristband to participate in games and receive food.

Hope to see you there!

## 'We Are Family Day'

Local Lodge 282 along with District Lodge 160 donated funds to the annual event "We Are Family Day" at Safeco Field on May 20th. This annual event pays tribute to foster and relative caregivers and adoptive families, agencies and social workers. The generous donation by Local Lodge 282 provided cotton candy and take home photos for each family in attendance.

District Lodge 160's donation helped provide prizes that were handed out during the event. If you are interested in finding out more information on becoming a Foster Parent, please call 1-888-KIDS-414.



## BUSINESS REPRESENTATIVES' REPORTS

### By Brandon Hemming

The IAM recently completed its 2018 Legislative Conference in Washington DC. The design of the annual conference is to discuss current legislative action that will further the cause of labor in the coming year. The Grand Lodge Legislative Department builds the agenda around presentation from Senators and Congressmen that lend their views regarding political action through descriptive and poignant speeches. Delegates are also given the opportunity to participate in political action such as lobbying and attending press conferences accompanying the debut of new legislation.

Such was the occasion with the release of the Workplace Democracy Act, a bill sponsored by Sen. Bernie Sanders and written in part with influences from Machinist Union International President, Bob Martinez. The bill, designed to strengthen labor unions through boosting wages and in turn reducing income inequality, would also make it easier for workers to join unions and strengthen negotiating power. The plan is cosponsored by an array of Democratic lawmakers, including possible 2020 presidential hopefuls Sens. Elizabeth Warren, Kamala Harris, and Kirsten Gillibrand. Sanders, an independent, said the plan was designed to help workers in the middle class. "In order to strengthen America's middle class, we must make it a priority to restore workers' rights to bargain for better wages, benefits, and working conditions," Sanders said in a statement. "That is the goal of the Workplace Democracy Act." Here's a brief outline of the plan's provisions. It would:

- **Allow the National Labor Relations Board, or NLRB, to certify a union if a majority of workers sign up.** Such a move would allow unions to form easier than under the current election process. Labor advocates say elections allow for more interference from businesses trying to union formations.
- **Compel businesses to begin negotiations with a prospective union within 10 days.** That would prevent companies from ignoring union requests and speed



up the recognition process. The bill would also give businesses 90 days to reach an agreement through negotiation before compelling the two sides to go to arbitration.

- **Expand the definition of employer.** Currently, many companies in the so-called gig economy (like ridesharing companies) consider workers as independent contractors. By expanding the definition of employer, workers could form unions and collectively bargain with these types of businesses.

- **Allow secondary boycotts.** That would allow unions to boycott suppliers and companies associated with a business that was in a labor dispute.
- **Compel companies to disclose anti-union activity.** This would force businesses to publicly disclose funding to anti-union consultants and distribution of anti-union materials to workers.

"Declining unionization has fueled rising inequality," Sanders said. "Today, corporate profits are at an all-time high, while wages as a percentage of the economy are near an all-time low. The middle class is disappearing, and the gap between the very rich and everyone else is growing wider and wider." April's jobs report showed that average hourly earnings grew only 2.6% year-over-year and remained below pre-recession levels despite the fact that the current economic expansion just became the second-longest in US history.

Union membership has been gradually falling for decades, and some academic studies have connected the decline to rising income inequality and slower wage growth. Workers in unions consistently earn higher wages than their non-union peers, studies have shown. Sanders first introduced legislation called the Workplace Democracy Act as a member of the House in 1992, but it stalled. The Vermont lawmaker re-introduced similar House legislation in 1994, 1995, 1997, and 1999. He also introduced a Senate version in 2015. Given Republican control of the White House and Congress, the bill is unlikely to pass anytime soon. But, it does signal that unions and labor could be a key focus for Democrats in the next presidential election.

### By Greg Heidal

Assistant DBR

We finally got negotiations with Vigor Industries finished. We were able to get the mediator to bring both sides to an agreement that was fair, and the membership ratified it after a long and drawn out process to say the least. We negotiated for 18 months from start to finish.

We met with Washington State Ferries, Lake Union Drydock and will have met with American Presidents Line by the time this goes to press. So far things are looking positive. Stay tuned for the results in the next Evergreen Leader.

I want to take this opportunity to wish Directing Business Representative Dan Morgan a long, healthy, prosperous and well-earned retirement. I have had the honor of working with Dan for over 30 years. When I hired into Continental Can Company in Olympia in 1985, Dan



was a mechanic in the end center. He was the guy that got me involved in our great Union and has been my best friend for all these years. I am not looking forward to not having him just down the hall at work every day. Life moves on and it's time for Dan to take the next step and enjoy the fruits of his labors.

I have a quote that sums up Dan's friendship I would like to share. "I think if I've learned anything about friendship, it's to hang in, stay connected, fight for them, and let them fight for you. Don't walk away, don't be distracted, don't be too busy or tired, and don't take them for granted. Friends are part of the glue that holds life and faith together."

I have been blessed to have such a person come into my life and call me his friend and though he will not be just down the hall I know he will always be there. Enjoy retirement, my friend.

### By Bobby Joe Murray

I've heard it said, that death and taxes are the only things certain, but I would submit that change is also a certainty. We may try to avoid it or suppress it but it will, and does, happen. It's all around us giving us the opportunity to respond and grow.

Here at IAM District 160 change is in the air. With the retirement of DBR Dan Morgan there will be a new leader taking over. Our very own Ginger Grant will also be retiring from our Seattle office and it seems within a few months Ron Harrell will be joining



the retirement ranks also. These three have contributed immensely to our District and our Union and will be very much missed.

By the time you read this the District delegates will have elected a new DBR from two highly-qualified candidates. There will also be a new Business Rep on staff to help shoulder the load. Our clerical staff will be undergoing some changes as well, although I'm not certain what those will look like. All in all, this is a season of change for District 160. Let's embrace it and help to make it a change we can look back on and appreciate.



## BUSINESS REPRESENTATIVES' REPORTS

### By Paul Miller

I'll bet most everyone writing for this edition will write about the Western Territory staff conference we just attended, so I'll try to keep it short on this topic. One of the things we talked about is building Union power. This is a broad topic, there are a lot of things that go into what makes the labor movement and individual Unions powerful or not. Fundamentally, it all comes back to power in numbers. We have been oppressed but anti-union politicians backed by millionaires, billionaires and their corporations seeking to destroy Unions and the middle class for far too long. Our membership as a movement has decreased for decades under so called "right to work" laws, bad trade deals that only benefit the rich and other anti-union laws making it harder for employees to join Unions.

I believe change is in the air. Most Americans are fed up with the rigged system. Unions are starting to grow again despite all the attacks on organized labor, the working people and the underemployed or unemployed. I don't know about you but I'm ready to fight to take back equality in America. We can win through excellent servicing of our current members, organizing new members to grow our numbers, and electing politicians who will fight with us and won't be bought but the ultra-wealthy. All of this will translate back to bargaining power at the negotiation table so our members get a fair share of the profit they create through their labor. Please attend your



local lodge meetings and talk with others there about how we can work together to rebuild our Union power and what you can do to help.

Last issue I talked about an Employee Assistance Program (EAP) we started at one of our shops through contract negotiations. We received an excellent week of training at the Winpisinger Center and when we returned home the 3 EAP reps went right to work. They are doing a fantastic job building a program and have already helped numerous members. I want to publicly thank them for their time, effort and dedication to this program.

There is one recent highlight in particular I want to call out. As I'm sure you're well aware this time of year our yards have been growing like mad. We had a member who had been out of work for a while with a back injury. This member wasn't able to keep up with his yard maintenance. The EAP reps put together a work party to help get the yard taken care of. While they couldn't get all of it taken care of, they made significant progress. The member stated he was very thankful for their work and he also had a few of his neighbors ask him later who those guys were working so hard for him. He was able to proudly say those are my Union Brothers who volunteered their time to help me. In addition to helping out a Brother in need, the Union also got some positive publicity.

Summer is almost upon us. I hope you all have a safe, fun and relaxing summer. Make sure to take some of that vacation time you've earned.

### By Alfredo Silva

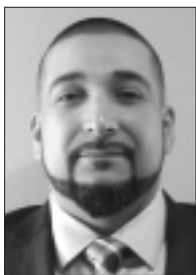
As we begin to shake off the long winter and spring and begin to shift into warmer and longer days. I would like to give you all a brief summary on some of the organizing activities being conducted by District 160.

We currently have over 20 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.

I recently was able to participate in the 2018 IAM Legislative Conference in D.C. as a delegate for the district, myself along other delegates from the district where able to meet our senators and congressional representatives to discuss a myriad of topics that affect working men and women. While we were there Machin-



ists Union International President Robert Martinez Jr. joined the Senate and House sponsors of the Workplace Democracy Act at a Capitol Hill press conference. U.S. Senator Bernie Sanders (I-VT) and U.S. Representative Mark Pocan (D-WI) and introduced the Workplace Democracy Act legislation, a bill that would strengthen the middle class by restoring workers' rights to bargain for better wages, benefits and working conditions.

For servicing I am currently in negotiations with Westrock in Tacoma, which getting close to its twelfth month and we will be entering mediation in order to move the process along and finally secure a contract.

Austin Mac is also currently in negotiations, we had a proposal which was rejected and we have upcoming dates to meet with the company.

A ULP (Unfair Labor Practice) was filed against Western Pneumatic Tube for a unilateral change in working conditions, this and along a myriad at other ongoing issues have kept the stewards and myself busy, but we are slowly making progress.

There is one thing without exception that has impressed me from visiting the shops and speaking with the shop stewards and bargaining committees. They are the backbone of this organization and it is very apparent that they take their jobs seriously and execute their duties with diligence and empathy towards their co-workers. They often are overworked and seldom thanked for their efforts, so I would like to thank all of those stewards and committee members for their service and dedication to our membership.

### By Glenn Farmer

I had the privilege of attending the Western Territory Staff Conference June 1-3 in Portland. We covered many topics and were brought up to speed on the many challenges we as a Union now face. This cannot be understated. The very bedrock on which Unions were formed and on which we rely are threatened. In a roundtable, each of the full time Staff got a chance to identify what key elements we need to weather the storm. There were talks of strength, solidarity, setting an example to Unionized and non-unionized workers alike, working smarter and others. One suggested that we get back to a true Brotherhood.

Brotherhood implies something beyond solidarity. It's deeper. We don't always agree.

*"It's a commonly expressed and rather nice, romantic notion that we are all 'sisters' and 'brothers.' Let's be real. Fact is, we might be better served to accept that we are all siblings. Siblings fight, pull each other's hair, steal stuff, and accuse each other indiscriminately. But siblings also know the undeniable fact that they are the same blood, share the same origins, and are family. Even when they hate each other. And that tends to put all things in perspective."*

— Vera Nazarian, *The Perpetual Calendar of Inspiration*

We all have moments in our lives when someone reached out to us with seemingly nothing to gain on their part. Those moments left lasting impressions. As a new Rep I was thrown into areas where I had no experience. As Reps we're expected to be self-starters, to take the initiative, and as Clint Eastwood said in the movie *Hearbreak Ridge*, to "innovate, adapt, and overcome". I've always been intensely self-reliant and have done damn near anything to avoid soliciting help. I've learned this is not a good strategy for me or the members. That means to get things done I need help,

### By Bob Westbrook

Last time I wrote for the Evergreen Leader I was preparing for LB&B Associates negotiations. As background, LB&B won the contract for the P8 Poseidon Simulator systems at Whidbey Island. The negotiations went well and we were successful in obtaining a 10.5 % increase in wages and increases to the pension and health and welfare benefits over the life of the three year collective bargaining agreement. The members ratified the agreement in April.

Next activity included preparation for negotiations with Fidelity Technologies Corporation and Bowhead Systems Management Submarine CMS. Bowhead is a Small Business Administration-certified 8(a) Alaska Native Corporation (ANC). We are presently in negotiations with both companies as of the writing of this article. We have made two passes and now in the crunch to solidify economics regarding health and welfare amounts, the pension and wages. Leading up to negotiations we surveyed the membership, took the strike sanction votes, sent a joint request for information to both companies



and I need to help others. At its best, we all realize this as intrinsic to the Brotherhood and behave accordingly. In time we begin to trust that WE are greater than the sum of the parts, and WE all revere the sum as greater and the higher calling.

During the conference, Donald Trump was brought up twice, both times in the context of not having our best interests on his agenda. Both times there was a pause, and silence. It was as if we don't dare have that dialogue. The current intense, tribal, political climate has thrown us all into one of the most tumultuous and dangerous political times in history. Unions have been on the decline for years, but the current administration, and the minority party, and their corporate sponsors as well have placed us at a precipice where even the bedrock the Unions have relied on are in peril. The Labor laws we still have are poised to be shattered. If we can't have that dialogue now then all the accolades heaped on the ideal of Brotherhood are doomed to failure.

The Union membership was extremely divided during the 2016 election. International President of the TCU Bob Scarletti stated at the conference that we will live with the consequences of our vote. So far those consequences don't look very promising.

There has never been a time where we needed to be at the top of our game more than right now. Tribal divisions based on race, or politics, or whatever will destroy the one thing we have committed a big portion of our lives too.

The Union holds at its very core a message of inclusion. Inclusion is the lifeblood of the Brotherhood. Your politics and your actions working with your Brothers and Sisters will have to reflect that if we are to survive. We'd better start talking or its possible that if current and planned attacks on the Union movement are successful, a Brotherhood might be all we have left.

*"We must live together as brothers or perish together as fools."*

— Martin Luther King Jr.

and drafted joint proposals. The negotiating committee consists of members from Hawaii, San Diego, Virginia and Washington.

Other bargaining issues included effects and appropriate arrangement negotiations over schedule changes for the Guards working at the Army Madigan Hospital. Temporarily they will be working 12 hour shifts until staffing levels have been increased. Hiring in the Federal Sector is lengthy since the vetting of potential candidates also includes securing clearances and base access.

One issue for contention was an unfair labor practice charge against one of the service contract companies. Although eventually withdrawn we did receive an acceptable resolution from the company. Sometimes it is important to push a charge but be willing to withdraw a charge if a company is willing to work on a solution.

Three grievances are presently being worked for employees working at Whidbey Island and Bangor. An arbitrator is being scheduled for one so far. This will be completed in August but much preparation is in the offing.

