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EVERGREEN LEADER

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

Vol. No. 59

December 2020

DIRECTING BUSINESS REPRESENTATIVE'S REPORT

We Continue to Fight for You Despite the Pandemic

By Paul Miller

Brothers and Sisters,

This year of epic firsts is drawing to a close. No matter who you are 2020 did not fit into the plan you had for the year. For some, 2020 was not too bad, others lost everything. Millions globally and hundreds of thousands of Americans have lost their lives to an invisible killer. As I write this, the numbers are still climbing. For those who have passed and those they left behind, we mourn for you and with you. In your memory, we will continue to fight for a better future.



Paul Miller

The Machinist Union has continued to fight for you and your family throughout this catastrophic year. It has been a challenge, but everyone rose to the occasion. The IAM will emerge stronger than ever as we all take 2021 by storm. For District 160 our objectives for 2021 are clear. Service our membership better than anyone, anywhere. Educate our membership and representatives to a point of excellence in all areas of responsibility. Organize to grow our strength and share our prosperity with those who don't have it. Together, we will achieve these objectives and leave our mark on 2021.

District 160 has taken a few hits this last year. We have had 2 business representatives retire and we wish them the best. Because of the pandemic, we are not able to hire replacements so all the remaining staff at District 160 have been picking up the extra workload. The office staff have stepped up in big ways to serve the membership and support the Business Reps. The Business Reps have all stepped up to take on additional workloads and assignments to ensure the mission is completed. The team at District 160 is the best it's ever been, they are working extremely hard for you and I'm proud of the work they have done.

This pandemic has impacted each of us in different ways. The holidays can be a particularly tough time for many. Please know the Machinist Union is here to help with a top-notch Employee Assistance Program (EAP). The EAP can be reached by calling 301-335-0735 for general inquiries and 888-250-4426 for substance abuse and alcohol addiction help. All calls are confidential, and you will be treated with dignity and respect. Please reach out today if you are struggling.

I hope you all get some extra time with family and friends over the holidays. Thank you to all our members for all you do. We appreciate you. Please stay safe and healthy.

As the Pandemic Rages, Restrictions Put in Place

John L. Gehringer

Vice President, District 160

As this Covid-19 pandemic rears its ugly head again, Governor Inslee and the Washington State Department of Health have issued new regulations to preclude the further rise and spread of the virus. There are a few things that you and I can do to help prevent the spread of this virus to our Brothers and Sisters who we work closely with, our families, friends and neighbors.

While these regulations may seem like an infringement on your rights to some, just think about those who are impacted through the spread. Those whose immune systems are compromised, the elderly, and the disabled who may not even know what this virus is. Prevention is just a small part of the cure and a beginning. There is hope with word that vaccines have been developed, with efficacy rate above 90%. They are now awaiting emergency approval from the FDA. Masks, social distancing, frequent handwashing along with limiting the size of gatherings and who attends our gatherings are currently our frontline and are the most effective method to slow the progress of covid-19. They are proven to aid in the slowing of the progression of spreading the virus. Those states that took early and aggressive actions, such as Washington, have lower rates than those in the Midwest and South where the spread is running rampant.

We as a District and the locals alike have been following the guidelines and regulations to prevent spread among our membership. Many of you have noticed there has not



been in person local lodge meetings or union events since the broadening of this pandemic and the tightening of the regulations surrounding having such meetings. Rest assured though, your leadership teams at all levels (local, district, territory and international) are all still in contact and meeting electronically to make sure the day-to-day operations remain intact as much as possible.

There are several things to know about the Covid-19 virus and the duration of isolation and precautions around those who have the virus. The Centers for Disease Control and Prevention (CDC) put this out as information. The CDC has many good articles regarding safe practices and procedures that will help ensure your safety and the safety of your family and others around you. You can find them here [CDC.gov/COVID-19](https://www.cdc.gov/COVID-19) and The IAM also has resources and information at <https://www.goiam.org/news/iam-coronavirus-covid-19-resource-center/>

From the CDC November 16, 2020:

Duration of Isolation and Precautions for Adults with COVID-19

The length of time a person has immunity to COVID-19 remains under investigation. Based on what we know from other related human coronaviruses, people appear to become susceptible to reinfection around 90 days after initially being infected. For people who have recovered from COVID-19, a positive COVID-19 test without new symptoms during the 90 days after initial infection more likely represents persistent shedding of viral RNA than reinfection. If such a person remains asymptomatic (or does not have symptoms) during this 90-day period, then any re-testing will not likely provide useful information, even if the person had close contact with an infected person.

With the holiday season coming on and people wanting to gather more with their respective families, please take heed of the warnings, proclamations and general information issued regarding the spread of this horrific virus that has taken over 250,000 American lives and is on the track to take even more if precautions aren't followed. Whether or not your beliefs match those of others, think about those others as they are your Brothers and Sisters in the Labor Movement as well as your mothers, fathers, grandparents, siblings, relatives and friends who you could be exposing to a deadly illness.

In closing, be safe, be kind, and protect yourselves and those you love as well as those you are in contact with every day. We can get through this! Happy Holidays to All.

BUSINESS REPRESENTATIVE'S REPORT

Record Voter Turnout Reflects What Unions Need to Do

By Steve Miller

The 2020 election is over and without getting into who was the better candidate and knowing that there are people on both sides I have one important takeaway.



The 2020 presidential election had a larger voter turnout than anytime in history with both the Republican and Democratic candidates exceeding their vote totals from the 2016 presidential election. My takeaway is this: This election showed more than ever that people realize that they need to be active if they want things to happen. I applaud people on both sides who showed up and participated. There obviously is a lot of passion for those supporting either candidate.

It is the same way with your labor unions.



The District 160 negotiating committee during Hexcel negotiations. Clockwise from lower left: Juan Rubio, Sarah McDonald, Scott Clark, Steve Miller, and John Sagen. Committee member Rebecca LeMaster is not pictured.

Like the old adage says "all politics is local." That saying works the same way with the Union. What really matters is what you, the union member, is doing at your particular place of work. Workers mistakenly think that

the union is the business reps or local lodge officers. In fact, the union is each and every one of the employees. Without everyone stepping up to help, with the same passions

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HOLIDAY OFFICE CLOSURES

All District 160 Offices will be closed from December 18, 2020 until January 4, 2021 for the Holidays

Monday, February 15, 2021
All offices will be closed for Presidents' Day

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LOCAL LODGE MEETING NOTICES

LODGE 79 - SEATTLE

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

Executive Board Meeting – 5:30 p.m., the Monday preceding the 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, 2810 Lombard, Everett.

LODGE 282 - BREMERTON

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 – 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, 9135 15th Place South, 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 – 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 Lodge Meeting (1st Thursday), IBEW Hall, 3049 S. 36th ST #101, Tacoma, WA 98409.

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 – 6:30 p.m., 2nd Wednesday, Labor Temple, 119-1/2 North Capitol Way, Olympia.

LODGE 1690 - ANCHORAGE

Regular Lodge Meeting – 5:30 p.m., 2nd Wednesday at the Union Hall, 701 W. 41st, Suite 102, Anchorage.

LODGE 2379 - FERNDALE

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

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Directed by D.B.R. Paul Miller

RETIREES

Local Lodge 79

Au, Chee	Belshaw Brothers, Inc.	11/30/2020
Gannon, Steven	Pacific Power Products	10/31/2020

Local Lodge 282

Mason, Bradley	Lockheed Martin – SWFPAC	09/30/2020
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Local Lodge 289

Alexander, James	American President Lines	09/30/2020
Falk, Joe	Western Cascade Truck	11/01/2020
Montano, Nestor	Kenworth Truck Company	10/31/2020
Podvin, David	Kenworth Truck Company	10/31/2020
Roennau, Richard	West Coast Container Service	11/30/2020
Wilson, Daniel	Cleanscapes	10/31/2020

Local Lodge 297

Bloodgood, Bradley	City of Tacoma	11/30/2020
Cowen, Kenneth	Lockheed Martin	10/31/2020
Faherty, Joseph	Lockheed Martin	11/30/2020
North, Anthony	SuperValu	11/30/2020
Pringle, John	Marine Industries	11/30/2020
Williams, Johnnie, Jr.	City of Tacoma	09/30/2020

Local Lodge 695

Kellogg, Scott	Vaughan Company, Inc.	10/31/2020
McBride, Mark	Crown, Cork and Seal	10/31/2020

BUSINESS REPRESENTATIVES' REPORTS

By Brandon Hemming

Assistant Directing Business Rep

In our country, and more specifically in our Union, the COVID-19 outbreak has created great societal concern about the effects the pandemic will have on our labor market.

These concerns are mainly associated with the visible impact on the demand for labor but seem to somewhat miss the potential effect on the labor force.

As producers around the world make choices to decrease their labor supply to minimize the risk of infection, companies that purchase their goods are adjusting in kind to cope with disruptions in the supply chain and a drop in sales.



Labor is also making decisions of its own. Largely because of the lack or delay of governmental interventions such as universal testing, many workers that fall under the CDC's definition of "High Risk" have decided to stay home to reduce the probability of becoming infected by someone they come in contact with at work; thus, creating an additional shortage.

The combination of these issues is beginning to show exponential effect with an unknown reach of impact. In order to continue to provide their services, employers are diverting work or temporarily filling positions while employees look for alternative ways to provide for their families. All sides search for solutions. All are welcome.

Giving Thanks

By Rusty Grable

I want to start this off by saying that it's an honor to represent you and our Union, the Fighting Machinists! Our Union is only as strong as we are united as we endeavor to better the lives of each other and our families. As we enter the Holiday season and spend time with friends, family, and loved ones we should take a step back and appreciate one another for what we do have in common.

I would like to share a story about what I think the meaning of coming together and giving thanks means to me.

In December, it will be almost thirty years since we had one of the worst snow storms in history. The cold air and wind from the Frazier River Valley descended upon the Puget Sound Region.

I can still remember the storm vividly and waking up to the voices of my parents talking in the hall not realizing that a tree had fallen on our house. It was cold, there was no power, and I could hear the humming and whistling of the wind entering through the shattered windows and a tree branch hole in the ceiling followed by swirls of snow blowing through the house.

In what seemed like a matter of minutes, neighbors made their way to our house with flash lights to see if the family was OK. My sister and I were welcomed with opened arms to the neighbor's house, provided blankets, and warmed up next to fireplace while the neighborhood worked together to resource material and board up the windows.

At that time, and still to this day I am grateful for our neighbors who helped my family in a time of need. I think this is a trait that we all have in common despite our political differences.

Our Union would not be here today if it wasn't for the nineteen machinists' who met secretly on the evening of May 5, 1888 and decided to organize. I am thankful for them and their willingness to step up in face of adversity and make their voices heard.

It wasn't long after these nineteen machinists gathered in a railway locomotive engine pit; there was a need to organize. These organizers at the time were called "Boomers" and would travel the railways from one booming town to the next organizing new members. Generally, Boomers were independent who could "make good anywhere". Often times, these boomers were given nicknames. What would your boomer name be? Talk with your brothers and sisters and maybe you might end up with one of your own. Before I get to far off track, I'm thankful for the boomers of the past, present, and future.

Fun fact: The flywheel on the Machinists emblem "is significant because it generates a lot of power once it gets started".



Organizing

Organizing is the one thing that's keeps us going. Whether that is internal organizing in the Federal Sector "open shop" or by organizing new members and getting a first contract like the workers at the Bradken Foundry in Tacoma. If you know someone who's working in a shop where management says "you are lucky to have a job" then that shop definitely needs a Union. Give that potential new member the name and number of your business representative and we'll get the flywheel turning. I

would like to thank all the members who put us in contact with a Union advocate in a shop where the workers have the opportunity to demand respect and fair and equitable treatment on the job.

Weingarten Rights

Just a reminder that "an employee has the right to have a union representative present at any investigatory interview conducted by an employer, where the employee reasonably believes the interview might result in disciplinary action."

Working With You

Thank you for proving me the opportunity to work with you. As always, it has been a busy few months since the last article.

Recently, we have finished up several negotiations representing essential workers who work day in and day out faithfully discharging their duties to ensure our service members have the training and equipment needed to support freedom of navigation and to defend the United States Constitution.

I currently have several grievances in process to include some pending arbitration. I'm currently in the midst of several negotiations and have a few more just around the corner.

A couple of months ago, I was invited to a barbeque with the membership upon completion of a new contract. I didn't get to ride in a Black Hawk but I had a good time. To leave on an even better note, I wasn't even kicked out of the barbeque.

If you count the recent company sponsored lunchtime pizza party where the Union recognized the employee of the quarter, I'm 2-1-0 since I've been on staff, not too bad.

Have a great Thanksgiving, Happy Holidays, and Happy New Year! See you around and take care.

"One flag, one land, one heart, one hand, One Nation, evermore!"

– Oliver Wendell Holmes

"We are only as strong as we are united, as weak as we are divided."

– J.K. Rowling

"The basic goal of labor will not change. It is -- as it has always been, and I am sure always will be -- to better the standards of life for all who work for wages and to seek decency and justice and dignity for all Americans."

– George Meany

BUSINESS REPRESENTATIVES' REPORTS

By Bonnie Moeller

I love the holiday season and all of the warmth and joy that comes along with it. Although things look a little different this year while our country faces a pandemic, the holidays are still a very exciting time at our house – we are always the first one in the neighborhood to have lights strung up. And there's something about this time of year (just following Thanksgiving and coming up on the New Year) that forces you to pause and reflect on the past year and its blessings. There's a lot that I have to be thankful for – including my Union.

Many of us will be enjoying some well-deserved paid holiday days and/or vacation days this December. On average, employees are twice as likely to request and utilize time off in the month of December, versus any other month of the year. Most likely, your Union contract will dictate how many days of paid or unpaid leave you are allotted each year. Types of leave that you may find in your CBA (or you might consider bargaining into your CBA at the next negotiations) include PTO, vacation, sick



leave, bereavement leave, military leave, jury duty pay, and more. Some contracts even include something called “floating holidays” that can be utilized at any time throughout the year, versus on a specific day like Thanksgiving, or Christmas Day. If your contract allows you floating holidays, those likely will expire at the end of the year, so make sure you use them. And for those who are employed at a facility that won't be shutting during the holidays, you will likely be looking at some holiday pay or overtime pay. If these benefits are available to you, this will also be found in your CBA.

Over 75% of Union workers have access to some form of paid leave, as opposed to just over 60% of non-Union workers. I'm thankful for my Union and for the hard work of the US labor movement over the last century and a half, that have made paid time off a luxury that most working people get to enjoy. I hope that you will be able to spend some time off with the people you love as we wrap up 2020.

Wishing you and your family a very happy and healthy holiday season.

By Tommy Hunt

Hello Brothers and Sisters! I hope you all are enjoying the Fall colors along with the holiday season!

This quarter I want to again shine a light on apprenticeships. Apprenticeship programs have been mounting a comeback across the nation and especially in Washington State. Our big brother, IAM District 751 (the Boeing folks), recently created the Machinists Institute (machinistsinstitute.org) which will be an in-house apprenticeship program once it is fully operational. MI has recently received several grants from Washington State and is in full swing to get the doors open sooner than later.

Because of the grants received, MI has been able to bring on necessary staff and has begun looking for part-time instructors in many job classifications, including Heavy Duty Mechanic. So, if you or someone you know is interested in teaching the next generation of Machinists and/or Mechanics, head over to the Machinists Institute website (listed above) and get in touch with the staff about becoming an Instructor!

Also, recently in Snohomish County apprenticeships just received a huge boost from a unanimous vote by the Snohomish County Council:

By David Groves - <https://www.thestand.org/2020/10/snohomish-co-adopts-states-strongest-apprenticeship-standard/> “EVERETT (Oct. 27, 2020) — The Snohomish County Council unanimously passed Substitute Ordinance 20-028 on Oct. 21 to strengthen apprenticeship utilization standards in Snohomish County. The ordinance changes were initiated by County Executive Dave Somers' office by reaching out to the Snohomish and Island County Labor Council who consulted with Mark Riker, President of the Washington State Building and Construction Trades Council.”

This push by the Snohomish County Council is certain to help many gain access to apprenticeship programs and graduate those programs with a clear career path to skilled work and a living wage.

Lastly, I would like to mention that the IAM has many resources available to members and their families year-round. The holidays can cause stress in a person's life and I want you to know there is help out there if you need it. Please check out these facts and any of these assistance programs: <https://www.goiam.org/departments/headquarters/retirees-employee-assistance-programs/>

employee-assistance-program/

Sobering facts about suicide and mental health: <https://www.machinistsinstitute.org/support-services>

National Suicide Prevention Lifeline: Call 1-800-273-8255

<https://suicidepreventionlifeline.org/>
<https://www.csdz.com/breaking-the-mental-health-stigma/>

Wellbeing Resources for Employees and Families

<http://www.csdz.com/wp-content/uploads/2020/03/Resources-Mental-Health-Suicide-Prevention-For-Employee-Families.pdf>

Wellbeing Resources for Employers

<http://www.csdz.com/wp-content/uploads/2020/03/Resources-Mental-Health-Suicide-Prevention-For-Employers-March-2020.pdf>

Construction Business Owner Magazine article on Helping Employees Cope With COVID-19 Stress

https://www.csdz.com/news_post/cal-beyer-speaks-with-construction-business-owner-about-dealing-with-covid-19-stress/

Suicide Prevention Videos from Joyages available free on CIASP website: <https://www.joyages.com/construction/>

Support for Veterans

Veterans Crisis Line from National Suicide Prevention Lifeline 1-800-273-8255; Press 1 to connect to Veterans Crisis Line

<https://suicidepreventionlifeline.org/help-yourself/veterans/>

Directory of VA Health Services in various categories

<https://www.veteranscrisisline.net/get-help/local-resources>

VA Suicide Prevention Coordinators – This link centers on Auburn, WA however it is a searchable database based on your location and desired services.

<https://www.veteranscrisisline.net/get-help/local-resources/va?zip=98092&r=100&c=32>

Federal Way Vet Center - 32020 32nd Avenue South, Suite 110, Federal Way, WA 98001 Main Number: 253-838-3090

Caring for children or family with disabilities or special needs

Call 211 for resources or check with state government.

Respite for Families Caring for Children Who Are Medically Fragile (2014) – provides ideas and strategies for sourcing respite care providers.

https://archrespite.org/images/docs/Factsheets/FS_11-MedicallyFragile.pdf

Additional resources from ARCH is the Respite Locator and State Directories:

<https://archrespite.org/respitelocator>

By Greg Heidal

I was looking back to past articles and came upon my article for the December Evergreen Leader in the first year I was on staff. I had to smile as it is so relevant today.

I opened with:

With the election behind us and a change coming to the White House I look forward to

the future with a glimmer of hope that the country will begin to move in a different direction. These are trying times with the economy in rough shape and everyone concerned for their future.

President Bush was leaving and Barack Obama was coming in. This time President Trump is leaving and Joe Biden is coming in. When I say it is so relevant I mean the country is again at war but this time with a virus that is trying to kill us. The economy is in tatters due to the virus and the country is struggling again. We will get through this but at what cost to lives literally and financially. I have never seen a time when the country is so divided along party lines and personally I am having a hard time with getting my head around the fact that we cannot all come together to solve our issues. We are all in this together and what



affects my family affects yours. So let's roll up our sleeves and get to work getting through this virus and getting our Brothers and Sisters back to work.

On the negotiations front: We have ratified a contract at Kenworth Truck. We have four Unions represented at the facility (Machinist with two CBA's, Painters, Teamsters and Sheet Metal) the Machinists have always taken the lead on these negotiations and this time was no different. I want to thank the negotiating committee for being well prepared and incredibly active and vocal in the meetings. They did a fantastic job and we got a great contract. Thanks again team.

We are preparing to ratify Pacific Power Group. During this pandemic it has been quite a challenge to meet and negotiate over a virtual platform and then do a presentation virtually also, and then to get it voted safely, but we will get it done.

We are still in talks with Industrial Repair Service at this time.

Everyone have a great Holiday season and stay safe and remember to keep checking on family, friends and neighbors during this most unusual of times. We will get through this.

Steve Miller's BR Report (Continued)

Continued from page 1

as voters had in this election, well it is just hard to get anything done.

I want to give a few examples where involvement is making a difference. The first is at Dentac, which is a unit of Federal employees at JBLM. This is a right to work shop where the machinist union will represent employees regardless of membership. However, there have been several issues that made the employees realize that they need to be a stronger union. In the last six months there have been many employees joining the union with eight new stewards and a new Chief Steward. These people have stepped up because they realize that they are the ones who have to make a difference.

Foss Shipyard is another example. Negotiations have been going on since early summer. The big stumbling block is the company wants to abolish employee pensions. This has been met with a resounding NO by

the employees. These employees are standing up for their future and as of yet it doesn't look like either side is backing down. It will take all the passion and willpower of the employees to win through this battle but so far, the employees are staying strong and united.

Hexcel is the last example of how employee involvement works. Hexcel is a company with 350 union members. The last contract was five years ago with only about one third of the employees voting. This year it has been different. Due to COVID the Union offered to do a one-year extension of the contract but the terms that the company offered were not desirable. This time 74% of the employees voted and they voted down the company's extension proposal by 81% resulting in a full contract negotiation. Next, we held a strike sanction vote and even more employees voted with 98% voting for strike sanction. These are very strong numbers that the negotiating team brought to

negotiations. These negotiations were very tough with the company not offering terms that were worthy of a recommendation from the negotiating team, resulting in bringing in a Federal Mediator to assist. In the meantime, employees stepped up to the plate, writing newsletters, having solidarity days by wearing IAM masks, keeping employees up to date of what was happening, and providing feedback to the negotiating team. I firmly believe that due to the employees being unified more than ever before, it gave the negotiating team much needed leverage to gain additional concessions from the company during mediation. The result was a better deal for the employees with the same strong numbers of the workforce voting and approving the contract by 75%. This shows that only by passion, persistence and most of all participation, can a difference be made.

These are examples that show if you want to make changes, you need to be involved.

Attend local lodge meetings (when we are able to start up again), become a steward or talk to your stewards and see what you can do to assist. Without your help then nothing will get done - and who does that benefit??

The only question remaining is what will YOU do?

With that I want to wish you all a very safe and happy holiday season.

IN MEMORIAM

Local Lodge 282

Moench, Silven9/24/2020

Local Lodge 289

Gale, Ronald11/14/2020

Local Lodge 297

Kiama, Peter11/19/2020

Neff, Scott11/21/2020

2021 DUES STRUCTURE - HOURLY RATES AS OF AUGUST 31, 2020

Any hourly wage above the listed chart, please contact the Dues Office for the monthly dues amount.

For questions, please contact your District Lodge office listed below.

Seattle/Ferndale/Tacoma/Bremerton – 9135 15th Place South, Seattle, WA 98108 206-762-7990 toll free – 1-800-562-7031
Anchorage Office – 701 W 41st, Suite 102, Anchorage, AK 99503 – 907-338-7180

LOCAL 79

Those Earning:	Dues
\$48.51 to \$49.00	\$133.00
\$48.01 to \$48.50	\$131.75
\$47.51 to \$48.00	\$130.50
\$47.01 to \$47.50	\$129.25
\$46.51 to \$47.00	\$128.00
\$46.01 to \$46.50	\$126.75
\$45.51 to \$46.00	\$125.50
\$45.01 to \$45.50	\$124.25
\$44.51 to \$45.00	\$123.00
\$44.01 to \$44.50	\$121.75
\$43.51 to \$44.00	\$120.50
\$43.01 to \$43.50	\$119.25
\$42.51 to \$43.00	\$118.00
\$42.01 to \$42.50	\$116.75
\$41.51 to \$42.00	\$115.50
\$41.01 to \$41.50	\$114.25
\$40.51 to \$41.00	\$113.00
\$40.01 to \$40.50	\$111.75
\$39.51 to \$40.00	\$110.50
\$39.01 to \$39.50	\$109.25
\$38.51 to \$39.00	\$108.00
\$38.01 to \$38.50	\$106.75
\$37.51 to \$38.00	\$105.50
\$37.01 to \$37.50	\$104.25
\$36.51 to \$37.00	\$103.00
\$36.01 to \$36.50	\$101.75
\$35.51 to \$36.00	\$100.50
\$35.01 to \$35.50	\$99.25
\$34.51 to \$35.00	\$98.00
\$34.01 to \$34.50	\$96.75
\$33.51 to \$34.00	\$95.50
\$33.01 to \$33.50	\$94.25
\$32.51 to \$33.00	\$93.00
\$32.01 to \$32.50	\$91.75
\$31.51 to \$32.00	\$90.50
\$31.01 to \$31.50	\$89.25
\$30.51 to \$31.00	\$88.00
\$30.01 to \$30.50	\$86.75
\$29.51 to \$30.00	\$85.50
\$29.01 to \$29.50	\$84.25
\$28.51 to \$29.00	\$83.00
\$28.01 to \$28.50	\$81.75
\$27.51 to \$28.00	\$80.50
\$27.01 to \$27.50	\$79.25
\$26.51 to \$27.00	\$78.00
\$26.01 to \$26.50	\$76.75
\$25.51 to \$26.00	\$75.50
\$25.01 to \$25.50	\$74.25
\$24.51 to \$25.00	\$73.00
\$24.01 to \$24.50	\$71.75
\$23.51 to \$24.00	\$70.50
\$23.01 to \$23.50	\$69.25
\$22.51 to \$23.00	\$68.00
\$22.01 to \$22.50	\$66.75
\$21.51 to \$22.00	\$65.50
\$21.01 to \$21.50	\$64.25
\$20.51 to \$21.00	\$63.00
\$20.01 to \$20.50	\$61.75
\$19.51 to \$20.00	\$60.50
\$19.01 to \$19.50	\$59.25
\$18.51 to \$19.00	\$58.00
\$18.01 to \$18.50	\$56.75
\$17.61 to \$18.00	\$55.50
\$17.60 and below	\$54.50

LOCAL 130

Those Earning:	Dues
\$44.51 to \$45.00	\$126.00
\$44.01 to \$44.50	\$124.75
\$43.51 to \$44.00	\$123.50
\$43.01 to \$43.50	\$122.25
\$42.51 to \$43.00	\$121.00
\$42.01 to \$42.50	\$119.75
\$41.51 to \$42.00	\$118.50
\$41.01 to \$41.50	\$117.25
\$40.51 to \$41.00	\$116.00
\$40.01 to \$40.50	\$114.75
\$39.51 to \$40.00	\$113.50
\$39.01 to \$39.50	\$112.25
\$38.51 to \$39.00	\$111.00
\$38.01 to \$38.50	\$109.75
\$37.51 to \$38.00	\$108.50
\$37.01 to \$37.50	\$107.25
\$36.51 to \$37.00	\$106.00
\$36.01 to \$36.50	\$104.75
\$35.51 to \$36.00	\$103.50
\$35.01 to \$35.50	\$102.25
\$34.51 to \$35.00	\$101.00
\$34.01 to \$34.50	\$99.75
\$33.51 to \$34.00	\$98.50
\$33.01 to \$33.50	\$97.25
\$32.51 to \$33.00	\$96.00
\$32.01 to \$32.50	\$94.75
\$31.51 to \$32.00	\$93.50
\$31.01 to \$31.50	\$92.25
\$30.51 to \$31.00	\$91.00
\$30.01 to \$30.50	\$89.75
\$29.51 to \$30.00	\$88.50
\$29.01 to \$29.50	\$87.25
\$28.51 to \$29.00	\$86.00
\$28.01 to \$28.50	\$84.75
\$27.51 to \$28.00	\$83.50
\$27.01 to \$27.50	\$82.25
\$26.51 to \$27.00	\$81.00
\$26.01 to \$26.50	\$79.75
\$25.51 to \$26.00	\$78.50

Continued next column

LOCAL 130 Cont'd

Those Earning:	Dues
\$25.01 to \$25.50	\$77.25
\$24.51 to \$25.00	\$76.00
\$24.01 to \$24.50	\$74.75
\$23.51 to \$24.00	\$73.50
\$23.01 to \$23.50	\$72.25
\$22.51 to \$23.00	\$71.00
\$22.01 to \$22.50	\$69.75
\$21.51 to \$22.00	\$68.50
\$21.01 to \$21.50	\$67.25
\$20.51 to \$21.00	\$66.00
\$20.01 to \$20.50	\$64.75
\$19.51 to \$20.00	\$63.50
\$19.01 to \$19.50	\$62.25
\$18.51 to \$19.00	\$61.00
\$18.01 to \$18.50	\$59.75
\$17.61 to \$18.00	\$58.50
\$17.60 and below	\$57.50

LOCAL 282

Those Earning:	Dues
\$62.01 to \$62.50	\$171.75
\$61.51 to \$62.00	\$170.50
\$61.01 to \$61.50	\$169.25
\$60.51 to \$61.00	\$168.00
\$60.01 to \$60.50	\$166.75
\$59.51 to \$60.00	\$165.50
\$59.01 to \$59.50	\$164.25
\$58.51 to \$59.00	\$163.00
\$58.01 to \$58.50	\$161.75
\$57.51 to \$58.00	\$160.50
\$57.01 to \$57.50	\$159.25
\$56.51 to \$57.00	\$158.00
\$56.01 to \$56.50	\$156.75
\$55.51 to \$56.00	\$155.50
\$55.01 to \$55.50	\$154.25
\$54.51 to \$55.00	\$153.00
\$54.01 to \$54.50	\$151.75
\$53.51 to \$54.00	\$150.50
\$53.01 to \$53.50	\$149.25
\$52.51 to \$53.00	\$148.00
\$52.01 to \$52.50	\$146.75
\$51.51 to \$52.00	\$145.50
\$51.01 to \$51.50	\$144.25
\$50.51 to \$51.00	\$143.00
\$50.01 to \$50.50	\$141.75
\$49.51 to \$50.00	\$140.50
\$49.01 to \$49.50	\$139.25
\$48.51 to \$49.00	\$138.00
\$48.01 to \$48.50	\$136.75
\$47.51 to \$48.00	\$135.50
\$47.01 to \$47.50	\$134.25
\$46.51 to \$47.00	\$133.00
\$46.01 to \$46.50	\$131.75
\$45.51 to \$46.00	\$130.50
\$45.01 to \$45.50	\$129.25
\$44.51 to \$45.00	\$128.00
\$44.01 to \$44.50	\$126.75
\$43.51 to \$44.00	\$125.50
\$43.01 to \$43.50	\$124.25
\$42.51 to \$43.00	\$123.00
\$42.01 to \$42.50	\$121.75
\$41.51 to \$42.00	\$120.50
\$41.01 to \$41.50	\$119.25
\$40.51 to \$41.00	\$118.00
\$40.01 to \$40.50	\$116.75
\$39.51 to \$40.00	\$115.50
\$39.01 to \$39.50	\$114.25
\$38.51 to \$39.00	\$113.00
\$38.01 to \$38.50	\$111.75
\$37.51 to \$38.00	\$110.50
\$37.01 to \$37.50	\$109.25
\$36.51 to \$37.00	\$108.00
\$36.01 to \$36.50	\$106.75
\$35.51 to \$36.00	\$105.50
\$35.01 to \$35.50	\$104.25
\$34.51 to \$35.00	\$103.00
\$34.01 to \$34.50	\$101.75
\$33.51 to \$34.00	\$100.50
\$33.01 to \$33.50	\$99.25
\$32.51 to \$33.00	\$98.00
\$32.01 to \$32.50	\$96.75
\$31.51 to \$32.00	\$95.50
\$31.01 to \$31.50	\$94.25
\$30.51 to \$31.00	\$93.00
\$30.01 to \$30.50	\$91.75
\$29.51 to \$30.00	\$90.50
\$29.01 to \$29.50	\$89.25
\$28.51 to \$29.00	\$88.00
\$28.01 to \$28.50	\$86.75
\$27.51 to \$28.00	\$85.50
\$27.01 to \$27.50	\$84.25
\$26.51 to \$27.00	\$83.00
\$26.01 to \$26.50	\$81.75
\$25.51 to \$26.00	\$80.50
\$25.01 to \$25.50	\$79.25
\$24.51 to \$25.00	\$78.00
\$24.01 to \$24.50	\$76.75
\$23.51 to \$24.00	\$75.50
\$23.01 to \$23.50	\$74.25
\$22.51 to \$23.00	\$73.00
\$22.01 to \$22.50	\$71.75
\$21.51 to \$22.00	\$70.50
\$21.01 to \$21.50	\$69.25
\$20.51 to \$21.00	\$68.00
\$20.01 to \$20.50	\$66.75
\$19.51 to \$20.00	\$65.50
\$19.01 to \$19.50	\$64.25
\$18.51 to \$19.00	\$63.00
\$18.01 to \$18.50	\$61.75
\$17.61 to \$18.00	\$60.50
\$17.60 and below	\$59.50

Continued next column

LOCAL 289

Those Earning:	Dues
\$62.01 to \$62.50	\$172.75
\$61.51 to \$62.00	\$171.50
\$61.01 to \$61.50	\$170.25
\$60.51 to \$61.00	\$169.00
\$60.01 to \$60.50	\$167.75
\$59.51 to \$60.00	\$166.50
\$59.01 to \$59.50	\$165.25
\$58.51 to \$59.00	\$164.00
\$58.01 to \$58.50	\$162.75
\$57.51 to \$58.00	\$161.50
\$57.01 to \$57.50	\$160.25
\$56.51 to \$57.00	\$159.00
\$56.01 to \$56.50	\$157.75
\$55.51 to \$56.00	\$156.50
\$55.01 to \$55.50	\$155.25
\$54.51 to \$55.00	\$154.00
\$54.01 to \$54.50	\$152.75
\$53.51 to \$54.00	\$151.50
\$53.01 to \$53.50	\$150.25
\$52.51 to \$53.00	\$149.00
\$52.01 to \$52.50	\$147.75
\$51.51 to \$52.00	\$146.50
\$51.01 to \$51.50	\$145.25
\$50.51 to \$51.00	\$144.00
\$50.01 to \$50.50	\$142.75
\$49.51 to \$50.00	\$141.50
\$49.01 to \$49.50	\$140.25
\$48.51 to \$49.00	\$139.00
\$48.01 to \$48.50	\$137.75
\$47.51 to \$48.00	\$136.50
\$47.01 to \$47.50	\$135.25
\$46.51 to \$47.00	\$134.00
\$46.01 to \$46.50	\$132.75
\$45.51 to \$46.00	\$131.50
\$45.01 to \$45.50	\$130.25
\$44.51 to \$45.00	\$129.00
\$44.01 to \$44.50	\$127.75
\$43.51 to \$44.00	\$126.50
\$43.01 to \$43.50	\$125.25
\$42.51 to \$43.00	\$124.00
\$42.01 to \$42.50	\$122.75
\$41.51 to \$42.00	\$121.50
\$41.01 to \$41.50	\$120.25
\$40.51 to \$41.00	\$119.00
\$40.01 to \$40.50	\$117.75
\$39.51 to \$40.00	\$116.50
\$39.01 to \$39.50	\$115.25
\$38.51 to \$39.00	\$114.00
\$38.01 to \$38.50	\$112.75
\$37.51 to \$38.00	\$111.50
\$37.01 to \$37.50	\$110.25
\$36.51 to \$37.00	\$109.00
\$36.01 to \$36.50	\$107.75
\$35.51 to \$36.00	\$106.50
\$35.01 to \$35.50	\$105.25
\$34.51 to \$35.00	\$104.00
\$34.01 to \$34.50	\$102.75
\$33.51 to \$34.00	\$101.50
\$33.01 to \$33.50	\$100.25
\$32.51 to \$33.00	\$99.00
\$32.01 to \$32.50	\$97.75
\$31.51 to \$32.00	\$96.50
\$31.01 to \$31.50	\$95.25
\$30.51 to \$31.00	\$94.00
\$30.01 to \$30.50	\$92.75
\$29.51 to \$30.00	\$91.50
\$29.01 to \$29.50	\$90.25
\$28.51 to \$29.00	\$89.00
\$28.01 to \$28.50	\$87.75
\$27.51 to \$28.00	\$86.50
\$27.01 to \$27.50	\$85.25
\$26.51 to \$27.00	\$84.00
\$26.01 to \$26.50	\$82.75
\$25.51 to \$26.00	\$81.50
\$25.01 to \$25.50	\$80.25
\$24.51 to \$25.00	\$79.00
\$24.01 to \$24.50	\$77.75
\$23.51 to \$24.00	\$76.50
\$23.01 to \$23.50	\$75.25
\$22.51 to \$23.00	\$74.00
\$22.01 to \$22.50	\$72.75
\$21.51 to \$22.00	\$71.50
\$21.01 to \$21.50	\$70.25
\$20.51 to \$21.00	\$69.00
\$20.01 to \$20.50	\$67.75
\$19.51 to \$20.00	\$66.50
\$19.01 to \$19.50	\$65.25
\$18.51 to \$19.00	\$64.00
\$18.01 to \$18.50	\$62.75
\$17.61 to \$18.00	\$61.50
\$17.60 and below	\$60.50

LOCAL 297

Those Earning:	Dues
\$59.51 to \$60.00	\$166.50
\$59.01 to \$59.50	\$165.25
\$58.51 to \$59.00	\$164.00
\$58.01 to \$58.50	\$162.75
\$57.51 to \$58.00	\$161.50
\$57.01 to \$57.50	\$160.25
\$56.51 to \$57.00	\$159.00
\$56.01 to \$56.50	\$157.75
\$55.51 to \$56.00	\$156.50
\$55.01 to \$55.50	\$155.25
\$54.51 to \$55.00	\$154.00
\$54.01 to \$54.50	\$152.75
\$53.51 to \$54.00	\$151.50

Continued next column

LOCAL 297 Cont'd

Those Earning:	Dues
\$53.01 to \$53.50	\$150.25
\$52.51 to \$53.00	\$149.00
\$52.01 to \$52.50	\$147.75
\$51.51 to \$52.00	\$146.50
\$51.01 to \$51.50	\$145.25
\$50.51 to \$51.00	\$144.00
\$50.01 to \$50.50	\$142.75
\$49.51 to \$50.00	\$141.50
\$49.01 to \$49.50	\$140.25
\$48.51 to \$49.00	\$139.00
\$48.01 to \$48.50	\$137.75
\$47.51 to \$48.00	\$136.50
\$47.01 to \$47.50	\$135.25
\$46.51 to \$47.00	\$134.00
\$46.01 to \$46.50	\$132.75
\$45.51 to \$46.00	\$131.50
\$45.01 to \$45.50	\$130