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EVERGREEN LEADER

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

Vol. No. 60

December 2021

ACTING DIRECTING BUSINESS REPRESENTATIVE'S REPORT

Staffing Changes

By **Bonnie Kosten**

Brothers and Sisters,

Last month, Brother Paul Miller announced his resignation from the position of Directing Business Representative. Please join me in thanking him for his service to the District, our members, and working people everywhere. He has been a member of the IAM for over twenty years (beginning in June 2001), and a



Bonnie Kosten

District staff member for over ten years (beginning March 2011 as a Business Representative). Paul became Directing Business Representative in July 2018. His fierce dedication to the labor movement and his leadership have been instrumental in the development of District 160. He will be missed on staff, but we wish him the very best in his future pursuits.

Per the District 160 bylaws, as Assistant Directing Business Representative, I will assume the position of Acting Directing Business Representative until a DBR election can be held. I am honored to be serving the District in this capacity and am looking forward to working with all of you so we can continue to strengthen our Union.

Filling the vacancy left by Paul's departure, we are excited to announce that Zach Collins will be joining our staff as a Business Representative/Organizer. Zach comes to us with a wealth of experience from Streich Brothers in Tacoma, WA where he has served as a steward and bargaining team member. He has also served as an executive board member for Local Lodge 297. We're thrilled to be bringing him on board.

As we wrap up 2021, I wish you and your families a very happy holidays and happy new year. Here's to growth, prosperity, and strength in 2022!

HOLIDAY OFFICE CLOSURES

All District 160 Offices will close on **Friday, December 17, 2021** at noon and will reopen on **January 3, 2022** at 9:00 a.m.

February 21, 2022 – All offices will be closed for President's Day

Local Lodge 79 Executive Board Attends Guide Dogs of America Banquet in Las Vegas

November 19 - 21, 2021, Guide Dogs of America (GDA) held their fundraising banquet in Las Vegas Nevada at the Paris Hotel.

This year the theme was "Rodeo" and everyone was dressed in hats, boots, chaps and some even carried lasso ropes. They had off-roading & sporting clay. GDA also hosted a Golf Tournament and lastly the Charity Banquet.

Many Locals attended and presented their donations to Russell Gittlen, President of GDA and Robert Martinez Jr., International President of the Machinist Union.

Your Executive Board presented GDA with a donation of \$5,000 on behalf of Local Lodge 79 and its members. We haven't heard exactly how much was raised, but we know we must keep doing more fundraising for the GDA and hopefully we will be able to donate more next year.

On behalf of your Executive Board Attendees:

- Clifton LaPlant, President
- Juan Torres, Vice President.
- Josephine Ulrich, Recording Secretary
- Ted Taft, Secretary-Treasurer
- Lanny Ulrich, Conductor-Sentinel
- Jeff Cheever, Trustee



Local Lodge 160 attendees pose for a photo at the Guide Dogs of America banquet. Left to right: John Gehringer, Tommy Hunt, Steve Miller, Bonnie Kosten, Rusty Grable, and Melissa Demyan.



District 160 staff enjoying the Bellagio fountain in Las Vegas.



Offroading fundraiser for GDA.



Melissa making friends with a Guide Dog.

LOCAL LODGE 79 NOTICE

January 18, 2022 - Tuesday SPECIAL MEETING at the Union Hall
Nominations/Voting for Delegates to the District to represent LL 79
Nominations 5 to 5:30 p.m. Voting will end at 6:10 p.m. SHARP!!!
Face Masks are REQUIRED to Enter Building to Nominate and Vote

February 16, 2022 - Wednesday SPECIAL MEETING at the Union Hall
Nominations/Voting for Delegates for:

- Washington State Machinist Council
- Washington State Labor Council
- Metal Trades
- MLK Labor Council

Nominations 5 to 5:30 p.m. Voting will end at 6:10 p.m. SHARP!!!
Face Masks are REQUIRED to Enter Building to Nominate and Vote

Your Executive Board wants to wish it's members a safe and Happy Holidays!

LOCAL LODGE 130 NOTICE

Local Lodge 130 will resume in-person meetings in January 2022.
2nd Thursday of the month at 7:00 p.m. Mask required upon entering.

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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. (Regular Lodge Meetings are suspended during July and August.)

LODGE 2379 - FERDALE

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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Directed by A.D.B.R. Bonnie Kosten

RETIREES

Local Lodge 79	
Glen, Robert.....	Lake Union Dry Dock.....09/30/2021
Local Lodge 282	
Ellsworth, Paul.....	Kitsap Transit Authority.....09/30/2021
Godsey, Lisa.....	Lockheed Martin.....10/31/2021
Nugen, Sterling.....	Kitsap Transit Authority.....09/30/2021
Local Lodge 289	
Covey, Grant.....	King County.....07/31/2021
Davis, Laura.....	HEXCEL.....09/30/2021
Dayberry, Dianne.....	HEXCEL.....09/30/2021
Dickerson, Dioseda.....	HEXCEL.....09/30/2021
Nelsen, Alan.....	SSA Terminals.....09/30/2021
Norton, John.....	SSA Terminals.....10/31/2021
Local Lodge 297	
Anderson, Susan.....	City of Tacoma.....09/30/2021
John Kasmarsik.....	City of Tacoma.....11/30/2021
Local Lodge 695	
Montoya, Juan.....	Crown, Cork & Seal.....11/30/2021

Union Organizing Campaigns Continue to Make Progress

By **Melissa Demyan**

District 160 Union Organizer

Hello District 160 Members! First, I'd like to wish everyone a very happy holiday season and the most wonderful New Year! If you're anything like me, the holidays are simultaneously joyous and stressful.

This time of year is full of excitement and cheer, but also can be fraught with family tension, a mile-long to-do list, and sometimes even sadness as we miss those who are no longer in our lives. The holidays are a time to reflect on all that's happened this year, and to celebrate and lift up all our hopes for the coming year.

If I'm being honest, writing this article is difficult for me right now--not because I struggle with writing, nor because I don't have things to update you about--rather, my brain is locked in a spreadsheet as my mind repeats names, line by line, of who's voted YES, who's requesting a new ballot, who's unconfirmed, and who's voting no in a major union organizing drive I'm working on. In October, I started organizing a group of 116 workers at a national nonprofit called Leadership for Educational Equity (LEE), who had found themselves smack dab in the middle of a major campaign that will conclude when their ballots are due back at the NLRB office on December 21st; of course, the week of Christmas.

When we filed with the NLRB, we had a supermajority with signed A-Cards, so the group asked their management for voluntary recognition. Not only did management flatly reject them, since then leadership has done everything they can to dissuade their staff from organizing their union (which is ironic, considering LEE is an equity organization). The Executive Director even sent out an email telling workers that if

they vote YES to forming their union, the organization will lose forty percent of its funding. Despite everything though, this group has pressed on and is more determined than ever to succeed and win this election!

As a group of nonprofit staff who work virtually and live scattered across the country, I've been working with them daily as early as 9am Eastern, and staying online as late as 10pm Pacific to make sure they have the resources, support, and guidance they need to win. I've worked on campaigns for over a decade, and I know that when I'm in it, my time is not my own. And that means that this year, my holidays are not my own.

This victory will be so much sweeter as I'll get to share it with my family, friends, and these incredible LEE workers... possibly making this the best Christmas ever! And if we're not successful... well, I don't want to think about that. But, I'm inspired. This group's solidarity in the face of such ardent opposition by their leadership is the very definition of 'awesome'.

Needless to say, the holidays are both joyous and stressful. My partner and I are going to be driving down to Southern California with our dog Sage to see our families later this month, so at least that's 19+ hours of calm-before-the-storm I can count on, and time well-spent in the car making calls and confirming votes.

It's been a whirlwind of a year since I joined staff at D160 in March, and I'm so grateful to be your organizer. I'm doing my very best to grow and engage our membership, and I'm so hopeful for all that I know we can accomplish together in the New Year.

I'll let you know how it all goes in the next issue of Evergreen Leader! Stay tuned... it's going to be interesting! Until then, auld lang syne.



Melissa Demyan

DISTRICT 160 RETIREE NEWS

Build Back Better Act Will Help Seniors

By **Art Boulton**

In the early 2000s, when President George W. Bush was in office, the Republicans passed a Medicare Prescription Drug Plan, commonly known as the "donut hole". At best it was a weak attempt to solve the problem of affordability of prescription drugs for retirees on Medicare. Over the years, there have been modifications made so today retirees are little better off than in the past.

The following is a statement from Richard Fiesta, Executive Director of the Alliance for Retired Americans, regarding passage of President Biden's Build Back Better Act.

"The Alliance for Retired Americans applauds the House passage of the historic Build Back Better bill that will significantly improve the lives of older Americans.

Seniors appreciate that the bill takes steps to lower prescription drug prices for retired Americans. For the first time, Medicare will be required to negotiate lower prices for some medicine. The legislation also caps the price of insulin at \$35.00 per month and annual out-of-pocket drug spending by Medicare beneficiaries at \$2,000. In addition, inflationary caps will limit drug corporations; capacity

to raise prices faster than inflation.

Adult vaccines recommended by the Advisory Committee on Immunization Practices (ACIP) that are covered under Medicare Part D, such as for shingles, would be covered at no cost, just like the flu and COVID vaccines under Part B are today. Together these provisions will help millions of Americans afford the medicines that they need to stay healthy.

The legislation includes \$150 billion to expand home health care and services for seniors and people with disabilities while as increasing wages and benefits for caregiving workers. With this funding hundreds of thousands more Americans will be able to receive the long-term care and services they need at home, rather than in an institution.

We also strongly support the expansion of Medicare to include guaranteed hearing benefits for seniors with hearing loss. The average Medicare beneficiary spends \$1,100 for hearing treatment, including hearing aids. Untreated hearing loss can lead to social isolation and falls, and can increase the risk of dementia as people age.

Now that the House has voted it's time for the Senate to deliver for the American people without delay."

Best Wishes for a happy holiday. Stay safe.

LOCAL LODGE 297 NOTICE

To All Local Lodge 297 Members

On February 3, 2022, LL 297 will have an in person general membership lodge meeting at the Tacoma Firefighter's Union Hall, 1109 S 50th St., at 5 PM. COVID-19 safety requirements will be in place with mask usage and social distancing being required. Anyone feeling that they cannot comply with these requirements is asked not to attend and failure to comply with the requirements during the meeting will result in you being asked to comply or face removal from the meeting. These requirements are being put in place in order to protect your Brothers and Sisters of labor regardless of vaccine status.

Your executive board is continuing to meet via Zoom until further notice, you will be notified at the conclusion of this meeting regarding further in person Local Lodge meetings to be in months to come as well as postings made to the locals Facebook page at <https://www.facebook.com/IAM-Local-297-Tacoma-207102875981804>.

IN MEMORIAM

Local Lodge 79

James E. Boone..... 11/16/2021
 Arthur Foltz 10/15/2021
 Paul Moynihan..... 10/02/2021

Local Lodge 130

Eldred Goodman 09/07/2021
 Al Miller 09/29/2021

Local Lodge 282

Alma Estribor..... 10/15/2021

Local Lodge 289

Karl B. Eissing..... 09/04/2020

Leland A. Jacobson 04/17/2018
 Gerald E. Marinella..... 06/28/2021
 Rinehart Mitzel..... 05/01/2021
 Rudy Tamaela 10/17/2015
 Ernest Rensink..... 07/08/2021
 David W. Rundall..... 09/06/2021
 David L. Yeisley, Jr..... 10/17/2021

Local Lodge 297

Vergilio Cabico 09/08/2021
 Dale Sugita..... 11/14/2021

Local Lodge 2379

Rory Butcher 10/15/2021

BUSINESS REPRESENTATIVES' REPORTS

By Steve Miller

In the last few articles, I have written about the core principles of being a union member. Every business offers a product or service. For the union, simply put, we are in the people business. It is our job to help people become more successful in their lives by fighting for their basic rights and solid wages. It may seem like a simple thing and it amazes me that we have to constantly fight for these basic rights on a daily basis.



Some of these rights, as you know, are simple things like ensuring that people are treated fairly and equitably, negotiating a fair contract with good wages and ensuring that companies do not use disciplinary actions without proper just cause.

To the *just cause* issue I will say that since I have been a Business Representative, that there have been four employees who were wrongfully terminated without just cause and we were able to bring them all back to work. I have just completed an arbitration for that very reason and we will receive the arbitrator's decision in January.

However, as I have mentioned in past articles, it is not what I or other Business representatives do. A union is all of us. As we come into the holiday season and prepare to start a new year, I hope that all of you will, first off, enjoy your time with your family. Then I hope that you take some time to think about how the union has helped you.

After that I hope that you spend some time to think how you can help. There are many roles still needing to be filled. There is always a need for new stewards - we can never have too many. Each Local Lodge is in need of more participation and fresh ideas. District 160 has started a Women's Committee that is open for peoples' input. There is also plenty of room for those who want to get involved in legislative actions.

The first thing that you have to decide is if you are willing to be more involved. If each and every one of you contribute just a small part, our Union as a whole can make a huge difference!

With that I want to wish everyone happy holidays and enjoy the time you have with family and friends.

By Rusty Grable

Sisters and Brothers,

Giving Thanks

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.

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. I'm thankful for the boomers of the past, present, and future.

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". If you are called into a meeting with management, make sure you invoke your Weingarten rights to have your Union representative present.

Machinists Non-Partisan Political League (MNPL)

The MNPL was founded in 1947 to allow for donations to coordinate political activity and elect candidates who support IAM members and their families.

The MNPL supports candidates based on their positions regarding trade, labor laws, economic justice, job security, equality, economic and transportation policies, and the U.S manufacturing base.

Please consider being a sponsoring member of the MNPL by making a yearly contribution. If every member donated twenty-five dollars it could go a long way in supporting the working class.

In Solidarity.

By Tommy Hunt

Hello Brothers and Sisters! I hope you all are well and healthy! I'm looking forward to the changing colors of Fall! This quarter I want to draw your attention back to something I wrote for the end of last year's Evergreen Leader:

"A lot has been happening concerning labor law the last few years and one of the big issues has been the power handed back to employers by the Trump appointed National Labor Relations Board (NLRB) through management rights articles in collective bargaining agreements. As noted in this article by Robert M. Schwartz on June 24, 2020: "Last year's MV Transportation decision upended 70 years of NLRB law requiring employers to give advance notice and bargain with unions before making substantial mid-contract changes to rules, policies, and practices not fixed by the contract. Since 2017, Republican appointees have firmly controlled the National Labor Relations Board. Not surprisingly, the agency has released a slew of decisions markedly reducing or eliminating union rights." -<https://www.labornotes.org/2020/01/can-workers-still-use-national-labor-relations-board-under-trump>



Now take a look at this update from the Biden appointed NLRB Counsel: "The new general counsel of the

National Labor Relations Board, Jennifer Abruzzo, has issued a series of memos recently that signal a change in the NLRB's treatment of Unfair Labor Practices. Regional offices can now use broad discretion to issue harsher penalties to employers found violating federal labor law. A September memo encouraged the regional boards to seek significant damages and to impose a wide array of "remedies available to ensure that victims of unlawful conduct are made whole for losses suffered as a result of unfair labor practices. Abruzzo's memos send a message to employers that the NLRB's focus is shifting to favor employee and union rights in the workplace." - [https://unionlabel.org/2021/11/01/nlr-to-issue-harsher-penalties-for-unfair-labor-practices](https://unionlabel.org/2021/11/01/nlr-to-issue-harsher-penalties-for-unfair-labor-practices/?utm_source=rss&utm_medium=rss&utm_campaign=nlr-to-issue-harsher-penalties-for-unfair-labor-practices)

I point this out only to highlight how different political parties approach labor law... labor law that affects worker power. In my opinion, the federal agency that enforces labor law in our country has been weaponized and that is something that we all should take note of.

Stand together! The Union doesn't make the Members, Members make the Union! In Solidarity

By Luke Ackerson

A lot has changed since the last Evergreen Leader was published. In my last article, I was in the process of training to take over for Greg Heidal who retired in September. Just a few days before Greg's retirement, Assistant Directing Business Representative Brandon Hemming accepted a position as a Grand Lodge Representative for the Western Territory. Upon Brandon's appointment, I assumed responsibility for his assignments.

During that same time period the Federal Government enacted two COVID-19 Vaccine Mandates that affected many of our members. In addition to the mandates, many private employers have made the decision to implement their own vaccine requirements. Several attempts have been made to block the requirements in Washington State courts and at the United States Supreme Court; but none of them have been successful up to this point.

The Union's ability to impact this situation is very limited based on existing laws. We have the right to bargain over the effects of a vaccine requirement, but



we can't alter the employer's decision to implement that requirement. This means some of our members are faced with some very difficult decisions, and those decisions are compounded by the pro-vaccine and anti-vaccine environment we are living in. Emotions are strong on both sides of the argument, and both sides have very valid reasons for taking their positions; this is a complex issue with a lot of misinformation on both sides.

This whole situation is very unfortunate and has divided our workplaces and our country. So many so-called "experts" have popped up on both sides of the argument delivering their opinions to us through every media source in existence. Their messaging is aggressive and divisive, meaning they want to send a message that resonates with people and creates a strong emotional response.

My advice is to ignore the talking heads, weigh all of the factors, and then make a decision that best suits you. Maybe that means you have to find another job, or move to another state, or get vaccinated. You may be forced to make that decision due to a mandate, but in the end, the decision is yours.

2022 DUES STRUCTURE - HOURLY RATES AS OF AUGUST 31, 2021

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
\$57.51 to \$58.00	\$157.50
\$57.01 to \$57.50	\$156.25
\$56.51 to \$57.00	\$155.00
\$56.01 to \$56.50	\$153.75
\$55.51 to \$56.00	\$152.50
\$55.01 to \$55.50	\$151.25
\$54.51 to \$55.00	\$150.00
\$54.01 to \$54.50	\$148.75
\$53.51 to \$54.00	\$147.50
\$53.01 to \$53.50	\$146.25
\$52.51 to \$53.00	\$145.00
\$52.01 to \$52.50	\$143.75
\$51.51 to \$52.00	\$142.50
\$51.01 to \$51.50	\$141.25
\$50.51 to \$51.00	\$140.00
\$50.01 to \$50.50	\$138.75
\$49.51 to \$50.00	\$137.50
\$49.01 to \$49.50	\$136.25
\$48.51 to \$49.00	\$135.00
\$48.01 to \$48.50	\$133.75
\$47.51 to \$48.00	\$132.50
\$47.01 to \$47.50	\$131.25
\$46.51 to \$47.00	\$130.00
\$46.01 to \$46.50	\$128.75
\$45.51 to \$46.00	\$127.50
\$45.01 to \$45.50	\$126.25
\$44.51 to \$45.00	\$125.00
\$44.01 to \$44.50	\$123.75
\$43.51 to \$44.00	\$122.50
\$43.01 to \$43.50	\$121.25
\$42.51 to \$43.00	\$120.00
\$42.01 to \$42.50	\$118.75
\$41.51 to \$42.00	\$117.50
\$41.01 to \$41.50	\$116.25
\$40.51 to \$41.00	\$115.00
\$40.01 to \$40.50	\$113.25
\$39.51 to \$40.00	\$112.50
\$39.01 to \$39.50	\$111.25
\$38.51 to \$39.00	\$110.00
\$38.01 to \$38.50	\$108.75
\$37.51 to \$38.00	\$107.50
\$37.01 to \$37.50	\$106.25
\$36.51 to \$37.00	\$105.00
\$36.01 to \$36.50	\$103.75
\$35.51 to \$36.00	\$102.50
\$35.01 to \$35.50	\$101.25
\$34.51 to \$35.00	\$100.00
\$34.01 to \$34.50	\$98.75
\$33.51 to \$34.00	\$97.50
\$33.01 to \$33.50	\$96.25
\$32.51 to \$33.00	\$95.00
\$32.01 to \$32.50	\$93.75
\$31.51 to \$32.00	\$92.50
\$31.01 to \$31.50	\$91.25
\$30.51 to \$31.00	\$90.00
\$30.01 to \$30.50	\$88.75
\$29.51 to \$30.00	\$87.50
\$29.01 to \$29.50	\$86.25
\$28.51 to \$29.00	\$85.00
\$28.01 to \$28.50	\$83.75
\$27.51 to \$28.00	\$82.50
\$27.01 to \$27.50	\$81.25
\$26.51 to \$27.00	\$80.00
\$26.01 to \$26.50	\$78.75
\$25.51 to \$26.00	\$77.50
\$25.01 to \$25.50	\$76.25
\$24.51 to \$25.00	\$75.00
\$24.01 to \$24.50	\$73.75
\$23.51 to \$24.00	\$72.50
\$23.01 to \$23.50	\$71.25
\$22.51 to \$23.00	\$70.00
\$22.01 to \$22.50	\$68.75
\$21.51 to \$22.00	\$67.50
\$21.01 to \$21.50	\$66.25
\$20.51 to \$21.00	\$65.00
\$20.01 to \$20.50	\$63.75
\$19.51 to \$20.00	\$62.50
\$19.01 to \$19.50	\$61.25
\$18.51 to \$19.00	\$60.00
\$18.01 to \$18.50	\$58.75
\$17.61 to \$18.00	\$57.50
\$17.60 and below	\$56.50

LOCAL 130

Those Earning:	Dues
\$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

Continued next column

LOCAL 130 Cont'd

Those Earning:	Dues
\$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

LOCAL 282

Those Earning:	Dues
\$62.01 to \$62.50	\$173.75
\$61.51 to \$62.00	\$172.50
\$61.01 to \$61.50	\$171.25
\$60.51 to \$61.00	\$170.00
\$60.01 to \$60.50	\$168.75
\$59.51 to \$60.00	\$167.50
\$59.01 to \$59.50	\$166.25
\$58.51 to \$59.00	\$165.00
\$58.01 to \$58.50	\$163.75
\$57.51 to \$58.00	\$162.50
\$57.01 to \$57.50	\$161.25
\$56.51 to \$57.00	\$160.00
\$56.01 to \$56.50	\$158.75
\$55.51 to \$56.00	\$157.50
\$55.01 to \$55.50	\$156.25
\$54.51 to \$55.00	\$155.00
\$54.01 to \$54.50	\$153.75
\$53.51 to \$54.00	\$152.50
\$53.01 to \$53.50	\$151.25
\$52.51 to \$53.00	\$150.00
\$52.01 to \$52.50	\$148.75
\$51.51 to \$52.00	\$147.50
\$51.01 to \$51.50	\$146.25
\$50.51 to \$51.00	\$145.00
\$50.01 to \$50.50	\$143.75
\$49.51 to \$50.00	\$142.50
\$49.01 to \$49.50	\$141.25
\$48.51 to \$49.00	\$140.00
\$48.01 to \$48.50	\$138.75
\$47.51 to \$48.00	\$137.50
\$47.01 to \$47.50	\$136.25
\$46.51 to \$47.00	\$135.00
\$46.01 to \$46.50	\$133.75
\$45.51 to \$46.00	\$132.50
\$45.01 to \$45.50	\$131.25
\$44.51 to \$45.00	\$130.00
\$44.01 to \$44.50	\$128.75
\$43.51 to \$44.00	\$127.50
\$43.01 to \$43.50	\$126.25
\$42.51 to \$43.00	\$125.00
\$42.01 to \$42.50	\$123.75
\$41.51 to \$42.00	\$122.50
\$41.01 to \$41.50	\$121.25
\$40.51 to \$41.00	\$120.00
\$40.01 to \$40.50	\$118.75
\$39.51 to \$40.00	\$117.50
\$39.01 to \$39.50	\$116.25
\$38.51 to \$39.00	\$115.00
\$38.01 to \$38.50	\$113.75
\$37.51 to \$38.00	\$112.50
\$37.01 to \$37.50	\$111.25
\$36.51 to \$37.00	\$110.00
\$36.01 to \$36.50	\$108.75
\$35.51 to \$36.00	\$107.50
\$35.01 to \$35.50	\$106.25
\$34.51 to \$35.00	\$105.00
\$34.01 to \$34.50	\$103.75
\$33.51 to \$34.00	\$102.50
\$33.01 to \$33.50	\$101.25
\$32.51 to \$33.00	\$100.00
\$32.01 to \$32.50	\$98.75
\$31.51 to \$32.00	\$97.50
\$31.01 to \$31.50	\$96.25
\$30.51 to \$31.00	\$95.00
\$30.01 to \$30.50	\$93.75
\$29.51 to \$30.00	\$92.50
\$29.01 to \$29.50	\$91.25
\$28.51 to \$29.00	\$90.00
\$28.01 to \$28.50	\$88.75
\$27.51 to \$28.00	\$87.50
\$27.01 to \$27.50	\$86.25
\$26.51 to \$27.00	\$85.00
\$26.01 to \$26.50	\$83.75
\$25.51 to \$26.00	\$82.50
\$25.01 to \$25.50	\$81.25
\$24.51 to \$25.00	\$80.00
\$24.01 to \$24.50	\$78.75
\$23.51 to \$24.00	\$77.50
\$23.01 to \$23.50	\$76.25
\$22.51 to \$23.00	\$75.00
\$22.01 to \$22.50	\$73.75
\$21.51 to \$22.00	\$72.50

Continued next column

LOCAL 282 Cont'd

Those Earning:	Dues
\$21.01 to \$21.50	\$71.25
\$20.51 to \$21.00	\$70.00
\$20.01 to \$20.50	\$68.75
\$19.51 to \$20.00	\$67.50
\$19.01 to \$19.50	\$66.25
\$18.51 to \$19.00	\$65.00
\$18.01 to \$18.50	\$63.75
\$17.61 to \$18.00	\$62.50
\$17.60 and below	\$61.50

LOCAL 289

Those Earning:	Dues
\$62.01 to \$62.50	\$174.75
\$61.51 to \$62.00	\$173.50
\$61.01 to \$61.50	\$172.25
\$60.51 to \$61.00	\$171.00
\$60.01 to \$60.50	\$169.75
\$59.51 to \$60.00	\$168.50
\$59.01 to \$59.50	\$167.25
\$58.51 to \$59.00	\$166.00
\$58.01 to \$58.50	\$164.75
\$57.51 to \$58.00	\$163.50
\$57.01 to \$57.50	\$162.25
\$56.51 to \$57.00	\$161.00
\$56.01 to \$56.50	\$159.75
\$55.51 to \$56.00	\$158.50
\$55.01 to \$55.50	\$157.25
\$54.51 to \$55.00	\$156.00
\$54.01 to \$54.50	\$154.75
\$53.51 to \$54.00	\$153.50
\$53.01 to \$53.50	\$152.25
\$52.51 to \$53.00	\$151.00
\$52.01 to \$52.50	\$149.75
\$51.51 to \$52.00	\$148.50
\$51.01 to \$51.50	\$147.25
\$50.51 to \$51.00	\$146.00
\$50.01 to \$50.50	\$144.75
\$49.51 to \$50.00	\$143.50
\$49.01 to \$49.50	\$142.25
\$48.51 to \$49.00	\$141.00
\$48.01 to \$48.50	\$139.75
\$47.51 to \$48.00	\$138.50
\$47.01 to \$47.50	\$137.25
\$46.51 to \$47.00	\$136.00
\$46.01 to \$46.50	\$134.75
\$45.51 to \$46.00	\$133.50
\$45.01 to \$45.50	\$132.25
\$44.51 to \$45.00	\$131.00
\$44.01 to \$44.50	\$129.75
\$43.51 to \$44.00	\$128.50
\$43.01 to \$43.50	\$127.25
\$42.51 to \$43.00	\$126.00
\$42.01 to \$42.50	\$124.75
\$41.51 to \$42.00	\$123.50
\$41.01 to \$41.50	\$122.25
\$40.51 to \$41.00	\$121.00
\$40.01 to \$40.50	\$119.75
\$39.51 to \$40.00	\$118.50
\$39.01 to \$39.50	\$117.25
\$38.51 to \$39.00	\$116.00
\$38.01 to \$38.50	\$114.75
\$37.51 to \$38.00	\$113.50
\$37.01 to \$37.50	\$112.25
\$36.51 to \$37.00	\$111.00
\$36.01 to \$36.50	\$109.75
\$35.51 to \$36.00	\$108.50
\$35.01 to \$35.50	\$107.25
\$34.51 to \$35.00	\$106.00
\$34.01 to \$34.50	\$104.75
\$33.51 to \$34.00	\$103.50
\$33.01 to \$33.50	\$102.25
\$32.51 to \$33.00	\$101.00
\$32.01 to \$32.50	\$99.75
\$31.51 to \$32.00	\$98.50
\$31.01 to \$31.50	\$97.25
\$30.51 to \$31.00	\$96.00
\$30.01 to \$30.50	\$94.75
\$29.51 to \$30.00	\$93.50
\$29.01 to \$29.50	\$92.25
\$28.51 to \$29.00	\$91.00
\$28.01 to \$28.50	\$89.75
\$27.51 to \$28.00	\$88.50
\$27.01 to \$27.50	\$87.25
\$26.51 to \$27.00	\$86.00
\$26.01 to \$26.50	\$84.75
\$25.51 to \$26.00	\$83.50
\$25.01 to \$25.50	\$82.25
\$24.51 to \$25.00	\$81.00
\$24.01 to \$24.50	\$79.75
\$23.51 to \$24.00	\$78.50
\$23.01 to \$23.50	\$77.25
\$22.51 to \$23.00	\$76.00
\$22.01 to \$22.50	\$74.75
\$21.51 to \$22.00	\$73.50
\$21.01 to \$21.50	\$72.25
\$20.51 to \$21.00	\$71.00
\$20.01 to \$20.50	\$69.75
\$19.51 to \$20.00	\$68.50
\$19.01 to \$19.50	\$67.25
\$18.51 to \$19.00	\$66.00
\$18.01 to \$18.50	\$64.75
\$17.61 to \$18.00	\$63.50
\$17.60 and below	\$62.50

Continued next column

LOCAL 297 Cont'd

Those Earning:	Dues
\$58.01 to \$58.50	\$164.75
\$57.51 to \$58.00	\$163.50
\$57.01 to \$57.50	\$162.25
\$56.51 to \$57.00	\$161.00
\$56.01 to \$56.50	\$159.75
\$55.51 to \$56.00	\$158.50
\$55.01 to \$55.50	\$157.25
\$54.51 to \$55.00	\$156.00
\$54.01 to \$54.50	\$154.75
\$53.51 to \$54.00	\$153.50
\$53.01 to \$53.50	\$152.25
\$52.51 to \$53.00	\$151.00
\$52.01 to \$52.50	\$149.75
\$51.51 to \$52.00	\$148.50
\$51.01 to \$51.50	\$147.25
\$50.51 to \$51.00	\$146.00
\$50.01 to \$50.50	\$144.75
\$49.51 to \$50.00	\$143.50
\$49.01 to \$49	