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# EVERGREEN LEADER

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

Vol. No. 60

June 2021

## DIRECTING BUSINESS REPRESENTATIVE'S REPORT

### Lots of Improvements Currently Underway at District 160

By Paul Miller

Brothers and Sisters,  
We are working hard for you, and we love it!

We hired a new, full time organizer, Melissa Demyan who started on March 17th. She has settled in quickly and is hard at work on many tasks already.



Paul Miller

One of Melissa's first objectives is to overhaul our new hire program in all of our shops. This will take some time to roll out but she's working hard at it and making great progress. We are thankful to have her on our team!

We are in the process of running a Business Representative hiring panel. In the last edition of the Evergreen Leader, it was reported as just in case there is an opening. Since then, long time Business Representative Greg Heidal has announced his retirement effective October 1, 2021. Brother Greg has served this District well over his almost 14 years of service on staff and overall, almost 36 years as a member of this great Union. He will certainly be missed but we wish him and his wife Bonnie the very best as they enter the next phase of their lives. We hope to have a new Business Representative to begin working on or about August 2, 2021 to provide a sufficient overlap for training. The current plan for the new Business Representative will be to take all of Greg's current shop assignments so there shouldn't be any other changes if all things go as planned.

In other news, we are working to refresh our website, update our communication practices and are developing a new District logo. The website re-design is still in the early stages, but we are excited to bring a new look and much better productivity through the new platform. Organizer Melissa Demyan is working on the new modes of communication which you will probably experience over the next few months.

We have been working for some time on a new logo for the District. Projects like these are challenging because everyone seems to have slightly different opinions on logos. We worked together and I think we have a winner. The staff will be presenting the logo to the District delegates at our next meeting to see if they like it as much as we do. If it's the one you will be seeing that around soon as well. Until next time, please know that we are here for you. If you need anything, please reach out to us. Stay safe!

## Bradken-Atlas Marks One-Year Contract Anniversary

By Rusty Grable

Fighting Machinists,  
I hope everyone had a great Memorial Day weekend. I am forever grateful and indebted to those who made the selfless and ultimate sacrifice to "secure the Blessings of Liberty to ourselves and our Posterity".

### Organizing:

It has been a couple years since I wrote my first Evergreen Leader article after joining the team at District 160. I can't believe how fast the time has gone by. Several years ago, District 160 was at the beginning stages of organizing the Bradken-Atlas Foundry in Tacoma. It turned out to be a successful organizing drive and we recently marked the one-year anniversary of their first collective bargaining agreement with a show of solidarity.

I have found myself immersed back in the Federal Sector representing Federal Employees primarily working for the United States Navy and another bargaining unit that supports the United States Army.

Over the course of the past year or so, we have consistently been adding new Union members to the Federal bargaining units. The District has recently hired Melissa Demyan as our new organizer. It is nice to have the support of the District and the Western Territory as we work on organizing with a focus on Naval Facilities Engineering Systems Command, Commander Navy Region Northwest, Naval Undersea Warfare Center Division Keyport, and workers at Puget Sound Naval Shipyard.

If you or anyone you know works for the Federal Government under the Service Contract Act (SCA) and is interested in organizing please feel free to have them reach out to me. Often times, Federal contractors may find themselves working for



Rusty Grable



Celebrating Bradken-Atlas Foundry's one-year anniversary of their collective bargaining agreement. Left to Right: Rusty Grable, Steve Miller, Tommy Hunt, Joe Solis, Grand Lodge Rep, and Paul Miller

a new company which usually doesn't normally come with a pay raise and added benefits. One way to secure your wages, benefits, and working conditions is to organize and negotiate a contract through the collective bargaining process.

### Servicing:

I have several grievances in process along with several possible Unfair Labor Practices (ULP's) in the Federal Sector. I believe there is an opportunity to settle the grievances before going to arbitration and also to settle the potential ULPs. One of the grievances is particularly concerning because it involves a hostile work environment/harassment situation. The Union will not tolerate threats of physical harm to our Stewards or anyone we represent. I'm also working with a Federal employee and his Union Steward on an Equal Employment Opportunity Commission (EEOC) complaint. No employee should ever be treated differently because of their protected class including whether or not they have a service-connected related injury. I also have one

pending arbitration in private sector.

As far as negotiations go, we've recently negotiated a new contract that was ratified by the membership at Fidelity-Bowhead. These members perform a vital role in operating the firefighter training simulators for the United States Navy with members at various locations across the country. It was great working with this group.

I have several Federal contracts in the process of negotiations. In the near future, I hope to be wrapping up negotiations for the Zeiders bargaining unit with a full recommendation from the negotiation committee. The Zeiders bargaining unit supports Commander Navy Installations Command by providing Fleet and Family Support Programs to maximize the well-being of active duty, retirees, civilians, and their families.

I have several Labor-Management partnerships that I participate in and for the most part I believe they are a productive way of addressing and resolving workplace concerns. Also, I am currently in the process of working with a bargaining unit to set up a newly formed Labor-Management committee and look forward to getting that up and running.

## LOCAL LODGE NOTICES

### Local Lodge 289

Local Lodge 289 General Meetings and Shop Steward Meetings are still suspended until we are allowed to meet back in the Hall in person.

### Local Lodge 297

Local Lodge 297 will resume in-person meetings starting September 2, 2021 at 5 p.m. at the Firefighters Hall, 1109 S. 50th St., Tacoma WA.

A mandatory mask mandate will be in place for entry. Anyone not adhering to the mask mandate at entry will not be admitted and failure to adhere to the rules during the meeting will result in removal from the meet-

Please remember to update your Union beneficiary card as well as your current address by calling 206.762.7990 if you have had any changes.

ing. Social distancing will be required. This is for the protection of the entire membership. This meeting is dependent on the State of Washington re-opening plan as well as any other restrictions that may come into play.

No food will be served at meetings and all masking and social distancing requirements will remain in effect until further notice.

### Local Lodge 1690

Local Lodge 1690 is suspending their July and August Meetings.

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## HOLIDAY OFFICE CLOSURES

**July 5, 2021** – All Offices  
will be closed for Independence Day

**Sept. 6, 2021** – All Offices will be  
closed for Labor Day

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**#IAM160**

## 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 D.B.R. Paul Miller

# Organizer Joins District 160

By **Melissa Demyan**  
*District 160 Union Organizer*

Hello to my new union family at IAM District 160! My name is Melissa Demyan and I'm the newest addition to District 160 staff; I'm proud to be serving as your Union Organizer. First, I want to thank everyone who's supported me and welcomed me into this organization—especially the members on the hiring committee who enabled me to serve in this capacity, and all the Business Representatives and office staff who've made me feel a part of the team since day-one.



Melissa Demyan

My commitment to organized labor is strong; I've worked for both a service union with SEIU as a Regional Political Organizer, and a Building Trades Union with a Plumbers and Pipefitters Local as their Communications Director. I knew I wanted to take the next step in my career with a labor union that shares my values, and I cannot be more honored and proud to be on staff serving you now at IAM District 160!

For those of you I've not yet had the pleasure of meeting, I'm greatly looking forward to getting to know you and your families. Until our paths cross, here's a brief overview of who I am:

- I was born in California, and raised by my wonderful parents who adopted me in Ventura County.
- My dad has worked for the phone company for 30+ years, and my mom recently retired from Cal State University Channel Islands with a union pension.
- I grew up attending local public schools in a working class home, and my parents taught me from an early age to know the value of hard work.
- I attended Seattle University for my first two years of undergrad, and I transferred to Trinity College in Dublin, Ireland where I graduated with my degree in Philosophy, Politics, Economics, & Sociology (Joint Honors Politics & Sociology).
- Over the past 10 years I've worked on 12 political campaigns ranging from local city council races, to gubernatorial and statewide ballot initiatives where I've learned to manage everything from the overall strategy to the micro-details of how to win an election (which includes recruiting, consulting, lobbying, network building, content development, communication, research, and direct + distributed organizing).
- I have a beautiful 7-year-old Queensland Blue Heeler (Australian Cattle Dog) named Sage who I trained as my service animal; I will definitely show you pictures if you ask.
- Since joining on staff at District 160,

I'm now a proud member of IAM Local Lodge 289, and I live in Redmond, WA.

As your Union Organizer for IAM District 160 representing workers across Washington & Alaska, I'll be establishing and conducting internal and external organizing campaigns by forming meaningful connections with members, overseeing organizing committees, making home and job site visits, providing Business Representatives and Stewards with organizing training, and using various platforms and resources to educate and engage workers in conversations about their rights.

I'll also be targeting issues, identifying member-leaders to recruit and train as campaign advocates, and inspiring workers to use collective action to solve workplace issues.

For the past decade, my academic and professional choices have been driven by a desire to learn, engage, and find a deeper understanding of various communities' shared human rights values—especially as it pertains to working families and the labor movement. My dissertation was on 'The Human Rights Paradigm: The Individual's Role in Sociopolitical Change,' which focused on how one person can make a difference globally.

I've been a community organizer for 10+ years; what I find most fulfilling is building social justice networks through shared values, creating spaces for policy conversations, and advocating for workers' rights. I firmly believe that we (the labor movement) need to engage members in more frequent rights-positive conversations to build labor-coherence within the larger social justice movement, and better advocate for workplace protections through working class solidarity. Recruiting, endorsing, and training candidates for elected office is a notable special interest of mine as well. Have you ever thought about running for office? Let's chat!

Thus far I've lived the life of a campaigner moving across the country from campaign to campaign, and I'm so excited to have finally found a home at IAM District 160 where I can make use of my skills and experience over the long term. This line of work is a vocational calling to me. I'm humbled to have the opportunity in capacity as your Organizer to directly engage the labor movement through organizing and empowering the working class; I've spent my career endeavoring to play a role in advancing these issues. My experience in politics, the labor movement, and the broader human rights/social justice movement is varied, and I'm ready to hit the ground running. Thanks for having me on your team; I'm looking forward to meeting you soon!

### DISTRICT 160 OFFICERS & STAFF

President  
**Tom Burke**

Vice President  
**John Gehringer**

Secretary-Treasurer  
**John Decker**

Sgt. at Arms  
**Jeff Eberle**

Trustees  
**Bruce Baillie**  
**Ted Taft**  
**Don Zeth**

Directing Business Representative  
**Paul Miller**

Assistant Directing Business Representative  
**Brandon Hemming**

Business Representatives  
**Rusty Grable**  
**Greg Heidal**  
**Tommy Hunt**  
**Steve Miller**  
**Bonnie Moeller**

Organizer  
**Melissa Demyan**

### RETIREES

#### Local Lodge 79

Gregorio, Israel M., Jr.	City of Seattle 79	03/31/2021
Knutson, Monty K.	Vigor Shipyards	02/28/2021
Nicholas, Jon	Kenworth Truck 79	04/30/2021
Riddlesberger, Michael	Western Pneumatic Production	04/30/2021

#### Local Lodge 289

Franklin, Courtney	Pacific Propeller	04/30/2021
Pellini, Greg	Safeway Stores	04/30/2021
Roberts, Keith	Kenworth Truck Company	04/30/2021
Rose, Kerry	Rabanco Recycling Company	02/28/2021
Schryver, Greg K.	Fred Hill Materials	01/31/2021
Young, Robert	United States Bakery	03/31/2021
Young, Tracy	HEXCEL Corporation	03/31/2021

#### Local Lodge 297

French, Donald	WestRock	03/31/2021
Sage, Larry	Pierce County	03/31/2021
Shepherd, Brett	WestRock	03/31/2021

#### Local Lodge 695

McHatton, Michael	Vaughan Company, Inc.	03/31/2021
Nelle, Edward	Vaughan Company, Inc.	03/31/2021

### IN MEMORIAM

#### Local Lodge 79

Stockwell, Harry, Jr. .... 05/28/2021  
 Thompson, Ernest II .... 04/08/2021

#### Local Lodge 289

Eklund, Kirk ..... 04/22/2021  
 Elder, Charles ..... 04/25/2021  
 Mitzel, Rinehart ..... 05/01/2021  
 Salomon, Jerome ..... 03/31/2021  
 Schoolmaster, Andrew 03/16/2021

# Needs for the Future

By John L. Gehringer

Vice President

Just look at the title of the article and wonder what is being asked. What needs do we have for the future. We as Union members feel pretty secure with our needs, but are we really that secure, COVID-19 taught everyone some lessons. Have we thought out our entire future, career, furthering our education, inspirations, paths or even where

we stand with our union membership?

This leads into discussion regarding our inspirations and our futures. You will find most of your Local and District leaders are nearing retirement age or surpassed it. I, myself have been in the Union for almost 38 years and served in some sort of official capacity for over 28 of those years. We have multiple numbers of leaders within this District who have the same level of service and dedication.

Our future now is looking to pass what we know to the younger generation, mentor those who want to grow and fill the need of the labor movement. Being that I have raised a family through my time in leadership positions, I know it requires a fine balance between family, job and union activities, but it can be done. If you aspire to become a leader or move up to a B/R position, you need to become involved and educated about what the job entails. Most locals offer the edu-

cational opportunities to attend the William W. Winpisinger Education and Technology Center for leadership training with certain caveats. Talk to your local lodge officers or your B/R, they can help you get information and possibly get you started and show you the path towards furthering your leadership skills.

The IAM even offers free post high school education through Eastern Gateway

*Continued on page 4*

## BUSINESS REPRESENTATIVES' REPORTS

### Washington State Long Term Care Trust Act

By Brandon Hemming

Assistant Directing Business Rep

In 2019 Washington passed the first law in the nation requiring employees to fund a state-operated long-term care insurance program. The program is set to begin on January 1, 2025 and will be funded by an uncapped payroll tax starting at 0.58% of each employee's total compensation, including all paid time off, beginning January 1, 2022. This means that an employee who earns \$100,000 annually will pay \$580 in taxes to fund the program each year. Qualified employees who need long-term care will be able to access benefits up to \$100 per day with a maximum lifetime limit of \$36,500 to pay for a range of services and support for one year.

Employers can elect to pay this tax on behalf of employees, but there is no obligation to pay any portion. Additionally, employers must collect the tax from employees through payroll deduction and must remit the funds to the Employment Security Department to be placed in a trust.

All employees employed in Washington are required to pay the 0.58% payroll tax except (1) self-employed individuals, (2) employees of federally recognized tribes, (3) certain collectively bargained employees, and (4) employees who opt out of the program and qualify for an exemption. Employers with collective bargaining agreements that were in effect on October 19, 2017, are exempt from collecting the payroll tax until the existing collective bargaining agreement is reopened, renegotiated, or expires. This means that any member working under a

contract that was in effect before October 19, 2017 will only begin paying the payroll tax once their current collective bargaining agreement is opened to be renegotiated, once expired.



Any member may opt out of paying the tax and receiving long-term care benefits under the program if (1) the member purchases long-term care insurance by November 1, 2021 (unless this date is extended), and (2) the member applies for an exemption with the Employment Security Department between October 1, 2021, and December 31, 2022. If they receive an exemption from the Employment Security Department, the member must provide the approval letter to their employer. Once a member is granted the approval to opt out of the program, they cannot opt back into the program, and once the exemption period closes, no further exemptions from the program will be granted.

For higher wage earners, opting out of the program and purchasing an individual policy may make sense for several reasons. One example being the money spent in the payroll tax may be used to purchase more competitive options in the open market. Also regardless of your earnings, if the member chooses to retire outside of Washington, they would not receive the benefit.

As is often the case, dates and timelines may be changed or extended as we move toward the January 1, 2025 Program implementation date. To ensure that your needs are being best served, please continue to check for changes often.

Above is a condensed explanation of facts on the LTC Trust Act gathered from multiple sources.

By Steve Miller

What does the Union do for us? This is the question I hear most often from both members on the job or non-members in an open shop like employees in the Federal sector. The question however is flawed. Myself and the other Business Reps at District 160 are not the union - you are the union, and what you get from that union is what you put into it. I once had a sign that said "paying union dues but not participating is like not using your gym membership and expecting muscles".

Our muscle and our strength come from everyone joining together. We become weak when members become apathetic and no longer care. Each place of business that we have members has its own set of issues and it is up to the members to keep bringing those issues up. The other aspect that we need to remember is to keep on fighting regardless of how long it takes.

To emphasize this, I will remind all of you of the wrongful termination case at Western Pneumatic Tube. This employee was terminated in November of 2019. We have been fighting this termination to make the employee whole, and brought it to arbitration that was to be held in the end of March this year. The day before arbitration the company offered a settlement agreement. Due to the fact that it was a settlement agreement, I am not at liberty to give the full details but the employee was fully satisfied with what we were after. I do want to give a shout out to Sam Crissinger the Chief Steward and Lauran Durand the shop steward and all the employees who were willing to testify. This was a long fight but it shows what determination can do.

The reality is that what we, as a union want, is nothing more than the rights afforded

us by law, to get a fair wage for the work we do, and to get a seat at the table to assist management to make their business grow. Right now, it is just a matter for ensuring that employees rights are allowed.

To that point we have an issue at JBLM at DENTAC- the Dental facilities. These are



Federal employees who have been signing up because of the way they are treated. President Biden signed into law the American Rescue Plan Act and in that bill is a portion that Federal Employees can use emergency leave if they need to care for children due to COVID shutting down schools. The management had been denying that ability until the union (myself and the employees) stood up and spoke out about that practice. Right now, management is not denying the ability but they are also not approving it either- this is the games that they do. As a result, we now have Senator Patty Murray's office assisting us to fix this issue.

Also, at Vigor Shipyard in Seattle we have an employee facing disciplinary action. This action is without just cause and we filed a grievance. Along with that grievance we put in a request for information. In fact, we had to put that request in three different times because management would not answer. So, the end result is we filed an Unfair Labor Practice. I will let you know the results of that, but supplying properly requested information is an employee right.

At Foss Shipyard we are still in negotiations, the sticking point is that the company wants to do away with the pension. All the members and the union are holding firm to keep their pensions. This will be a long fight but the members are staying strong

These are just a few of the issues, but if we work together- everyone - our union will be stronger and successful.

By Tommy Hunt

Hello Brothers and Sisters! Spring has sprung and summer is upon us!

I hope you all are well and getting settled into any summer routines you might have! Take a look at this picture (Source: Piketty and Saez (2014), Gordon (2013), and Bureau of Labor Statistics Current Population Survey public data series) that highlights "The Union Difference".

You can clearly see from the 1930's through the 1970's, when union membership was at its highest, more money went to the middle class and corporations paid their taxes. Workers had the most power and income during this time. Big corporations took note of this trend and began a fierce onslaught against unions in the 70's. Unfortunately, as the chart shows, you can see how successful corporations have been at reducing union power (through leg-

islation on Capitol Hill and blatant lies to employees) and increasing the amount of money they keep for themselves.



I point this out not to discourage you, but to remind you that it is when people join together and form community among themselves in their workplaces that power is accumulated. The promise that a collective bargaining agreement offers is an unmatched strength for workers. Not even a CEO goes to work without an individual labor contract. The power of the contract in your workplace is indicative of the strength of community in your workplace. I urge you sisters and brothers stand strong together in community with one another on your shop floors. Do not let the company sew any division among you. Main Street is tired of getting stepped on by Wall Street and its high time we let them know it!

One more thing I want to highlight is the

new District 160 Women's Council. This is an exciting new council and we are looking for members who want to be more involved. Come to an info meeting and find out more about this great new opportunity! Also, it's not just for women, all members are welcome.

**DATE/TIME:** Meetings are held on the second Friday of each month at 5pm Pacific/4:00pm Alaska (next meeting is 5/14).

All members are welcome.

**ZOOM link for meetings** (reoccurring link):

<https://zoom.us/j/94673095002?pwd=Q2ZQSQ9NYnlLR0dTZWNlIditxRWNLdz09>

**Women's Council Contact Information**  
**President:** Lara Lant (206)765-9885,



Inclant@gmail.com

**D160 Staff Liaisons:**

Melissa Demyan (206)747-0988, melissa@iam160.com

Bonnie Moeller (253)229-0029, bonnie@iam160.com

## BUSINESS REPRESENTATIVES' REPORTS

### District Lodge 160 Walk the Dog!

#### A fundraiser benefiting Guide Dogs of America

By Bonnie Moeller

One of the coolest perks of working as a Business Representative for District 160 is that, occasionally, I get to play with puppies. And while that luxury may only crop up from time to time, I get to spend time throughout the entire year supporting and promoting an amazing organization; Guide Dogs of America (GDA).

The International Association of Machinists and Aerospace Workers founded GDA in 1948 when one of their members was denied a guide dog due to his advanced age. Since then, GDA has bred, raised and trained some of the world's most dedicated dogs and paired them with blind individuals of all ages.

GDA breeds, raises and trains their dogs at their Sylmar, California facility. After the dog is trained, the blind person is then brought to Sylmar and carefully matched with a guide dog. Each team is housed at the facility and spends twenty-four hours a day



together for 28 days. Upon completion, an awards ceremony is held for students, dogs, friends and family members. The graduates then return home with a renewed sense of freedom and independence with their new partner. All of this is done without cost to the sight-impaired individual.

GDA receives no funding from any governmental agencies; they are solely dependent on voluntary contributions from individuals, businesses, foundations and clubs. We at District Lodge 160 are just such a group. Since June 1999, we have put together various fundraisers including a motorcycle run called Run for the Dogs which has raised over \$500,000 for GDA and virtual fundraising events like the one we are doing this year. District Lodge 160's 23rd Annual fundraiser for GDA, is called Walk the Dog!

Instead of the traditional motorcycle fun run, which has been a staple of previous years, participants will 'Walk the Dog' on July 24, 2021 to raise awareness for GDA and earn a shot at a \$1,000 cash prize.



Guide Dog puppies in training.

The event is free, and participants can earn raffle tickets in up to three ways:

- 1) Snap a pic of you and your dog taking a walk on event day.
- 2) Use social media to raise awareness for GDA.
- 3) Donate to GDA.

Participants and donors can find more information and register at <http://give.guidedogsofamerica.org/DL160WalkTheDog21>

Registration is required to win.



Rufus and Echo, graduates of Guide Dogs of America training.

By Greg Heidal

Well I have to say this news is refreshing from Labors point of view:

President Biden signed an executive order creating a White House task force to promote labor organizing, an attempt to use the power of the federal government to reverse a decades-long decline in union membership.

The task force, to be led by Vice President Kamala Harris and populated by cabinet officials and top White House advisers, will issue recommendations on how the government can use existing authority to help workers join labor unions and bargain collectively. It will also recommend new policies aimed at achieving these goals.

The administration noted that the National Labor Relations Act, the 1935 law governing federal labor rights, explicitly sought to encourage collective bargaining, but that the law had never been fully carried out in this regard. "No previous administration has taken a comprehensive approach to determining how the executive branch can advance worker organizing and collective bargaining," a White House statement declared.

Unions have lobbied for the passage of the Protecting the Right to Organize Act, or PRO Act, which would prohibit employers from holding mandatory anti-union meetings and impose financial penalties for violating workers labor rights. (Workers can currently receive only so-called make-whole remedies, like back pay.) The House passed the measure in March and Mr. Biden supports the legislation, but it faces long odds



in the Senate.

The task force will focus on, among other things, helping the federal government encourage its own workers to join unions and bargain collectively, and on finding ways to make it easier for workers, especially women and people of color, to organize and bargain in parts of the country and in industries that are hostile to unions.

President Donald J. Trump signed a handful of executive orders that sought to rein in union protections and bargaining rights for federal employees. The unions challenged the orders in court, and Mr. Biden revoked them shortly after taking office.

I know we all have our own political views about party ideology but what we all need to do is come together about jobs and the health of our country. Without a healthy middle class in this country, we will become a country of haves and have nots. We are all on this planet together and we need to lift everyone up so let us start right here at home.

#### On to Negotiations:

We just ratified Pacific Power Group, Harborland 2 LLC and Peninsula Truck. We made great progress on these contracts and are the best contracts (per the Stewards) that they have seen and I want to take this opportunity to thank them for all their hard work.

We are working on Fishing Vessel Owners, Seattle Machine Works and Western Cascade Truck at this time.

Well Covid is starting to wane and it appears we can see light at the end of the tunnel. We're not there yet, but it's looking so much better than this time last year.

Stay Safe and In Solidarity.

### Needs for the Future (Continued from page 3)

Community College, <https://freecollege.goiam.org/>. You can attend your choice of offerings, and get an Associate's Degree and even a Bachelor's Degree as well. Education is powerful! You may say to yourself "I didn't do well in high school, so how can I go to college?" you can. I found myself in the same predicament, doubting my ability. I earned my Bachelor's Degree at 54 years old through the National Labor College. You are never too old to learn and learning is an everyday experience.

Our future is another item we need to be involved with at all levels. We have lost traction over the last several years with the loss of membership. Organizing has now become a priority, growing our numbers and strength. District 160 now has an Organizer, Melissa Demyan who works full time looking for, and working organizing leads to grow our District. Melissa would appreciate any leads you may have regarding shops in need of organizing. You can reach her at District 160 1-800-562-7031.

# DL 160

## WALK THE DOG FUNDRAISER

to benefit Guide Dogs of America

### JULY 24, 2021

**Free to Participate!**

A chance to win  
**\$1000!**

**Earn raffle tickets up to three ways:**

- 1) Snap of pic of you and your dog taking a walk on event day.
- 2) Use social media to raise awareness for GDA.
- 3) Donate to GDA.

**To enter, and for full event rules, visit us at:**  
[give.guidedogsofamerica.org/DL160WalkTheDog21](http://give.guidedogsofamerica.org/DL160WalkTheDog21)

Questions? Call 206-762-7990  
or Email [bonnie@iam160.com](mailto:bonnie@iam160.com)