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# EVERGREEN LEADER

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

Vol. No. 59



March 2020

## DIRECTING BUSINESS REPRESENTATIVE'S REPORT

### 2020 is a Big Year for District 160

Brothers and Sisters,  
2020 is a big year for our Union and for our country. This September will be our Grand Lodge convention which happens every four years. The convention is a very important process for our democratic Union. Local lodges are allotted a specific number of delegates based on the membership of their local who can attend the convention.



Paul Miller

Local lodges also have the opportunity to submit proposed changes to our constitution. At the convention, the law committee reviews the proposed changes and then the delegates vote on the changes. This is the time that you as a member can have input, through your local lodge in this process. I encourage all of you to get to your local lodge meetings this year. The nominations for delegates to attend the convention will happen at your April local lodge meeting. Get involved!

We have two Business Representatives retiring at the end of April, Bob Westbrook and Glenn Farmer. They have both been on staff for over 10 years and have more than earned their retirement. I want to thank them for their dedicated service to the membership and I wish them both the best in their future endeavors. They will be greatly missed.

We collected resumes at the end of last year just in case someone decided to retire. Our hiring committee will be conducting panel interviews very soon for those who applied. We will be filling only one position at this time so this will mean there will be some shop assignment changes. If you're in one of the shops where there is a change, your new business representative will reach out to your steward very soon if they haven't already done so.

Finally, this is a presidential election year. Get educated and get out and vote! As always, I appreciate all of you and the opportunity to serve you. If there is anything we can do better, please don't hesitate to reach out to me at paul@iam160.com or by calling the Seattle Office at (206) 762.7990.

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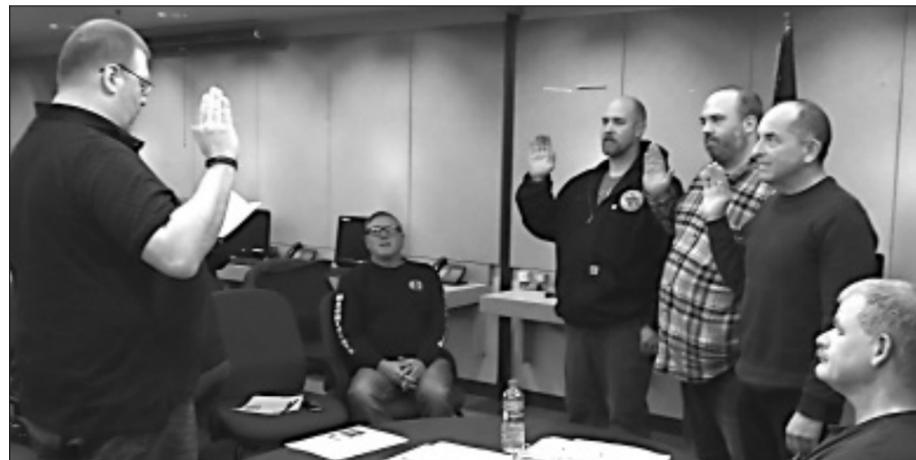
## New District 160 Delegates Sworn In

District 160 welcomes the newest three delegates to their ranks.

Members who are elected to be delegates have a range of new responsibilities. They attend the monthly District delegates meeting. This meeting is held at District 160 office in Seattle.

Delegates go over business at hand and review and approve financials. They are informed of the state of District by Local Lodge officers and the Directing Business Representative.

Delegates keep their Local Lodge informed of Grand Lodge activities and requests. They serve as a conduit of information between the District Lodge and each of their Local Lodges.



At the District Meeting held on February 27, 2020, three new district delegates were sworn in by Tom Burke, President to District 160. Left to right is Scott Bender, Local Lodge 297; Luke Ackerman, Local Lodge 2379; and Tom Carroll, Local Lodge 289.

## Union Dues and Do-Nots

**DUE** - Pay your dues by the 20th of each month. Dues are due in the current month!!!! If you self-pay your dues, please send your book with payment. If you are payroll deduction, please send your book in every 2-3 months to have stamps put in it.

**DO NOT** - Let your dues lapse. Reinstatements are expensive Your dues are due monthly. Two months past due, you must reinstate, no grace period.

**DUE** - Pay for an out-of-work stamp if you DO NOT work 80 hours in a month. The stamp may be paid for on the 20th or later of any month and the cost is \$3.00.

**DUE** - Make application for a withdrawal card if you leave the Union. The cost is \$1.00 plus dues paid current for the month you are withdrawing. Then should you come back under District 160 jurisdiction, you would only be required to pay a reinstatement fee of \$10.00, plus current dues.

**DO NOT** - Assume if you are on payroll deduction that your employer always takes your dues out of your check. If you are out of work due to vacation or an injury, you should double check to make sure your dues have been paid. Your dues are your responsibility.

**DUE** - Make application for a retirement card. Cost is \$15.00 plus current dues.

**DUE** - Call the Dues Office if you have any questions at 1-800-562-7031, or stop by the office at 9135 15th Pl S., Seattle WA 98108.

## IAM District 160 Shop Steward Training Set for May

**When:** Saturday, May 30, 2020  
9:00 a.m. – 3:00 p.m.

**Where:** 9135 15th Place South  
(Ground Floor, Hall A) Seattle, WA

Please RSVP to Kathy (Kathy@iam160.com) by May 15, 2020 or call District 160 at 206-762-7990 to reserve your spot!

#### Be sure to include:

- Your name and phone number
- Shop where you are working

Note: You need not be a shop steward to attend

Coffee and donuts served in the morning  
Lunch will be provided

**RSVP by Friday, May 15, 2020!**

### Save the Date!

#### District 160 Picnic Saturday, July 25th

The second annual District 160 picnic for all Local Lodge members and their families benefiting Guide Dogs of America is being held on Saturday, July 25, 2020.

The picnic runs from 10:00 am to 3:00 pm at District 160, 9135 15th Place S., Seattle WA 98108.

We hope to see you there!



## LOCAL LODGE NOTICES

### LOCAL LODGE 289

#### Nomination of Delegates

Grand Lodge Convention Delegates for Local Lodge 289 will be nominated at the General meeting on April 1, 2020. Elections will be held on May 6, 2020 with the polls open from 9:00 am to 9:00 pm.

All nominations need to be accepted either in person or in writing during April meeting. Absentee ballots may be mailed to members who reside more than 25 miles from the Local Lodge room where balloting must take place, or to members who are ill and confined under orders from a physician, and to members temporarily absent from the city.

Any member of Local Lodge 289 entitled to receive an absentee ballot to vote for Delegates to the Grand Lodge Convention shall deliver in person or shall make written request to the Recording Secretary of Local Lodge 289, 9135 15th Place S., Seattle WA 98108, not later than 10 days before the election.

Return absentee ballots must be returned or postmarked to the recording secretary by the advertised closing times of the polls.

### LOCAL LODGE 79

#### Absentee Ballots

Any member of Local Lodge 79 entitled to receive an absentee ballot to vote for Delegates to the Grand Lodge Convention shall make a written request to the Recording Secretary of Local Lodge 79, 9135 15th Place S., Seattle WA 98108 no later than 30 days before the Grand Lodge Convention Election on May 20, 2020.

## HOLIDAY OFFICE CLOSURES

Monday, May 25th –  
All offices will be closed for  
Memorial Day.

## 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 - BREMERSTON

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

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

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

### LODGE 289 - SEATTLE

**Regular Lodge Meeting** – 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

### EVERGREEN LEADER

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### 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

**Glenn Farmer**

**Rusty Grable**

**Greg Heidal**

**Tommy Hunt**

**Steve Miller**

**Bonnie Moeller**

**Bob Westbrook**

## Nominations for Delegates to the Grand Lodge Convention at April Lodge Meetings

Nominations for Delegates to the Grand Lodge Convention will be at the April regular Local Lodge Meetings and the election of delegates will be held at the May regular Local Lodge Meetings for each Local Lodge.

Any member entitled to receive an absentee ballot shall make written request to the Recording Secretary of the Local Lodge by delivering in person or mailing such request to be received by the Recording Secretary not later than 10 days before the election.

## RETIREES

### Local Lodge 79

Taylor, Rick	Seattle City Light	02/29/2020
Williams, Rickey	Kenworth Truck 79	12/01/2019

### Local Lodge 130

Atkinson, Paul	Community Transit, Shop	02/28/2020
Howe, Michael	Community Transit, Shop	12/31/2019
Osborn, Dana	Community Transit, Supervisors	12/31/2019

### Local Lodge 282

Baillie, Bruce	Puget Sound Naval Shipyard	01/31/2020
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### Local Lodge 289

Griffin, Jr., Charlie	Salmon Bay Sand & Gravel Co.	01/31/2020
Volk, Ronald	Kenworth Truck Company	02/29/2020

### Local Lodge 297

Luce, Michael	Puglia Engineering	02/29/2020
Lodermeier, William	Cadence Aerospace	12/31/2019
Martindale, Gary	City of Tacoma	01/31/2020
Morrow, John	Westrock	12/31/2019

### Local Lodge 695

Gordon, Timothy	Vaughan Company, Inc.	01/31/2020
Kerr, Dennis	Crown, Cork & Seal	01/31/2020

### IN MEMORIAM

#### Local Lodge 2379

Roat, Todd .....01/31/2020

## BUSINESS REPRESENTATIVES' REPORT

### By Steve Miller

What does the Union do for me? That is the one question I hear from a lot of people. Often people do not see what their union stewards do for them behind the scene. I must admit that we do not always do the best job in communicating the work that we do for our members. So, with that in mind I thought that since I just completed my first year on staff that I would share some of the highlights of what I have been involved with for our members.

I have completed negotiations for nine contracts. Five of them are public sector school district bus mechanics. Two were Pulau service contracts and another two were separate contracts at Western Pneumatic Tube.

Due to the ramifications of the McCleary decision, we were able to obtain some very good pay increases for the school districts. Over the course of three years the total wage increase for the Issaquah School District is 21%, for Lake Washington 20%, Northshore 18%, Shoreline 13% and Seattle 13%.

Pulau is a service contract that services the Army at Joint Base Lewis McChord and has two separate units. One that works on helicopter simulators and the other that works on ground unit simulators. Both of these contracts were four-year contracts with a pay increase of 3% per year.

The hardest negotiation was with Western Pneumatic Tube in Kirkland. I want to give a shout out to those members on the negotiation

team who did an outstanding job of being professional while dealing with a management team who gave proposals that were draconian and made every attempt to make working conditions go back to the 1920's. Out of the 22 proposals that management had, they withdrew 15 of them while 6 of their proposals were similar to some of the Union's proposals so we were able to agree with those proposals. The only concession that the Union made was to agree with a stricter attendance policy. However, the Union was able to get an agreement on 48 of the 73 proposals we presented. Our proposals included a 3% pay increase each year for three years, the employer picking up the pension surcharge for two years, and most importantly for the employees, putting restraints on mandatory overtime. Management agreed not to force overtime on employees two consecutive weekends in a row, a practice that has been taking a toll on employees' family lives.

However, due to the deteriorated relationship between the employees and management, the employees voted the contract down and voted to go on strike. While we did go back to the bargaining table and won a few more concessions from management, and the contract got voted in, there is an important message here.

Although I will always try to partner with management as best I can, there are times that it is just not possible. It is during those times that the employees need to band together and make a statement that enough is enough and

that the most important aspect for employees is to be treated respectfully. The Union, after all, is all the employees, and when we make a stand together, that's when we can make things happen. So, I want to give a shout out to the employees at Western Pneumatic who chose a hard path, sent a very clear message, made a stand, and got their voices heard.

Aside from contract negotiations, there were a number of grievances filed. At Hexcel there was a wrongful termination that we were able to win the employee back their job with 12 weeks of back pay. Also, at Hexcel there was a one-week suspension that we got overturned with full back pay.

At Western Pneumatic Tube, we have been fighting for an employee who was wrongfully terminated back in late July. The employee was finally returned to work last week and will receive full back pay as part of the settlement agreement.

At the Bellevue School District, we are currently working on a settlement for a hostile work environment filed against management which we expect to be fully settled by next month.

On the organizing front, we worked hard to get the Bradken/Atlas foundry to go union. This is a 180-employee shop and we are undergoing contract negotiations trying to get that first contract. Nothing has had an effect on me like the employees at Bradken. Their stories of how this workplace has deteriorated over the years and how the employees decided to take a stand only emphasizes the need for Unions and how they are relevant in today's business climate.

Finally, there are the legislative issues that we have worked on. In earlier articles it stated that we were going to develop a more grass roots efforts by focusing on city and state issues. Local Lodge 282 in Bremerton, followed by Lodges 297 Tacoma and 289 Seattle, endorsed Robyn Denson for Gig Harbor City Council. Those endorsements were the very first that she received and was a huge boost to get her campaign moving and eventually elected. During this time the Freedom Foundation had found its way into Gig Harbor politics where the City Council had voted on a proposal to have all public employee negotiations open to the public. This is an issue that the Freedom Foundation has tried to push in other counties but this is the first one that passed. One month after being elected to the City Council, a proposal to rescind that earlier vote was passed by a 4-3 vote, with Robyn casting the deciding vote.

Looking forward, there are some very important State races for positions in the State Legislature. We need to make sure that the IAM is involved and can be influential in those races.

Finally, I want to give a shout out to Bob Westbrook and Glenn Farmer. These two Business Representatives have decided to retire after many years of service to the members of District 160. The long hours and dedicated service that they have put in often goes unnoticed but I want to thank them not only for their time but also for all the help and guidance that they have given me. I wish you gentlemen well in your new career of retirement.

## BUSINESS REPRESENTATIVES' REPORTS

### By Bob Westbrook

Several back-to-back negotiations are in process including Zeiders negotiations this week. BAE negotiations are occurring next week and I'm finishing up the final touches on the proposals for BAE. Follow on negotiations will be concentrated with the Army starting in mid-March with the Army Dental Activity and moving on to the Madigan Guards and the Network Enterprise Center. Rusty has been assisting with Zeiders and will be assisting with BAE negotiations. Steve will be engaged with the Army bargaining units as he has time as well.

This brings me to explain why two other Business Representatives are involved with business usually on my plate alone. I have put in for retirement, which will most likely be concluded by May 1, 2020 and both Rusty and Steve will be taking over these assignments unless other news says otherwise. I have several personal reasons to retire now including back issues that I'm tired of encountering while taking care of the substantial work load of a Business Representative. Furthermore, I will be concentrating on taking care of a disabled son that needs more support from me than before. If it wasn't for these two issues I would want to stay because I love being in a job to help others and further the cause of representation. I've considered this God's work although I've fallen short at times.

I've enjoyed working for District 160. We have excellent leadership and staff. It has been a very meaningful job during some challenging times. For anyone who desires to enter into this type of work I believe the personal characteristics necessary are patience, love for the members, desire to learn labor law in every sector (public, private, service contracts, and federal) and be willing to put in the long hours necessary. I've had opportunity in all of the sectors starting with the various assignments I've had through the years including school districts, counties, cities, transit authorities, service contracts, Walsh-Healy contracts, police, guards and other various Federal units.

Speaking of the Federal units, please keep

them in mind since they are facing more attacks than ever. I surmise that there is a concerted effort, from our present presidential administration, to eliminate representation and collective bargaining. Our dear Federal members are facing challenges never before encountered. I've had many sleepless nights with their concerns. Some call it worrying but people of faith call it praying.



My Local Lodge (282) is primarily where my interests lie and I plan to take time to stay involved in one way or another after I take a sabbatical upon retirement. This is a great local with very dedicated people. I've attended other local lodge meetings and have done some comparisons. Each has strengths

worthy of emulating. One of Local Lodge 282's greatest strengths are its dedicated and informed officers. Activity reports given by each bargaining unit during local lodge meetings shows strength. On more than one occasion, as a steward provides a report, other members report facing similar concerns and a sharing of information and knowledge ensues with good results. Even though the meetings at Local Lodge 282 may be longer than other local lodges, the discussions lead to a greater unified strength and encouragement to keep fighting for the rights of workers. I encourage them to continue and at least have something to add besides stating "progress." The members of Local Lodge 282 will understand what I mean by the word "progress." This last sentence may bring a smile to some.

Lastly, I want to thank each and every one whom I've encountered through the years for your support and friendship. I've been treated well by DBR Morgan and DBR Miller. They both provided excellent support and assistance to see that Business Representatives succeed, thus truly supporting the members. The team of Business Representatives through the years is the best in my book. The DBRs have wisely chosen. I'm encouraged to see that our newer, younger Business Representatives are brighter and more capable than me. I am proud to be a member of the IAM. God bless!

Your friend and brother - Bob

### By Glenn Farmer

Unions have had ups and downs for decades. We've always turned it around to a degree, but the steady decline continues. Organizing is something we have to do, not only for Unions, but all workers and survival of the middle class who have always been the driving force for economic prosperity. When the original 19 founding members of the Machinists Union started, they had nothing. No organization behind them, no one to cater to their issues. Ultimately diligence, a strong message, and strategy won the day.

So what does District 160 do in order to live up to our end of the deal? It is simple. We need to organize 250 more members in the next ten months, and another 250 (or more) next year. We have opportunities ranging from shops fewer than ten to over 350. You may know people that work in these facilities. We need to reach out to them. Organizing is a very personal endeavor. The best communication is one worker to another. It affects people's lives. When we embark on a campaign it must be with firm commitment and every resource we can gather.

There are obstacles we typically encounter in organizing a target:

- Lack of contacts inside the facility
- Threats to potential member's job security, real or imagined
- Lack of education on what a Union is, isn't, does, and doesn't do.
- Enough participants in the organizing drive to get the job done
- A strategy tailored to the new Unit

While the impediments listed are challenging, there is one that can derail just about all of it. With no sense of urgency, the ideas only drift downstream until the next scare. The time is now. We are calling all of you. If you believe in this movement, and you want to be a part of it, you need to step forward and help. We need to show you how. We need to give you the tools. But without you our chances diminish. The potential result of inactivity is unconscionable.

The dilemma we often face as Business Representatives (and all working people) is with time. What is the priority? Is servicing more important, or is organizing. Which comes first? The truth is we can't have one



without the other. We have to find a way.

We of District 160 need to further develop our organizing strategy, and we need you to be a part of it. Elements to include:

- A systematic process for finding and processing leads.
- Training on the elements of an organizing drive for the general membership and the people we are trying to help so we all understand the tools and processes.
- Reaching out to untraditional targets.
- Education packages on Union history, labor laws, and elements that make up a strong Union for both the general membership and our targets.
- Current members getting friends and family members to put us in contact with people they know in shops that show interest.
- Volunteers. In many cases we pay expenses, both locally and in other locations.
- A deep understanding that what we have is extremely valuable, bought by others who entrusted us with its safe keeping.
- A sense of urgency. The enemies of Labor are large and powerful and are expending great resources to take it all away.
- A clear vision of who we are and what we offer and a way to communicate it.

You will be hearing more in the weeks to come. Your ideas and participation will make this happen. We are on the precipice of a historical resurgence of the working class, and at the same time facing the potential of undoing of it all. Which way it goes is up to us.

Running parallel to our daily struggles with servicing and organizing is the upcoming election. This is always a precarious subject to broach, but the fact is there are people who are taking away your rights, your wealth, and your security. There are those who are fighting for you. Take a step back, take time to check out the facts, don't buy the hype, look at the records... and don't let the Russians tell you how to vote. Lies are lies. There are no "alternative" facts. Let the truth and principled action guide you. The wellbeing and future of your family is riding on it.

We are seeing the reflection of our own beginnings in Labor movements worldwide. We have friends in near and in far places. We must reach out to them and each other. Be a part of it. We must succeed.

*"Do or do not, there is no try" - Yoda*

### By Brandon Hemming

The Setting Every Community Up for Retirement Enhancement or SECURE Act went into effect on Jan. 1, 2020. While the SECURE Act passed with a lot of bipartisan support in Congress, not all of the law's provisions are encouraging for retirees.

There are a few positives, such as pushing back the latest age at which you are required to accept a payment from your retirement plan or RMD (required minimum distribution) from age 70.5 to 72. There may be confusion created by this change for those around age 70. The new, later start for RMDs applies only to people who haven't already reached age 70.5 in 2019. Individuals who reached age 70.5 prior to the end of 2019 have already hit their required beginning date and must take RMDs under the old rules. Although this change is largely seen as a positive, the new rules could cause tax increases, trust language issues and other challenges for retirees and their beneficiaries. Additionally, these people could be hit with a 50% penalty for a missed RMDs.



Another positive provision that was added to the SECURE Act allows those under the age of 59.5 to take out up to \$5,000 from their 401(k) to cover costs within a year associated with childbirth or adoption and avoid the 10% penalty tax for early withdrawals. If both parents have their own retirement accounts, they could each withdraw \$5,000, for a total of \$10,000, without a penalty. Taxes, of course, would have to be paid on the money at the time of withdrawal.

The most impactful tax related provision in the SECURE Act, is the removal of the "stretch" provisions for many DC (defined

contribution) plans like 401(k)s. In the past, most beneficiaries could stretch out the minimum distribution of inherited 401(k)s over their own life. This allowed inherited 401(k)s to continue to grow for heirs for many years, all while maintaining the tax advantage. Additionally, the distributions were relatively small, since they were based off of their longer life expectancy. Now, with changes made by the SECURE Act these non-spouse beneficiaries must cash out the entire amount within 10 years. Because the withdrawals will be larger, they will be forced to pay higher taxes on distributions, and because the time period is limited to 10 years, the opportunity for growth of the fund before tax, is

also being shortened. The government expects an increase in tax revenue of \$15.7 billion over the next 10 years due to this change. Surviving spouses will still be eligible to take advantage of the stretch provisions, but for heirs like children and grandchildren, the stretch provisions are gone, except in cases of under age children, the disabled, and the chronically ill.

This bill really fails to address the biggest issues in financial and retirement planning which is the fact that we rely heavily on Medicare, Medicaid, Social Security, and DC pension plans. However, all 4 need legislative revisions and further funding to secure the retirement of many Americans. While the SECURE Act has a very exciting and positive sounding name, it does not really address the true issues facing many Americans in regards to retirement planning.

The best plan is still to be proactive, save for retirement, invest for the long term, and understand how these new rules impact your situation.

### By Bonnie Moeller

#### Employee Assistance Program – Addiction Services

Union membership comes with many benefits. Unions help ensure that pay is fair, benefits are stable, and everyone is treated equally, with respect, in the workplace. Beyond what's written in your collective bargaining agreement, as a member of the IAM, you also have access to the Union's Employee Assistance Program and IAM Addiction Services.

Last year, the IAM recognized the growing needs of the membership when it comes to dealing with substance use problems and started IAM Addiction Services as part of the Employee Assistance Program (EAP). Although some employers provide employee assistance programs, there is still a large gap between need and access to resources. With an estimated 20 million+ American adults battling substance use disorders (according to the National Survey on Drug Use and Health in 2017), it's likely that most of the IAM's members either know someone struggling with an addiction, or are themselves. Ensuring the safety and health of our workers and their families is a major priority of our Union and providing Addiction Services is just one of the many ways we can do that.

The new program gives members a place to go for confidential help when they or a family member are struggling with drugs or alcohol. Members can call 1-888-250-4IAM (4426) at any time, day or night and speak directly with an addiction specialist who has access to tools



and resources necessary to get someone on the track to recovery. During the call, the specialist will conduct an assessment and determine what services, if any, would be beneficial for the member or their family. They will also conduct a review of the caller's medical insurance to determine what types of assistance or programs might be available to the caller or other family members covered by the same medical plan.

The Addiction Services Program is run by Vincent Ceraso, a Certified Employee Assistance Professional, Substance Abuse Professional, Certified Intervention Professional and Level II Board Registered Interventionist. He has also been clean and sober for the last 32½ years. Ceraso speaks passionately and candidly about the program; "We don't place people in a facility that their insurance doesn't cover. We don't want them to get out and have a huge bill to worry about. All facilities the Addiction Services Program utilizes have been vetted to ensure quality treatment for IAM members." He also said "If I wouldn't send my own family member to a facility, I certainly wouldn't send my Machinists family member there. You have to pick the right treatment center. It might not be in your ZIP code, but there is a right treatment center out there for you."

If you believe you or an IAM brother or sister may benefit from speaking with an Addiction Services Specialist, call 1-888-250-4IAM (4426). This service is available to all Machinist members and their families. The long-term goal of the program is to help as many people as possible. Go to [www.goiam.org/resources](http://www.goiam.org/resources) for more information.

## BUSINESS REPRESENTATIVES' REPORTS

### By Tommy Hunt

Hello Brothers and Sisters!

I hope you all have been enjoying the winter season! I'm looking forward to spring and all the blooming colors that show up around the great Pacific Northwest! I thought I'd take a little time and highlight some benefits of being a member in the Machinists Union for this issue of the Evergreen Leader. First up let's talk "Union Density". Union Density or union membership rate conveys the number of trade union members who are employees as a percentage of the total number of employees in a given industry or country. In the graph you can see that the higher union membership is, the more money goes to workers. The lower union membership is the more money goes to CEO's. I highly encourage you to type the link from the Washington Post into whatever web browser you use and read about the effect union density has on the distribution of wealth.



web address: <https://freecollege.goiam.org/> you can earn an Associate of Arts degree online, completely free. If you already have your AA degree, we got you covered!

You can also earn a Bachelor's degree in Business online, in a low cost program partnership with Central State University and the Machinists Union, your Bachelor's degree is waiting for you.

A second option for your Bachelor's degree in Labor Studies is also available online

through State University of New York with a one week residency at our training facility in Maryland. During the week of the residency the Union pays your lost wages and your airfare. Your stay at the William W. Wimpisinger Training Center is free. They feed you three home-cooked meals every day of your stay and there's all the ice cream and dessert you can eat! No charge!

In addition to working on your college degrees, the Wimpisinger Training Center also offers many different educational

opportunities for members. From Leadership training to Web Development, from Communicator training to Veterans Affairs, from Young Machinists engagement to Retirees and Safety and Health training, at the Wimpisinger Training Center you can learn just about anything!

Check out the website for more information. <https://wimpisinger.iamaw.org/> Also please check out <https://www.goiam.org/> for even more information about the benefits of being a member of the Machinists Union. Until next time Sisters and Brothers! Never forget that you are stronger together!

### By Rusty Grable

Brothers and Sisters,

It always seems that once the winter holiday season is over its full speed ahead into spring along with trying to plan and find some time on the calendar for a little summer vacation. I know many of us are looking forward for a little more sunshine after the months of doom and gloom that gives us what I consider a little bit of Northwest character.

There have been some shop reassignments recently and I'll be picking up most Federal contracts representing members working for and supporting the United States Navy in Kitsap County, Whidbey Island, and Everett. I'll be working mainly out of Local Lodge 282 in Bremerton, WA. Local 282 was chartered on the 15 day of February 1901, a time where Machinists across the United States we were fighting for a nine-hour workday. Comparatively, other industries at the time had a mandatory seventy-hour work week. Fast forward to today and we have the first Female President in Local Lodge 282 history! I am kind of excited to be working in Kitsap County more often except for three items. These three items are Executive Orders 13836, 13837, and 13839. I encourage everyone to read them and make your own determination but, in my opinion, they are nothing more than federal sector union busting. From my experience working for the Federal Government, I know that Unions help contribute to the mission and are in the public interest as laid out below in Title 5 United States Code Chapter 71 Labor-Management Relations.

(a) The Congress finds that—

(1) experience in both private and public employment indicates that the statutory protection of the right of employees to organize, bargain collectively, and participate through labor organizations of their own choosing in decisions which affect them —

(A) safeguards the public interest,

(B) contributes to the effective conduct of public business, and

(C) facilitates and encourages the amicable settlements of disputes between employees and their employers involving conditions of employment; and

(2) the public interest demands the highest standards of employee performance and the

continued development and implementation of modern and progressive work practices to facilitate and improve employee performance and the efficient accomplishment of the operations of the Government.

I believe that Unions in Federal Government are part of a check and balance system and provide a pathway for employees to raise concerns. If problems are addressed without a fear of reprisal it provides an all-around win for employees, management, and helps those in command with executing their respective missions for the United States Government.

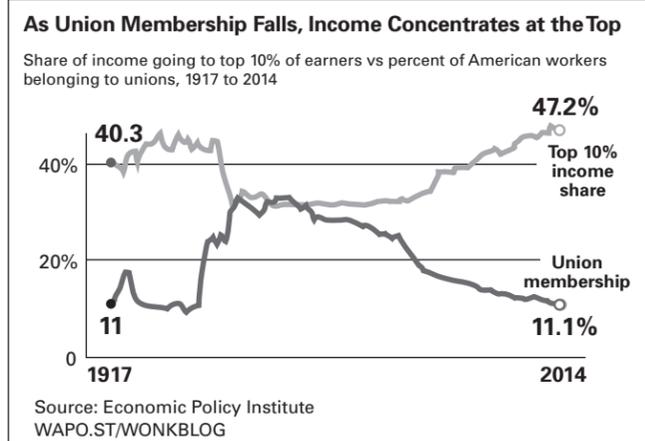


The membership of our Union is comprised of all different races, creeds, colors, sexes, religions, national origins and includes veterans, civilians, republicans, democrats, and independents. Union members work with management officials and stake holders who are friends, neighbors, and community members who support each other as well as all active duty military personnel. While there are certainly disagreements on opposing sides of the coin, I believe it's constructive to have differences of opinion and at the end of the day have mutual respect for one another. There are internal and external forces that want to divide us and there are global competitors and advisors that want to capitalize on our division. I don't know about you but I am pretty sick and tired of all the divisiveness and extreme political polarization. I believe the vast majority of Americans have more in common than they do apart. One thing I know for sure is that every Machinist I have met is a true patriot (not talking the football team).

It has been a busy several months. With the new shop assignments, I'll be joining members on the negotiation teams for BAE systems, Naval Facilities, and Zeiders Enterprises. Coming up quick is Franz Family Bakery who apparently held the world record in 2006 for the world's longest hot dog bun at 104 feet 9.5 inches.

To save the best news for last I want to thank Brothers Bob Westbrook and Glenn Farmer for everything they have done for our Union as they transition into a well-deserved retirement. Thank you for your selfless service. You both are truly great individuals and I appreciate your friendship.

Take care and see you around.



Another benefit of being a member of the Machinists Union is that members, their spouses, and their children can get a college degree for free! That's right, for FREE! No need to stress out about how you might pay for your education or your spouse's education, or your child's education. Here's the

### By Greg Heidal

I have been assigned several Public sector shops and as a result I have been exposed to the Freedom Foundations tactics of contacting our members and trying to get them to exit their Union contract. So I remembered the article I wrote several years ago and as it is still a force we combat today. I wanted to share again what I found out and reported.

#### Who is the 'Freedom' Foundation?

The Freedom Foundation is a "free market conservative think tank" founded in 1991 by former Republican legislator and gubernatorial candidate Bob Williams. The foundation is registered with the IRS as a 501(c)(3) charitable organization, so contributions are tax deductible and there is no requirement for the foundation to disclose where their money is coming from.

In late 2013, the foundation hired Tom McCabe to be the new CEO. McCabe had formerly been the Executive Vice President of the Building Industry Association of Washington (BIAW). Now at the Freedom Foundation, McCabe said, "When I took over the Freedom Foundation, I said to board and staff, I want to get back to where we were, lasered in and focused on labor unions, and that's where we are, focused on labor unions... The reason the foundation is lasered in on unions is because they know that public sector unions stand in the way of the virulent anti-government agenda of their wealthy benefactors. Breaking unions is part of a partisan national strategy, and the Freedom Foundation is paid to carry out this plan

in Washington and Oregon.

The Freedom Foundation is a member of the State Policy Network (SPN) an umbrella organization for a consortium of conservative and libertarian think tanks. According to non-profitquarterly.org, "the fundamental issue is whether these independently incorporated 501(c)(3) members of the State Policy Network and the SPN itself—are truly independent, or actually little more than fronts for corporate interests, promoting policies that explicitly benefit their corporate funders on their bottom lines.

In addition to coordinating attacks on public employees, SPN has coordinated nationwide strategies to "cut public sector pensions, lower government worker wages, eliminate income taxes, oppose Medicaid expansion, and combat regional efforts to reduce greenhouse gas emissions that cause climate change.

The Freedom Foundation also had deep ties to the American Legislative Exchange Council (ALEC), a national organization that brings together state legislators and corporate lobbyists to develop model legislation that can be introduced at the state level. National Public Radio described ALEC as a "dating service" between politicians and corporations. The New York Times reported that "special interests effectively turn ALEC's lawmaker members into stealth lobbyists, providing them with talking points, signaling how they should vote and collaborating on bills.

The founder and former CEO of the Freedom Foundation, Bob Williams, is active in ALEC's leadership as a member of the Board of Scholars. Among other things, Williams wrote the State Budget Reform Toolkit.



Among the recommendations endorsed by the Freedom Foundation are to replace public employee pensions with 401(k) plans, replace traditional employee health plans with Health Savings Accounts, delay STEP increases, and outsource more public services to the private sector.

#### The Freedom Foundation: In Their Own Words

Three years ago we started thinking about this plan for public sector unions, going out and defunding the opposition, and trying to weaken them so we can try to get people elected that love freedom..." Scott Roberts, Freedom Foundation staff, January 20, 2015

"I can't think of a problem in society that can't be traced in some way back to the abuses of organized labor..." Tom McCabe, Freedom Foundation CEO, August 29, 2014.

"We as conservatives want certain things—we want education reform and we want pension reform and we want fewer taxes and we want smaller government, and you're never going to get those things with unions in the way." Tom McCabe, April 23, 2014

"We can't afford the excessive pension benefits we've given to unions over the years." Tom McCabe.

"We have attorneys on staff for the Freedom Foundation and I've given them the task of suing unions." Tom McCabe,

"I thank [the Freedom Foundation] for their good work... which is that I rely on them totally—enormously—for the work that I do in the Legislature, principally on commerce issues, but also on education, on budget." Sen. John Braun (R-20), December 11, 2014.

In a newsletter, Freedom Foundation CEO McCabe wrote, "I personally yearn for the

day when the mammoth State Department of Labor and Industries is closed down, windows shuttered with weeds growing all over its sprawling campus.

#### The Freedom Foundation Agenda

States should control costs and improve government efficiency with the following tactics:

1. Adopt a State Hiring Freeze
2. Reform State Pensions
3. Restructure State Retiree Health Care Plans
4. Eliminate Positions Vacant More Than Six Months
5. Delay Automatic Pay Increases
6. Adopt Activity-Based Costing
7. Adopt a Sunset Review Process for State Agencies, Boards, and Commissions
8. Allow the State Auditor to Conduct Performance Audits
9. Establish a System of Independent Recovery Audits for Improper Payments of Taxpayer Funds
10. Embrace the Expanded Use of Privatization and Competitive Contracting
11. Establish a State Privatization and Efficiency Council
12. Create a Statewide Real Property Inventory and Search the Balance Sheet for Asset Sale and Lease Opportunities
13. Achieve Savings Through Employee Incentive Programs

So you can see we must always be vigilant of those that oppose all we have fought for and continue to fight for. Stay strong and if you have any questions do not hesitate to give me a call or email me.