



## 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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206-762-7990

Directed by D.B.R. Paul Miller

## TO ALL MEMBERS OF DISTRICT LODGE 160

### Possible Business Rep Hire in 2021

While we currently do not have an open position, District Lodge 160 is in the process of establishing a hiring list for the position of Business Representative. We want to be prepared in the event a position opens.

#### Minimum Requirements:

Member in continuous good standing of affiliated Local Lodges of District 160 for not less than two years by the closing date listed below.

#### The Process:

Resumes will be reviewed by the hiring panel. Qualified applicants will be interviewed by the panel. The panel will determine a ranked hiring list based

on multiple factors. This list is expected to remain active for one year from the closing date listed below or a vacancy is filled. District 160 reserves the right to hire more than one person from the list during its life, or to establish a new list.

Anyone meeting the minimum qualifications and wishing to apply for the position is asked to submit their resume and cover letter to:

IAM&AW District 160  
ATTN: Carolyn Pierce  
9135 15th Place S.  
Seattle WA 98108

Resumes must be received in the District 160 office no later than close of business on April 30, 2021.

## Paul Miller's Article (Continued from page 1)

know the members in a shop, become familiar with the specifics of a shop and develop working relationships with management.

Unfortunately, there have been a lot of shop assignment changes over the last few years. Multiple retirements, COVID-19 and shop closures have created a need to move things around.

This most recent shift is primarily north of Everett where we are simply trying to

better distribute the workload to meet our objectives this year and effectively service your shop.

I appreciate everyone's patience as we have worked through numerous challenges over the last few years. We are on solid ground and ready to move forward. Please let me know if there is anything we can do to better serve our membership.

You are important to me and to our Union. Until next time, stay safe!

### 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**

### LL 695 ABSENTEE NOMINATION/BALLOT REQUEST FORM

In accordance with the Constitution of the IAM&AW and under special dispensation, I hereby request the following checked form(s).

Absentee Nomination Form  Absentee Ballot Form

I qualify under the IAM Constitution for these form(s) for the following reason(s). Check all that apply

I reside more than 25 miles from the designated local lodge polling location.

I am confined due to an illness or injury (including concerns about nominating and/or voting in person due to COVID-19).

I will be on family leave.

I will be on vacation (active employee only).

I will be on official IAM business.

I will be on employer assignment/at work.

I will be on military leave.

I am retired and will be more than 25 miles from my residence.

Printed Name: \_\_\_\_\_

Union Book # \_\_\_\_\_

Name (Signature): \_\_\_\_\_

Address: \_\_\_\_\_

Note: All absentee nomination request forms must be mailed no later than May 3, 2021 and all absentee ballot request forms must be mailed no later than June 7, 2021.

**CUT AND SEND THIS FORM TO:**

**Mike Murray, PO Box 11235 Olympia, WA 98508.**

### RETIREES

#### Local Lodge 79

Boaz, Anthony	Washington State Ferries	01/31/2021
Sperline, Roy	Kenworth Truck 79	01/31/2021
Vesser, Edwin	Industrial Repair	12/31/2020

#### Local Lodge 130

Martin, Edward	Central Body Works	02/28/2021
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#### Local Lodge 282

Cienega, Pamela	City of Bainbridge Island	01/31/2021
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#### Local Lodge 289

Applegate, Thomas	Kenworth Truck Company	01/31/2021
Berling, Jim	Kenworth Truck Company	12/31/2020
Holley, Richard	Kenworth Truck Company	01/31/2021
Schryver, Greg	Fred Hill Materials	01/31/2021
Tan, Heng	King County	12/31/2020
Todd, Clyde	Port of Seattle	12/31/2020

### IN MEMORIAM

#### Local Lodge 79

Gardner, Evelyn ..... 12/08/2020  
Flowers, Charles ..... 01/01/2021

#### Local Lodge 130

Beard, George ..... 11/03/2020

#### Local Lodge 282

Rupp, Donald ..... 12/21/2020  
Brockus, Adam ..... 02/17/2021

#### Local Lodge 289

Mezek, Gerald ..... 06/18/2020  
Flourney, Bruce ..... 08/08/2020  
Castle, Marvin ..... 10/20/2020  
Dankel, Laurence ..... 12/04/2020  
Perrigo, Dale ..... 12/25/2020  
Brown, Robert ..... 12/31/2020

#### Local Lodge 2379

Osborne, Tillman ..... 11/30/2020  
Bonfante, C ..... 01/13/2021

## DISTRICT 160 WOMEN'S COMMITTEE

Calling all women and women-allies! District 160 is excited to announce that we are establishing a Women's Committee.

### The committee will focus on three primary areas:

- **Collective Bargaining:** the committee will draft language to share with bargaining units within the District, addressing issues that women and working families face in the workplace.

- **Legislative:** the committee will lobby/advocate for legislative change in support of women's rights and protections in the workplace.

- **Fundraising:** the committee will organize fundraising events in support of women-focused charitable causes.

If you are interested in joining the committee, please contact Business Representative Bonnie Moeller via email at [Bonnie@iam160.com](mailto:Bonnie@iam160.com)

## Virtual Shop Steward Training Coming Up

District 160 will be hosting virtual shop steward training on April 10, 2021 and April 24, 2021 from 9:00 am to 1:00 pm each day via ZOOM.

The training is the same so only sign up for 1 training day.

Focus is on stewards that have not been to training before because space is limited to 25 attendees on each day. If you have attended before you can be placed on a wait list in case the class doesn't fill up.

RSVP to Kathy at [kathy@iam160.com](mailto:kathy@iam160.com) or by calling the Seattle office at 206-762-7990. You will need to provide your name, phone number, email address and your mailing address.

Class materials will be mailed to your home. You will need to provide your own computer, tablet or smart phone to attend the virtual training.

With a limited number of seats, please sign up ASAP to reserve your spot!

## Notice to All Members of Local Lodge 695

### Nominations and Elections Notice

In accordance with the IAMAW Constitution and under special dispensation, Local Lodge 695 will be accepting nominations and holding elections for the following Lodge Officers and Auditors:

President (1) one	Trustees (3) three
Vice President (1) one	Audit Committee (3) three
Secretary-Treasurer (1) one	
Recording Secretary (1) one	
Conductor/Sentinel (1) one	

Nominations will be accepted at a special meeting held on Saturday May 15, 2021 from 6 a.m. to 8 a.m. and from 6 p.m. to 8 p.m. at Capitol City Lodge 695 119 1/2 N. Capitol Way, Olympia, WA 98501.

#### Absentee Nomination requests forms must be mailed to:

**Michael Murray, Local Lodge 695, Recording Secretary, PO Box 11235, Olympia, WA 98508 it must be received no later than May 3, 2021.**

Nominations will be accepted only from members in good standing of Local Lodge 695. Candidates for elective office must be members of the Local Lodge for at least 1 year at the time of nomination and free from delinquency to the Local, District and Grand Lodges.

Elections will take place on Saturday June 19, 2021. The meetings will be from 6 a.m. to 8 a.m. and from 6 p.m. to 8 p.m. at Capitol City Lodge 695 119 1/2 N. Capitol Way, Olympia, WA 98501.

#### Absentee ballot request forms must be mailed to:

**Michael Murray, Local Lodge 695, Recording Secretary, PO Box 11235, Olympia, WA 98508 it must be received no later than June 7, 2021.**

Any election ballots received later than June 8, 2021 shall be considered null and void and will not be counted. Electors shall count the ballots. The candidate who receives the highest number of votes for each office shall be declared elected. Each elected candidate will serve a three year term.

## Local Lodge 297 General Membership Meeting April 1, 2021

Local lodge 297 will be holding their general membership meeting April 1, 2021 via Zoom due to the current Covid-19 restrictions in place. Please go to <https://support.zoom.us/jc/en-us> to find instructions on its use if you have not used this platform before. It may be accessed via PC, cellphone or telephone. With this meeting there are restrictions put in place by the International on what can and cannot be done. No recording or screenshots of this meeting are allowed, nor will any non-member be permitted to attend or admitted. You can use the following numbers and link to access the meeting. This link will only be furnished here and is not to be distributed to non-members.

Topic: Local Lodge 297 Membership Meeting

Time: Apr 1, 2021 06:00 PM Pacific Time (US and Canada)

### Join Zoom Meeting

<https://us02web.zoom.us/j/85664472582?pwd=RHRzOUNwYStleDBvTU1DZXhLOUhh4Zz09>

Meeting ID: 856 6447 2582, Passcode: 403554

One tap mobile

+12532158782,,85664472582#,,,,\*403554# US (Tacoma)

+13462487799,,85664472582#,,,,\*403554# US (Houston)

Dial by your location: +1 253 215 8782 US (Tacoma) | +1 346 248 7799 US (Houston) | +1 669 900 9128 US (San Jose) | +1 301 715 8592 US (Washington DC) | +1 312 626 6799 US (Chicago) | +1 646 558 8656 US (New York)

## Pandemic: Causing Increased Substance Abuse

we have a good meal, a piece of chocolate, a shot of alcohol or even a smoke. Those pleasures, while some are healthier than others are all great when done in moderation, not to the point of medication, to wash away the problem or totally forget where the problem is. This is where addiction begins, using that drug to get away from reality, to try to change life to some fantasy induced by a substance that often requires more to keep fulfilling that dream.

Like I said, it is not only what you think is illegal that might be the addiction, there are lots of legal objects that are addictive as well and not all are consumed.

Unions have a history of establishing and promoting community initiatives that improve the lives of workers and their families. The growing disease of substance abuse, addictions, mental health, stress, depression, financial hardship,

including but not limited to socioeconomic issues, are serious problems that hinder quality of life for many of our members.

The IAM offers free services for addiction help as well as Employee Assistance. These programs are not affiliated with any

workplace programs, so they are totally confidential, free from your employer's knowledge that you are seeking help. They are there to help those who have addictions, as well as their families and loved ones.

The link to IAM Fighting Addiction is <https://www.goiam.org/news/fighting-addiction/> and their phone number for 24/7 Information and Support, IAM Substance Abuse and Alcohol Addiction Hotline 888-250-4IAM (4426). All inquiries are confidential.

The IAM EAP service is available to all IAM members, staff and family members. You may reach the confidential IAM & AW EAP/MAP Helpline by calling 301-335-0735 or emailing [iameap@iamaw.org](mailto:iameap@iamaw.org).

Member and Employee Assistance Programs (MAP/EAP) essentially have the same objective: to assist workers and their families through prevention, intervention, assessment, directed care and follow-up services for problems that adversely impact workers' lives.

GoIAM.org also offers an EAP resource page with contact numbers for agencies who might be able to provide further assistance. That page can be reached through the following link <https://www.goiam.org/departments/headquarters/retirees-employee-assistance-programs/employee-assistance-program/eap-resources/>

If you are in need of help, reach out to these services, talk to your Brothers and Sisters in your shop, your Business Representative, anyone. Don't try to go at your problem alone, it helps to have someone who is there for you and with you. There is always someone who is willing to listen; wanting to help in any way possible to make sure your personal well-being as well as the well-being of your family is not at risk.

We are all in this together, Brothers and Sisters helping one another.



## BUSINESS REPRESENTATIVES' REPORTS

### By Greg Heidal

Well, I opened my last article with change coming to the country, but I did not see the violence coming at our capitol in the transition. It appears a lot of people did not. The most obvious to all is the true divide in our country. People want to use the two party's ideology as the problem but I do not believe that to be the case. I believe it is intolerance to others beliefs. Now I am getting to be one of the old guys and of course



I have my beliefs as we all do in getting to this phase of our lives. I was taught a tolerance of others and if I disagreed I was taught to ask pertinent questions to try and understand the others position, not too much different than arguing a grievance. You have to understand where the other party is coming from and why they are taking the position they are. I may not agree with the others point of view but at least I understand it and just maybe that makes me a little more tolerant. I would encourage everyone who is having

difficulties understanding why someone would have the beliefs they do to talk to them. It is too easy to stand back and throw stones without standing in their shoes. One of my favorite sayings is (The only constant is change) I have another I like and try to live by: The highest result of education is tolerance. Learn from one another, respect one another.

#### On to negotiations:

We ratified Pacific Power Group and Industrial Repair Service both one year agreements and have started on Pacific Power Group again. Harborland 2 LLC is open and this also was a one year contract.

In the queue are Peninsula Truck, Fishing Vessel Owners, Western Cascade Truck, Streich Brothers, City of Seattle, Pierce County and Pierce Transit.

We are starting to see spring around the corner and I for one am looking forward to mowing the grass and getting outside in the yard. Been a long winter and for me, the beginning of summer is a welcome sight after the Covid induced separation from family and friends.

Stay safe and mask up.

In Solidarity,  
Greg Heidal

## BUSINESS REPRESENTATIVES' REPORTS

### What is the Core Principle of Unions?

By Steve Miller

Recently our Directing Business Representative, Paul Miller, suggested reading a book called *The One Thing*. Basically, it is finding just one thing that you want to accomplish and focus on it.

Thinking about that concept, my past two years, and actually the reason that I wanted to take this position, is that my one thing that I believe, want to see, and participate in, is that the time is right for labor unions to stand up stronger than ever and have the "labor movement" actually be a movement again. That only happens locally in each shop that we have a contract.

What is the core principle of Unions? Well, if you strip away all the fancy words it boils down to this. We care about people. That is why we fight for good contracts and file grievances. I have always said that the dirty little secret is if businesses want to get rid of unions then all they have to do is treat their people right. I do not see that happening so the result is that we all have to stand up together.

To that end, the last three months I have spent a lot of time with Federal employees. At the Dental Facilities we have two EEO cases. One of which went to mediation and was very successful in helping the employee. The second will be going to an administrative law judge to decide. Also, I have started steward training and am impressed with the turnout and dedication of these new stewards. At Network Enterprise Systems (public works) at

JBLM, just last week we were successful in preventing the Agency from constitutively moving the hours of work and have settled on having a work schedule that the employees suggested. This small win resulted in six new union members who saw what the union can do for them.



Bellevue School District gave us a one-year extension to our contract due to COVID, but we also successfully got the employees a 4.7% pay raise plus an additional five days of vacation due to their hard work during this time.

Shop steward training has started at Hexcel and we have also been working on a business plan for the union on how to move forward and build unity.

At Foss Shipyard, the contract negotiations are a fight with the employer not budging on trying to get the employees to give up their pensions - let me refer you back to caring about people.

Lastly, I would like to mention the passing of a good friend and brother, Adam Brockus. Adam worked with me when I was President of Local Lodge 282 in Bremerton. Adam's passion was with legislative issues and it seemed like he knew everyone who was in State and Federal politics. He was also a city councilman for a time in Bremerton. Not only that, but Adam shared a vision of getting the local union more involved and helped craft a legislative plan for local lodges that I am still using today. Adam's passing leaves a hole that very few people can fill and he will be sorely missed. Rest in peace Brother!

By Tommy Hunt

Hello Brothers and Sisters! What a year last year was!

I hope you all are well and finding a good rhythm to this new normal we have now. I want to highlight some things that have been happening at the National Labor Relations Board since the Presidential election. President Biden fired NLRB General Counsel Peter Robb on day 1. Mr. Robb is known for his aggressively pro-business and union busting tactics. He is also known for his work for President Regan against the Air Traffic Controllers Union in 1981.

With the Trump appointed pro-business attorney in charge of the NLRB, workers have seen Mr. Robb roll back worker protection that has stood for 100 years through presidential executive orders. There was a type of worker power erosion going on behind closed doors at the NLRB not seen before. One of the White House's first moves under President Biden was putting in place a General Counsel at the NLRB who would properly fight for "Main Street" not "Wall Street".

"The Biden administration named veteran NLRB attorney Peter Sung Ohr as the agency's acting general counsel, a move that could stabilize the NLRB's

legal arm after the White House fired two top Trump-era lawyers in successive days," said Robert Iofolla of Bloomberg Law. Mr. Ohr quickly rescinded at least



10 damaging directions by the previous general counsel; from company handbook rules and management rights to investigative practices to people wanting to form or join unions. Mr. Ohr has restored some protections that Union workers fought, bled, and sometimes died for over the last 100 years.

I know a lot of you don't want to hear about politics and I don't blame you. But the truth is that companies have been using politics since the beginning of time to exploit human labor. Main Street America simply cannot afford to have a corporate friendly attorney in charge of the rules and laws that govern their wages, hours, and working conditions.

In closing, I want to give a huge shout out to all my stewards who have taken their personal time over the last several years to step up and get involved in the fight for Main Street America! From chasing down long roads to changing RCW's to making sure management recognizes the voice of a Steward, it's not always an easy road for a Steward but it's always worth it. I appreciate every one of you and the time you spend getting involved!

### Tell Your U.S. Senators and Representative to Support the Butch Lewis Emergency Pension Plan Relief Act of 2021

By Bonnie Moeller

The Butch Lewis Act has been swimming around in Congress (in some form or another) for more than 5 years – it was first introduced in 2017. This bill, that would help pull some of our nation's struggling multi-employer and single-employer pension plans back from the brink, continues to see bi-partisan support on capitol hill. In light of the economic hardships brought on by the Covid-19 pandemic it is more essential now than ever before, that this bill should pass.



IAM members and employers must act now to tell Congress to support this legislation that will work to lift troubled multiemployer plans out of their financial hole, while maintaining the financial integrity of the Pension Benefit Guaranty Corporation (PBGC) and the entire multiemployer pension system.

While many multiemployer pension plans are financially sound, the Pension Benefit Guaranty Corporation (PBGC) estimates that more than 100 multiemployer pension plans, covering more than a million participants, are in "critical and declining status" and will become insolvent without the ability to pay the earned benefits of current and future retirees.

This Act provides a lifeline to critical status plans and provisions to protect healthy plans from sliding into insolvency

due to the current, unprecedented economic situation.

Eligible plans that apply for assistance will get money from the PBGC (which it gets from the federal government) without requirement to repay to the PBGC. This is similar to the bailout Wall Street received after the 2008 financial crisis. The biggest difference is that when banks received the bailout, it was for market conditions that they were wholly at fault for creating. American pension plans, that were not at fault, just had to weather the storm without assistance.

#### According to the Butch Lewis Act, an eligible plan is one of the following:

- In "critical and declining" status.
- Previously approved for a benefit suspension under MPRA '14.
- In "critical status" and is less than 40% funded on current liability basis and has a ratio of active:inactive participants of less than 2:3.
- Is insolvent.

It's time that this bill was passed. So, I'm asking you to write to Congress and tell them why they should support the Butch Lewis Emergency Pension Plan Relief Act. For a letter template, or to find contact information for your senators and representative, go to: [www.goiam.org/departments/headquarters/politics-and-legislation/iam-action-alerts/#/158](http://www.goiam.org/departments/headquarters/politics-and-legislation/iam-action-alerts/#/158)

By Rusty Grable

Brothers and Sisters,  
Happy New Year! I hope that everyone was able to spend some quality time with family and friends over the Holidays. Last year was quite an interesting year, to say the least. I'm looking forward to 2021 and returning back to some sort of normalcy as we work to put COVID-19 in the rear-view mirror.

I know I have said it before but I want to thank the essential workers who have continued to show perseverance amid this pandemic. I continue to be impressed by the diversity of our membership.

#### Manufacturing:

We continue to lose manufacturing jobs in the United States. This has been going on for far too many years. From 2000-2017 over 5 million manufacturing jobs have been lost. In the last four years we have lost around fifty IAM manufacturing plants that supported family wage jobs.

In the last year, we have lost about 600 IAM manufacturing jobs in District 160 alone when the Alcoa Intalco aluminum plant in Ferndale shut its doors.

This plant closure was not due to COVID-19, it's hard to compete when products manufactured out of aluminum are imported which subsequently reduces demand for manufacturing and raw material such as aluminum here in the United States.

Another part of the equation is the cost of power; aluminum plants consume a lot of electricity. We also need to consider the strategic importance of having aluminum production here in the State of Washington and to protect this infrastructure.

I'm not completely sure what the answer is but we must do something about manu-

facturing now. In the United States we have gone from over 20 aluminum plants in 1998 to a number we can just about count on one hand.

In rough numbers, there are currently about 12 million manufacturing jobs in the United States down from a high of about 20 million in the late 70's. Manufacturing currently accounts for about 12% of gross domestic product (GDP). Considering the population of the United States is currently about 330 million, that means somewhere between 3-4% of the population is employed in manufacturing and is about half as much compared to the peak in the late 70's.

In the next 20 years it is not unreasonable to say that if we keep on our current path, we can expect to lose half of the current manufacturing just to automation alone. The time to act is now.

#### Dock Automation:

Call your Washington State Senator and encourage them to support SB 5026 to ensure that public funds are not used for dock automation at the ports.

#### In Memory:

Brother Donald "Don" Rupp passed away on December 21, 2020. He retired from Westrock (Simpson) on June 30, 1995.

Don served in the United States Air Force and found himself in the great Pacific Northwest stationed at Joint base Lewis McChord after his overseas tour.

Don was a member of our Union for 48 years and loved his Union. Don was a man with a gracious and caring heart and would do anything for a neighbor, friend, or family member.

A trade's education scholarship is being established to honor him through [www.palmerscholars.org](http://www.palmerscholars.org).