

Non-profit Org.
U.S. Postage
PAID
Permit No. 1296
Seattle, WA

IAM & AW District 160
9135 15th Place South
Seattle, WA 98108



EVERGREEN LEADER

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

Vol. No. 61



March 2022

ACTING DIRECTING BUSINESS REPRESENTATIVE'S REPORT

Labor History and Women's History Month

By **Bonnie Kosten**

March is Women's History Month – and it is also the 111th anniversary of one of labor history's most tragic events. On Saturday, March 25, 1911, a fire broke out on the top floors of the Triangle Shirtwaist factory in New York City. Firefighters arrived at the scene, but their ladders weren't tall enough to reach the upper floors of the 10-story building. Trapped inside, because the owners had locked the fire escape exit doors, workers jumped to their deaths. In half an hour, the fire was over, and 146 of



the 500 workers – mostly young women – were dead.

Many of us have heard about the tragic Triangle fire at the William W. Winpisinger Education Center (W3) or in school textbooks. But the fire alone wasn't what made this event such a focal point for worker safety. In fact, workplace deaths weren't uncommon then. It is estimated that more than 100 workers died every day on the job in the early nineteen-hundreds.

The story of the tragic deaths of the women at the Triangle Shirtwaist factory was so compelling because it brought attention to the events leading up to the fire.

After the fire, their story inspired hundreds of activists across the state and the nation to push for fundamental reforms.

For some, such as Frances Perkins, who stood helpless watching the factory burn, the tragedy inspired a lifetime of advocacy for workers' rights. She later became Secretary of Labor under President Franklin D. Roosevelt.

Although worker safety has greatly improved since 1911, there is still plenty of work to be done, especially for working women. The IAM District 160 Women's Council meets via Zoom on the 4th Wednesday of every month from 5-6pm. The Council addresses issues specifically facing our Sisters at work. If you are interested in joining us the Women's Council, ask your Business Representative for more information. Will you be the labor movement's next Frances Perkins?



The 1911 Triangle Fire in New York City resulted in 146 deaths, mostly young women.



Puget Sound Metal Trades workers including IAM District 160 members at Vigor Shipyard in Seattle gather for a solidarity action at the end of their shift.

Why Should We Have a Union?

By **Steve Miller**

Two questions often get asked, "Why should we have a Union?" and "What does a Union do for me?" As I talked about in earlier articles, acting as an individual will get you nowhere; when you join a union you are acting collectively to bring about positive changes in your lives. Currently, there are two great examples of when people say, "We have had enough!" and what they are doing about it.



Vigor

At Vigor Shipyard, the Puget Sound Metal Trades, of which we are affiliated with, have had intense negotiations since last October. Vigor has a shipyard here in Seattle, one in Portland and a smaller contingency in Hawaii. This company made record profits last year, and yet they have insisted that they cannot afford to give any more than about a 1% pay increase. There

are also other changes in the contract that needed to be addressed such as training, advancement policies and the roles of union stewards. All of which the company has been stubborn in not wanting to make the necessary changes. In short, Management's strategy is to either just say no or offer small increments of change just to make it look like they are bargaining. In response what we have done is rally the Union members into action.

We have coordinated with the Portland yard and together have started solidarity movements; first with employees wearing red bandanas on Solidarity Day, and second was having employee rallies. We called these rallies "Punch Out, Walk Out." This is when the employees punch out at the end of their work day, but then gather by the gates of the shipyard and hold a rally to protest what is being offered

Continued on page 3



William W. Winpisinger Education and Technology Center 2022 Calendar of Leadership Programs

LEADERSHIP I

May 1 - 6, 2022
June 6 - 16, 2022 – Online
June 19 - 24, 2022
July 10 - 15, 2022
July 31 - August 5, 2022
August 21 - 26, 2022
Nov. 13 - 18, 2022
Nov. 28 - Dec. 8, 2022 – Online

ADVANCED LEADERSHIP

May 22 - 27, 2022
June 26 - July 1, 2022
December 4 - 9, 2022

TRAIN-THE-TRAINER

April 24 - 29, 2022
August 28 - September 2, 2022



LEADERSHIP II

May 15 - 20, 2022
July 24 - 29, 2022
August 8 - 18, 2022 – Online
September 11-16, 2022

If you are interested in attending any of the above classes please contact your Business Representative or your Local Lodge Leadership. Registrations must be submitted by a Lodge President, Business Representative, or General Chair. No member or officer is permitted to submit their own registration. Registrations must be made on www.IAMAW.org.

HOLIDAY OFFICE CLOSURES

All District 160 Offices will close on the following days:

May 30, 2022 – Memorial Day
July 4, 2022 – Independence Day
September 5, 2022 – Labor Day

INSIDE

Meeting Notices Page 2
Retirees Page 2
In Memoriam Page 2
Business Reps' Reports..... Page 4

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. (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

Published by IAM&AW District 160
 9135 15th Place S., Seattle, WA 98108
 206-762-7990

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

DISTRICT 160 ORGANIZING

More Success on the Organizing Front

Greetings Members! I hope your year is off to a great start. As I mentioned in my previous article, in October of last year we began organizing a group of workers at a national nonprofit called Leadership for Educational Equity (LEE). I am very pleased to report that the unit won their Union election over the holidays, and as of December 29th, the IAM was officially certified by the NLRB as their bargaining representative! This group's solidarity in the face of challenges posed by leadership is the very definition of 'awesome', and we're so proud to welcome them to our Union family.



Melissa Demyan

Some other campaigns your Organizing Department is working on now include a federal organizing initiative to help encourage our represented federal employees to sign up as dues paying members, some employees at the airport, and a new lead we're following at a well-known company. We can't give out too many details on this one, but if we're successful, it will be major news!

Organizing a Union is an act of bravery - the stakes are always high, but the reward is immeasurable. Below is a toast I wrote to workers everywhere who've struggled to organize. Unions are so important to me personally, and I know they're important to you as well, so I want to share a bit of my own story with you:

A long time ago, I worked at an undisclosed private company. One day during a professional development event, I stood up in front of my peers and the executive leadership team and asked a topical question of the industry expert presenting to us that day: "What's the future of millennials and collective bargaining in the gig economy?"

I was fired very shortly after that, without a reason. Literally, I was escorted out of the building by security with a box of my stuff during an all-staff meeting, so no one would see me go.

Honestly, it took me quite a while to put two and two together. Eventually - several years later - when I finally realized what had likely happened, I decided to pursue a career working for Unions.

Now, I'm a proud union organizer by trade.

The fiscal quarter prior to being fired (or "mutually separated", according to the terms of the NDA I signed in exchange for a severance), I won 'MVP' and was gifted a bottle of wine by a Vice President. I was planning on opening the bottle on a special work anniversary, which never came. Despite winning MVP, I spent a long time

wondering and beating myself up thinking I wasn't any good at my job because I was fired. I figured "people who are good at their jobs aren't fired." Oh boy, was I naive.

I'm learning that being a union organizer is really emotionally hard sometimes.

When you spend 12-14 hours a day with people for months on end, helping them gain power through organizing, you end up living their highs and lows. This year especially, I've been vividly reliving the trauma of being abruptly let go, and seeing others go through the same pain and frustration I felt realizing it was

likely - or even just possibly - for union activities.

But what we can do is raise a glass in their honor. Management can't take that away from us!

Many of my new friends and fellow organizers were let go recently, and I suddenly remembered that bottle of wine I was gifted by the Vice President for being MVP all those years ago. With some tears running down my face, I remembered the promise of work anniversaries that never came. I dusted that bottle off, and am toasting workers everywhere who've struggled and contributed in big and small ways towards bending the arch of justice towards workers.

The labor movement throughout history is fraught with stories of heartache and suffering, leading to eventual triumph and hard-won rights. In a practical sense, it's a mindset—a perpetual decision to choose hope, community, and collective action over surrender to a status quo that only serves those with power.

For every story you've heard or that's made the news, just know that there are hundreds more you'll likely never hear... they exist too, and their sacrifices matter.

So... Sláinte! (Irish translation: 'to your health')

Here's to the workers on the shop floor.
 Here's to the Organizing Committee.
 Here's to the Union Stewards.
 Here's to the Bargaining Team.
 Here's to the Picketers and the Hand-billers.

Here's to the Strikers.
 Here's to the Reps filing ULPs.
 Here's to anyone anywhere who's ever voted UNION - YES.

Here's to the stories you've heard, and especially to the ones you'll never hear.

Here's to YOU, and to the next generation of labor leaders out there living their truth.

DISTRICT 160 OFFICERS & STAFF

President
Tom Burke

Vice President
John Gehringer

Secretary-Treasurer
John Decker

Sgt. at Arms
Jeff Eberle

Trustees
Ted Taft
Don Zeth

Acting Directing
 Business Representative
Bonnie Kosten

Business Representatives
Luke Ackerson
Zac Collins
Rusty Grable
Tommy Hunt
Steve Miller

Organizer
Melissa Demyan

RETIREES

Local Lodge 79

Cassady, Steven C..... Lake Union Dry Dock.....01/31/2022
 Rand, Glen R.....Markey Machinery..... 12/31/2021
 Skillman, Stephen B..... Pacific Power Products..... 12/31/2021

Local Lodge 130

Grandlund, Daniel..... Acrowood..... 12/31/2021
 Miller, J..... Community Transit.....01/31/2022

Local Lodge 289

Albright, Jeremy..... SSA Terminals.....01/31/2022
 Cheshire, Terry D..... Kenworth..... 12/31/2021
 Igama, Edwin E..... Kenworth..... 12/31/2021
 Kirk, Babylon..... Hexcel.....01/28/2022
 Ladenberg, Barry..... King County.....01/31/2022
 Le, Kimberly..... Hexcel.....01/31/2022
 Sundin, Myles, Jr..... West Coast Containers..... 11/30/2021
 Williams, Eugene..... King County..... 12/01/2021

Local Lodge 297

Kaelin, Randy..... Kay Parks Dan Meyer.....02/28/2022
 Mcrae, Emmitt..... Network Enterprise Center JBLM.....01/31/2022
 Rushmeier, Bonnie..... City of Fife.....01/31/2022

Local Lodge 695

Croy, August M..... Crown, Cork & Seal.....01/31/2022
 Fink, John S..... Crown, Cork & Seal..... 11/30/2021
 Gleaves, Samuel K..... Crown, Cork & Seal..... 12/31/2021

IN MEMORIAM

Local Lodge 79

Frank Rhodes..... 12/28/2021
 Jerry Sanford.....01/09/2022
 John L. Wise Jr..... 12/24/2021

Local Lodge 289

Aaron Jefferies..... 1/15/2022

Local Lodge 297

Donald Ashley..... 11/23/2021

Local Lodge 2379

Corey Martin.....2/8/2022

Unions Moving Forward Towards the Future

By John Gehrigner

Vice President, District 160

Many of you may or may not have noticed union membership is prospering now with our younger and most vocal groups increasing tiredness of big business taking advantage of their rights and the ever and further growing division in wage disparity between worker and corporate CEO. That gap was 351 to 1 in 2020 and this rate has grown 1,322% since 1978. Can you see where this is possibly going and why it has become such a big concern to our younger generation? Besides the large differences in wages, these large corporate owners, CEO's and top one percenters aren't paying their fair share of taxes owed. They have so many write-offs and deductions,

they often pay little to no taxes year to year. This is another point of contention that these potential new union members want to bring forward to create change through uniting voices in the political arena.

Just look at the Starbucks and Amazon organizing efforts, as well as some of the fast food outlets that have opted to become union members in order to protect their interests and gain power to bargain. Big business often referred to these workers in these jobs as un-skilled labor in order to keep their wages low, they do the same to those who work the fields to pick our crops. All labor is skilled, since it requires someone to do it with a skill. Our job is to organize these workers and give them the tools it takes to become one big voice rather than several individual ones.

When we bring these lower wage Brothers and Sisters standards of living up, we bring ours up as well. We also add to our ability to voice our concerns as a larger group.

Organizing is a key to our survival. The greater our numbers, the greater power we wield. In the 1950's almost one third or 30% of employed Americans belonged to a union. Today we are sitting at 10.8%. We have lost our power, but are slowly gaining it back, shop by shop, after falling to 10.5% in 2018. People are tired of big business taking advantage of the worker, and we are seeing this now with all the strikes that happened in October throughout the country.

Melissa Demyan, our district organizer, has jumped into her new role with both feet. She has instituted programs to help shop stewards with new members,

worked on social media advertising and has campaigned to bring light to the values of union membership. She has also made several visits to federal sector shops to encourage people working in those jobs and show them the value of belonging to the IAM. Melissa has become a true asset to the District.

Melissa is looking for all kinds of organizing leads. The District actually has a program in place to reward those who can provide a viable lead that ends up being seen through to fruition. If you know of a group of un-represented workers looking to become part of a union, please send their information to Melissa. She may be reached at melissa@iam160.com, 206-747-0988 or contact the District office at 206-762-7990.

A New Machinists Union Initiative LEADS the Way for IAM Women

Throughout its history, the IAM has always acknowledged and respected the role of women in the labor movement, even when it was not a popular opinion to do so.

In fact, in 1911, nearly eight years before women were granted the right to vote by the 19th Amendment, the Machinists Union had already opened their doors to women with equal rights, setting the bar for others to follow.

In this tradition, the Machinists Union is rolling out its newest venture, called the "LEADS" program, which stands for "Leadership Excellence Assembly of Dedicated Sisters." The LEADS Program is a mentoring program designed to continue the advancement of IAM women by offering new pathways to leadership for the Sisters of our Union family.

"The IAM always leads by example. We have increased participation of women at the Local and District levels and many of our Grand Lodge departments are headed by women, but we can always do more," said IAM International President Robert Martinez Jr. "When the women of the IAM succeed, so too does this Union and the Labor Movement as a whole. That's why we created the LEADS program, to ensure that the IAM continues to set the bar when it comes to creating the next generation of Women Union Leaders."

Right now, nearly twenty percent of the IAM membership is women – but that percentage is not reflected in the ranks of Business Representatives and General Chairs. The Machinists want to change that by providing more avenues

for women to achieve leadership roles in the Union. This mentoring program will provide IAM Sisters with the tools and training needed for leadership positions.

Soon, the Machinists Union will create an assembly consisting of at least four women from each district. This group will participate in monthly education and career programs offered by the IAM's Women's Department and the William W. Winpisinger Education and Technology Center and learning the nuances of the various leadership positions in the Union.



Everything from local lodge governance, grievance handling, collective bargaining and negotiations will be covered in order to fully train the next generation of

women leaders in the Machinists Union. They will also receive on-the-job training by shadowing a mentor in the field, participating in shop floor visits, meeting with employees and attending meetings and negotiations.

The "LEADS" program will offer access and opportunity for the women of the Machinists Union, making sure our union leadership mirrors that of our membership, and setting the IAM on a trajectory for future success and growth. We can't talk about change in the workplace without women's voices at the table.

That's why the Machinists Union created the LEADS program, an initiative to create new pathways to leadership roles for our IAM Sisters. https://www.youtube.com/watch?v=FPrIq8-vs7U&ab_channel=MachinistsUnion
Source: GoIAM.org

Steve Miller: Why Do We Have Unions?

Continued from page 1

by the Company. This is the first time that management has seen a concerted effort from Vigor IAM Members. Having it coordinated with both Portland and Seattle locations sends a strong message that the employees are united.

The message that is being sent is this: Record profits are made only because of the labor of the employees. To offer nothing in exchange for that labor is not respecting the skills that the employees have, or the effort they made for their trade. It is also showing that the employees do have a voice when it comes to working conditions, and that they deserve more than lip service from management. And if they are not heard, then they are ready to walk out if that is what it takes.

Most recently, our Union members participated in a march at Vigor on Tuesday, February 22nd at both the Seattle and Portland yards. Negotiations with the Company continued on Friday the 25th through the following week. I look forward to updating you, our Union Brothers and Sisters, of our hopeful success in my next Leader article.

Dentac

The other area that I want to talk about is at Dentac – a Dental facility at Joint Base Lewis McChord. These Federal employees, consisting of Dental Assistants, Hygienists, and office staff, have realized that only by action with the Union can something be done. I have talked about this

group before but it bears to mention again that Federal employees are like a right to work state and they get representation without paying dues. However, these employees realized that to be taken seriously, they needed to stand up and become Union members. Out of the employees who have become members, there are six employees who have taken the added step to become Stewards and have tackled poor management practices head on. They have tried to bring legitimate concerns to management to no avail. The result is that this group of new Stewards has now filed six Grievances, three Discrimination cases through the EEO office, and an Unfair Labor Practice. I am pretty sure that management will be taking them seriously in the future.

The reason that I am pointing out these two groups in particular is to show that no action happens without your involvement. Without employees standing up and becoming involved, the result will be poor contracts and just more of the same. As I have always said, "How's that working for you?"

In short, a Labor movement is not a movement without you, the Union Member. Soon it looks like COVID will be a thing of the past and we can start in person gatherings again. Take the time to find out when your local lodge meetings will be, and attend. Take the time to think of what you can do to be an active part of the Union. Not only be a part of the labor movement, be the movement!

IAM District 160 Women's Council needs you!

We're recruiting for several Executive Board positions!

TIME: 5PM PACIFIC
DATE: 4TH WEDNESDAY
PLACE: ZOOM



email us at:
womenscouncil160@gmail.com,
or ask your Business Rep to access the link for the next meeting.

FOLLOW US ON SOCIAL MEDIA!

 @IAM_DISTRICT160
 IAM DISTRICT160

#IAM160

BUSINESS REPRESENTATIVES' REPORTS

By Zac Collins

Hello Fighting Machinists! I'd like to take this time to introduce myself as the newest Business Representative for district 160. I am very excited to be serving the membership of The International Association of Machinists and Aerospace workers in this capacity. This union has done so much for me and my family and I am ecstatic that I get to be so lucky.

I have been a member of the Machinists Cascade Local Lodge 297 for just over four years. In that time, I've tried to involve myself as much as possible and have served on many committees. I was previously the Vice President of Local 297, a District Delegate, a Delegate to the Washington State Machinists Council, Negotiation Committee member, and Shop Steward. I worked at Streich Bros Inc. in Tacoma as a Journeyman Specialist and have been a metal fabricator for almost all of my adult life. I come from a long line of trade unionists in my family.

There have been a lot of shifts here at the District in recent months as far as servicing contracts go. It seems that things are settling down significantly now and I can assure you that I have no plans on leaving any time soon. I am here to stay. For the most part I will be servicing the contracts that were previously handled by Greg Heidal along with a few additions.

I've lucked out somewhat as far as how many contracts I have that expire this year. Although there aren't a ton, they are some of the bigger ones that I service. Most recently we closed a third-year wage opener for the Mason County Transit Drivers – getting them quite a

substantial raise. I have the Ball Canning Plant underway now where we represent close to 100 members. The next open contract we have is the Vaughan Company with close to 50 members. Then the Mason County Transit Maintenance technicians then followed by the Inter-city Transit Maintenance Technicians.

Of course, the biggest issue in any negotiation is usually centered around wages. That seems to be true now more than ever with the amount of inflation we've seen over the last year or so. We are writing proposals that are aggressive but fair considering the current economic climate. We are also looking into better medical coverage for some groups as well as accruing vacation days sooner. Businesses seem to be looking for ways to retain good employees as well as attract new ones. The job market appears to be changing and we are trying to capitalize on that. Our members are becoming more and more empowered by the recognition of just how skilled and important they are to the workforce.

I've got a great team here for any help I need and I am learning how to represent the membership better each day. I plan on being available and visible to all of the shops that I service. Shop visits are going to be very important for me to build healthy and strong relationships with the members that I now represent.

If anyone ever feels that they haven't seen me in a while please feel free to give me a call and tell me to come down, even just to say hi. After all, I work for you now! So far, I have really enjoyed meeting so many members and I am looking forward to meeting many more of you soon. Keep up the good fight!



By Tommy Hunt

Hello Brothers and Sisters!

I hope you all have been enjoying the winter! I'm looking forward to some warmer weather myself! I'd like to highlight the IAM's Scholarship Competition this quarter. "Awards to members are \$2,000 per academic year being disbursed for two years (max of \$4000.00). They are granted for a specific period from one to four years to enable the member to earn a Bachelor's degree or a two-year vocational/technical certification.

Awards to Children of Members are: College – \$1,000 per academic year. All awards are renewed each year until a Bachelor's degree is obtained up to a maximum of four years. Vocational/Technical School – \$2,000 per year until certification is reached up to a maximum of two years." -<https://www.goiam.org/departments/headquarters/scholarships/2022-iam-scholarship-competition/#general>

Additionally, if you are interested in getting a college degree, there's no better time than right now to enroll in the IAM's Free College Program (<https://freecollege.goiam.org/>). This program is available to all members in good standing and their spouses, and children. If anyone in your immediate family is considering college or currently preparing for college, take some time to check out the degrees offered through the IAM's Free College Program. No

need to stress out about how you might pay for your education, your spouse's, or your child's education. You can earn an Associate of Arts degree online, completely free. If you already have your AA degree, we've got you covered! You can also earn a Bachelor's degree in several different fields of study.

In addition to working on your college degree, the Winpisinger 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 Winpisinger Training Center you



can learn just about anything! Check out the website for more information and give me a call if you're interested! <https://winpisinger.iamaw.org/>

Also, please check out <https://www.goiam.org/> and <https://www.unionplus.org/> for even more information about the benefits of being a member of the Machinists Union.

By Rusty Grable

Brothers and Sisters,

Happy New Year! I recently attended a Leadership Summit in Las Vegas for the Metal Trades Department of the AFL-CIO and was surprised to learn that the mask mandate was lifted. It was good to have a bit of normalcy and it looks like in the very near future we'll be doing the same in Washington State.

I'm glad I was able to attend the Leadership Summit for the Metal Trades Department, AFL-CIO. We heard from several CEO's from ship building to energy and environmental cleanup who partner with the Metal Trades Department and understand the benefits of working together with organized labor.

When our members are heard and have input in an organization it is clear that it attributes to improved morale and a better working environment. We also had the opportunity to hear from Vice Admiral William Galinis, the 45th Commander of Naval Sea Systems Command. He emphasized there is no time to waste and that we are in an area of strategic competition with China and Russia. He stated that what happens in this next decade will determine who has the fighting edge in the future. He spoke to numerous new warfighting capabilities including the new Ford class aircraft carrier, hypersonic strike missiles, upgrading littoral combat ships, increasing survivability, new light amphibious warships, unmanned surface and sub-surface platforms, and flight III upgrades to the Guided Missile Destroyer. VADM Galinis said this can't be done without the workforce.

I am proud to say that the IAM is the largest defense Union and that our members have a direct impact on fleet readiness; and that there wasn't a single public or private shipyard that was shutdown during the pandemic.

One of the most interesting developments was to hear from Bartlett Maritime Corporation on a partnership with the Metal Trades Department through a multi-party Public-Private-Partnership for a new American Naval Shipyard in Lorain, OH and American Naval Depot in Lordstown, OH. The addition of two enclosed integrated drydock production fa-

cilities is not to threaten existing Naval Shipyards, but to compliment them at a time when other nations such as China are adding capacity through new drydock construction. Both of these new facilities will have the potential for a total of 4,000 living wage Union jobs.

Stewards

I just want to say thank you to the members that have stepped up to be a Union Steward or who will be in the near future. The Steward is the backbone of our Union and the first line of defense when it comes to violations of the Collective Bargaining Agreement. In the past several years we have added over 25 new Union Stewards for the contracts that I am assigned to – including

Union members from UPS, Penske, Kitsap Transit, Commander Navy Region Northwest, Lockheed Martin, Defense Commissary Agency, Yakima Training Center, and others. Now that things are starting to open back up, I would like to work on getting our yearly District 160 Steward training going again. The IAM also has Leadership training available for members and a Federal Employee program available. If you are interested, please consider attending a Local Lodge meeting.

Arbitrations

It is always the intent to solve grievances at the lowest level possible but inevitably some need to taken to arbitration. Since being on staff at District 160 I have brought several grievances to arbitration. So far, we have one arbitration win, one settled at arbitration, four settled prior to arbitration, and one loss.

Negotiations

There are still several federal collective bargaining agreements in negotiations and we just finished up with Kitsap County, Kitsap Transit Facilities and Maintenance groups. Currently, I am gearing up for negotiations with Penske Truck Leasing.

Organizing

I'm in the process of working with our new District 160 organizer, Melissa Demyan, along with the Western Territory and the Government employee's department on a membership drive at one of our federal locations.

By Luke Ackerson

On April 22nd 2020, Alcoa announced the closure of the Intalco Aluminum Smelter in Ferndale, Washington. As a result of that closure 630 members from District 160 lost their jobs, while the surrounding community was financially devastated. The Intalco smelter generated close to \$1 billion dollars in revenue annually, most of which was spent in our region on employees (wages and benefits) and suppliers. The largest recipient of that money was the Bonneville Power Administration (BPA); BPA is a sub-agency of the United States Department of Energy. BPA's purpose is to operate the hydroelectric dams throughout the northwest and provide electricity to the region.

Shortly after Alcoa announced the closure of the Intalco smelter, the IAM went to work, trying to find a way to save our members' jobs. Within a very short time frame, we found a buyer who specializes in working with unions to revive failed businesses. Over the past 18 months the buyer has been negotiating with Alcoa to purchase the smelter, and as of now, that deal is just waiting for signatures to be finalized. The only thing preventing this project from starting is BPA.

Traditionally BPA has been very difficult to deal with, Alcoa has taken lawsuits all the way to the 9th circuit court of appeals to get BPA to provide electricity to the smelter. The courts have always ruled in favor of the smelter, and BPA always ends up providing electricity. It looks like we are right back in the same position, BPA will not cooperate with the buyer despite past legal cases and support from our elected Senators and Representatives. It is very disappointing to spend 18 months clearing hurdle after hurdle, only to be stopped by a government agency whose sole purpose is to provide a benefit to the citizens of this region.

We will be ramping up pressure on BPA through the news media and our elected officials, but that may not be enough. The time may come, in the very near future, when we need to call on our Brothers and Sisters throughout the IAM, to put their support behind the efforts of Local Lodge 2379. 2379 is very active in local politics, however they are a small local and may need your support. If negotiations with BPA fail to produce a reasonable agreement, 2379 might be sending a request for support; if that request comes, we will need all of our Brothers and Sisters by our side to show BPA why we are called the Fighting Machinists.

