



EVERGREEN LEADER

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

Vol. No. 59

September 2020

DIRECTING BUSINESS REPRESENTATIVE'S REPORT

We Continue to Serve Our Members During COVID-19

By Paul Miller

As the COVID – 19 pandemic drags on, you need to know that we are here and working for you. Our Seattle and Anchorage offices are open for dues payments and scheduled meetings with business representatives. We continue to work on your behalf, negotiating contracts, processing grievances, working through pandemic related issues that arise and all other Union related business. If there is anything you need, please reach out to your business representative or our office and let us know.



Paul Miller

We have had 2 business representatives retire this year. We wish Bob Westbrook and Glenn Farmer long and happy retirements. While we are happy for their retirements, there is a hiring freeze on business representatives' due to the financial impacts of COVID – 19.

We have all had to pick up a larger servicing load to cover these retirements. There have also been some shop assignment changes as we work through this challenging time. It's never ideal to change the servicing representative for a shop often. There is always a learning curve with each shop as the business representative figure out who's who and gets familiar with the collective bargaining agreement. I apologize to the shops that have seen a lot of changes in the business representatives over the last few years. This will stabilize as we get closer to the end of the pandemic and adjust to whatever the new norm will be.

This year's elections are just around the corner. We are seeking as many volunteers as possible to assist the candidates endorsed by the Machinist Union. Since traditional house calling and phone banking is off the table this year, the work will happen through individual phone calls. The Machinist Union has set up an easy to use system where volunteers can work from anywhere as long as they have a telephone. We have many political activists among our ranks, and we need your help whether your experienced or brand new. Please reach out to me directly if your able to participate anytime between Labor Day and the election and I will get you set up. My email address is paul@iam160.com.

This pandemic has impacted each of us in different ways. Please know the Machinist Union is here to help with a top-notch Employee Assistance Program (EAP). The EAP can be reached by calling 301-335-0735 for general inquiries and 888-250-4426 for substance abuse and alcohol addiction help. All calls are confidential, and you will be treated with dignity and respect. Please reach out today if you are struggling.

Thank you to all our members for all you do. We appreciate you. Please stay safe and healthy.

Bradken Foundry Workers Win Fight for an Excellent First Contract Out West

In June 2019, Bradken Foundry workers in Tacoma, WA, reached out to District 160 Business Representative/Organizer Steve Miller to join the IAM. Now a year later, these 188 workers have ratified an excellent first contract.

Directing Business Representative Paul Miller, the lead negotiator, successfully took this private sector unit through hard-fought bargaining sessions against an anti-union law firm hired by the company. The members' uncompromising solidarity proved to be the difference and they emerged victoriously.

Like the fight to win the first contract, the organizing campaign was also an uphill battle. Thanks to the brilliant tactics employed by the organizers, the win would not be denied. The tactics included phone banking, hand billing, house calling and enlisting the services of Vietnamese-speaking District 751 member Thong Trang, who was able to communicate with bilingual workers. The tactics and professionalism of the organizers and the tenacity of the Bradken workers created overwhelming momentum that secured the victory.

"Congratulations on your first contract. Twelve months of hard work has

finally paid off. You now have a solid, strong contract that you can build your future on," said Directing Business Representative Paul Miller. "We are excited to have you as part of our union family and we look forward to building a better future together. By continuing to stick together in the months and years to come, we can raise the tide and float all boats."

"This win was a total collaboration between the staff in the Western Territory, District Lodge 160 and District Lodge 751," said General Vice President Gary R. Allen. "I am so very proud of this victory; it's extremely difficult to get a first contract for such a large unit in the private sector. Congratulations to the lead negotiator, District Lodge 160 Directing Business Representative Paul Miller, the bargaining committee and all



our new members at Bradken. This was a magnificent organizing and bargaining campaign that succeeded because of the collaboration between Territory and District staff who never lost sight of the commitment to help better the lives of all Bradken workers.

Congratulations to all involved including District Lodge 160's Business Representative/Organizer Steve Miller and Business Representative Tommy Hunt, Grand Lodge Representatives Jimbo Watson, Joe Solis and Ryan Carrillo, Grand Lodge Special Representative Gary E. Allen, and Associate Organizers Bob Simoni and Nicole Pugh."

Glenn Farmer Retires After 22 Years at District 160

After 22 years of membership in Local Lodge 2379, Glenn Farmer retired as a Business Representative from District 160 on July 31st.

Glenn joined District 160 in October 1998. Immediately, he became involved in union leadership by serving as the IAM Local 2379 President and later as Chief Shop Steward at Intalco in Ferndale. Glenn was very active in overseeing full-time union staff, including Shop Stewards and High Performance Work Organization (HPWO) Representatives. During this time, he acquired knowledge in preparing arbitrations. Glenn also developed and implemented training programs for new hires at Intalco. He was instrumental in securing a power deal for Alcoa.

In October of 2009, wanting a greater challenge and more responsibility, Glenn submitted his application to District 160 for a position as Business Representative for which he was selected. Glenn was as-

signed to the office in Ferndale, servicing labor agreements under Local Lodge 2379.

When Business Representative, Lance Risch left District 160 in March of 2011, Glenn was assigned to represent companies with Labor Agreements under Local Lodge 1690 in Alaska. However, he continued to represent members of Local Lodge 2379 in the Ferndale, Bellingham, and Everett areas by traveling to and from Alaska as necessary.

In June 2018, when Business Representative Bonnie Moeller was assigned full time to shops in Alaska, Glenn returned to the Ferndale Office full time to represent shops with Labor Agreements in the Ferndale, Bellingham, Oak Harbor, and Everett areas.

Thank you Glenn for your many years of service and the numerous contributions you have made to District 160. We all wish you the best in your retirement.



NOTICE FROM LL 289

All Local Lodge 289 shops, please conduct shop steward elections in October. All in-person meetings to include Executive Board, General Membership, and Shop Steward will be cancelled until further notice.

There will be a virtual meeting on October 7th for the Executive Board meeting at 5:30 and General Membership meeting at 6:30. The link to attend the virtual meeting is:

Topic: LL289 General meeting October 7th via Zoom Meeting
Time: Oct 7, 2020 06:30 PM Pacific Time (US and Canada)

Join Zoom Meeting
<https://us02web.zoom.us/j/82860768836?pwd=ODJmZUJlOjI3d2ZlVnY0STBVOU1vZz09>
Meeting ID: 828 6076 8836
Passcode: 604395

HOLIDAY OFFICE CLOSURES

Wednesday, November 11th
All offices will be closed for Veterans' Day

Thursday, November 25th & Friday, November 26th
All offices will be closed for Thanksgiving Day

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LOCAL LODGE MEETING NOTICES

LODGE 79 - SEATTLE

Regular Lodge Meeting – 5 p.m., 3rd Wednesday, 751 Meeting Hall, 9135 15th Place South, Seattle.

Executive Board Meeting – 5:30 p.m., the Monday preceding the regular lodge meeting (3rd Wednesday). District 160 Conference Room, 9135 15th Place South, Seattle.

LODGE 130 - EVERETT

Regular Lodge Meeting – 7 p.m., 2nd Thursday, Labor Temple, 2810 Lombard, Everett.

LODGE 282 - BREMERON

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 & August.

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

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DISTRICT 160 RETIREE NEWS

President Proposes to Defund Social Security

By Art Boulton

The recent news that President Trump has proposed to defund Social Security by eliminating the payroll tax was a surprise to me, and I am sure it was to millions of recipients of Social Security benefits. The President explains this by claiming that by eliminating the payroll tax, money would be added to people's paychecks, but one problem is millions of Americans are unemployed and not receiving a "Paycheck", and would, therefore, receive no benefit.

My more conventional political thinking is that the timing is wrong to make such a proposal, and why would a President of the United States ever make such a proposal at any time. Social Security is a very large safety net which covers millions of Americans and millions of Americans in the future. Social Security is currently celebrating its 85th Birthday. Americans need Social Security to be around for many years into the future!

"The executive order which defers Social Security contributions until after the election is just the beginning," said IAM International President Robert Martinez,

Jr. "Make no mistake this is a full-on declaration of war against the current and future Social Security beneficiaries. We must ensure that the most vulnerable in our society are protected for the next 85 years and beyond." (I Mail August 13, 2020)

"Seniors pay for their housing, food, and medicine with their Social Security, putting \$1 trillion into our economy every year," said Richard Fiesta, Executive Director of the Alliance for Retired Americans. "Older Americans have earned their benefits through a lifetime of work. Their retirement should not be at risk because President Trump is mad at Congress for not bending to his will."

The general election is coming up on November 3, 2020. If you or family members are not registered to vote, get registered, NOW. We talk about the future of Social Security in this article, but there are many very serious problems that face Americans, and many of them can be solved at the ballot box. For any questions on registering, where ballot boxes are located, or any election question email or call the League of Women Voters of Washington at info@lwvwa.org or 206.622.8961.

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

REQUEST FOR ABSENTEE BALLOT

In accordance with the Constitution of the IAM&AW, I hereby request an absentee ballot for the election date of _____. I qualify under the IAM Constitution for an absentee ballot for the following reason(s). Check all reasons 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 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: _____ Local Lodge _____

Name (signature) _____ Union Book # _____

Address _____

Note: All absentee ballot requests MUST BE RECEIVED no later than 30 days prior to the Local Lodge election date (See article for dates)! Requests must be made singly.

CUT AND SEND THIS FORM TO: John Decker, S/T, IAM District 160, 9135 15th PL. S., SEATTLE, WA 98108.

Local Lodge Nominations and Elections for Executive Board & Officers

Local Lodge 130

• Nominations will be accepted at the General Membership Meeting on Wednesday, November 12, 2020 at 7:00 p.m., Labor Temple, 2810 Lombard, Everett.

• Elections will take place on December 10, 2020 from 5:00 p.m. until 7:00 p.m., Labor Temple, 2810 Lombard, Everett.

• Absentee Ballot Request Mailed to John Decker, S/T, 9135 15th Pl. S., Seattle, WA 98108 and must be received by November 10th. You can also cut out and fill out the absentee ballot and mail it to the address provided.

Local Lodge 282

• Nominations will be accepted at the General Membership Meeting on Wednesday, November 18, 2020 at 5:00 p.m., Local Lodge 282, 822 Park Avenue, Bremerton.

• Elections will take place on December 16, 2020 from 12:00 noon until 7:00 p.m., Local Lodge 282, 822 Park Avenue, Bremerton.

• Absentee Ballot Request Mailed to John Decker, S/T, 9135 15th Pl. S., Seattle, WA 98108 and must be received by November 16th. You can also cut out and fill out the absentee ballot and mail it to the address provided.

Local Lodge 695

• Nominations will be accepted at the General Membership Meeting on Wednesday, November 11,

2020 at 6:30 p.m., Capitol City Lodge 695, 119 ½ N. Capitol Way, Olympia, WA 98501.

• Elections will take place on December 9, 2020 from 6 a.m. to 8 a.m. and 5 p.m. to 7 p.m., Capitol City Lodge 695, 119 ½ N. Capitol Way, Olympia, WA 98501.

• Absentee Ballot Request Mailed to John Decker, S/T, 9135 15th Pl. S., Seattle, WA 98108 and must be received by November 9th. You can also cut out and fill out the absentee ballot and mail it to the address provided.

Local Lodge 1690

• Elections will be held on Wednesday, December 9, 2020 at the Local Lodge Meeting at 5:30 p.m. Local Lodge 1690, 701 W 41st Street, Suite 102, Anchorage, AK 99503.

Local Lodge 2379

• Nominations will be accepted after the Local Lodge Meeting on Thursday, November 5, 2020, which begins at 7:00 p.m., Lodge Office, 2064 Vista Drive, Ferndale WA.

• Elections will be held on Friday, December 4th, Lodge Office, 2064 Vista Drive, Ferndale WA, from 6:00 a.m. until 8:00 p.m.

• Absentee Ballot Request Mailed to John Decker, S/T, 9135 15th Pl. S., Seattle, WA 98108 and must be received by November 4th. You can also cut out and fill out the absentee ballot and mail it to the address provided.

Guide Dogs: Giving the Gift of Remembrance

By John Gehringer

Vice President, District 160

Due to COVID, donations for Guide Dogs of America (GDA) are at an all-time low, with many fund-raising events being canceled.

GDA was founded in 1948 by Joseph Jones, Sr. with the help of the IAM&AW. Mr. Jones had become blind, and was in need of a guide dog. He applied to existing schools only to be turned down because of his age. He was only 57 years old. He turned to the IAM&AW for help, whom through their extensive research found a growing need for guide dog services. This helped to bring the endorsement and founding of International Guiding Eyes, the first school to be founded by a blind individual and to adopt a policy of no age discrimination.

In 1992, International Guiding Eyes officially changed its name to Guide Dogs of America (GDA) as an effort to more clearly communicate what services they offered. In January 2020, GDA merged with Tender Loving Canines (TLC) whose services added to what the organization has to offer. TLC offered service dogs to veterans and individuals with autism as facility dogs. These dogs also help a greater

number of individuals, and created a more independent life for themselves. TLC also has training programs within the penal system in California and the USMC Camp Pendleton Brig furthering its dedication to helping the community.

For more information or if you wish to donate, you can go to www.goiam.org or go directly to the GDA web site at <https://www.guidedogsofamerica.org/>.

I have made this organization my personal charity, and have made a donation in my late mother's name. That story can be found at <https://www.goiam.org/news/iam-local-297-president-challenges-others-to-raise-funds-for-guide-dogs/>. I plan on making another donation and challenge everyone in District 160 to do the same. Guide Dogs of America is a very worthy organization. These donations go for the betterment of people with disabilities, those who often share the same ideals that we do, Brothers and Sisters of the labor movement, Veterans, and children with disabilities. I urge you all to give whatever you can to GDA. They can use every dollar; it is a worthwhile cause that spends the dollars wisely.

Meet my challenge, give and I will give more as well!

Dues Assessments

Local Lodge 695

The dues assessment vote will be held at the regular monthly meeting of Local Lodge 695 on November 11, 2020, 6:30 p.m., Capitol City Lodge 695, 119 1/2 N. Capitol Way, Olympia WA 98501.

IN MEMORIAM

Local Lodge 79

Presleigh, John N 7/28/2020

Local Lodge 289

Mezek, Gerald F 6/18/2020

Local Lodge 297

Combs, Fess 6/14/2020

Cote, Jesse M, Sr 8/23/2020

BUSINESS REPRESENTATIVES' REPORTS

Membership Spotlight: Fort Wainwright, Alaska

By Bonnie Moeller

The IAM&AW represents many different types of workers in a wide variety of job classifications. Within District 160 alone, the IAM represents over 160 individual contracts – all unique, with job classifications ranging from Flight Simulation Maintenance Technician, to Heavy Diesel Mechanic, to Parks Maintenance, to F22 Pilot Instructor – just to name a few. Some contracts cover a singular job classification, while others may cover twenty or more classifications. District 160 represents workers under multiple different types of agreements as well, to include; traditional collective bargaining agreements (where only one Union, and one location of employment are involved), master agreements (where employees working at many different locations under the same employer, sometimes spread out across the country, all fall under one agreement), as well as joint agreements, (which are bargained in partnership with other Unions). For example, the IAM mem-



bers at WestRock in Tacoma, WA fall under a joint collective bargaining agreement with seven other Unions – known collectively as the Pierce County, Washington Building and Construction Trades Council. Variety is not in short supply when it comes to the Machinists Union.

That same variety also exists locally, in the small community of Fairbanks, Alaska. There are roughly 50 IAM&AW members working on the Fort Wainwright Army Base, located near Fairbanks. These members work as service contractors and fall under three separate collective bargaining agreements – each one incredibly unique.

The longest-established bargaining unit on Fort Wainwright is a group of Simulator Technicians and support working on the Army's Training Aids, Devices, Simulators and Simulations Maintenance Program (ATMP) for service contractor Pulau Corporation. This bargaining unit recently doubled in size when it absorbed a newly organized group of Range Technicians working at various Army sites in Alaska.

Also working on Fort Wainwright, is a bargaining unit that performs Helicopter Maintenance for service contractor Amentum. This unit is comprised of Aircraft Mechanics I, II, & III, Supply Technicians, Tool and Parts Attendants, and Production Control Clerks. Within the Aircraft Mechanic I classification, there are also subdivisions for Sheet Metal, Armament, and Electrician.

CH 47 Chinook and UH 60 Black Hawk Maintenance - Hangar 4



Pictured above is a group of IAM members providing CH 47 Chinook and UH 60 Black Hawk maintenance Ft. Wainwright's Hangar 4. Left to Right: Keith Yates, Jesse Wandling, Jennifer Pilant, Kelley Doogan, Jeff "J-Pott" Potter, Dennis Solarisky, Brett Wener, Bill Brenengen, Brian Winsor, Nick Wierichs.

And the newest bargaining unit to join the IAM on Fort Wainwright, is a group of Technical Instructors working at the base's Medical Simulation Training Center. These members are also employed by Amentum. These members instruct and facilitate Army medical training for active duty military.

CH 47 Chinook and UH 60 Black Hawk Maintenance - Hangar 7



Pictured above is a group of IAM members providing UH 60 Black Hawk maintenance in Ft. Wainwright's Hangar 7. Left to Right: Joseph Marrapodi, Loy Yetman, James Spear, Bill Cotton, Ken Beguhl, Brandon Wilson, William Hughes, Kirby Matthys, Mike Annunziato, Brittany Schilling, Mike Perry.

Simulator Support for the Army's ATMP Program



Pictured above is a group of IAM members providing simulation support for the Army's ATMP program on Ft. Wainwright. Left to Right: Chris Massengill, Steven Butler, Craig Burgett, Weston Howard, Jesse Sanchez, Tom Baran, Dan Schoemaker, Tim Robinson, Brenda Roberson, Mike Allison.



Pictured at left is a group of IAM members working at Ft. Wainwright's Medical Simulation Training Center. Left to Right: Mel Whitlock, Nate Lammers, Mark Plavan.

BUSINESS REPRESENTATIVES' REPORTS

By Tommy Hunt

Hello Brothers and Sisters! I hope you all are well and healthy! I'm looking forward to the changing colors of Fall! A lot has been happening concerning labor law the last few years and one of the big issues has been the power handed back to employers by the Trump appointed National Labor Relations Board (NLRB) through management rights articles in collective bargaining agreements. As noted in this article by Robert M. Schwartz on June 24, 2020:

"Last year's MV Transportation decision upended 70 years of NLRB law requiring employers to give advance notice and bargain with unions before making substantial mid-contract changes to rules, policies, and practices not fixed by the contract.

Since 2017, Republican appointees have firmly controlled the National Labor Relations Board. Not surprisingly, the agency has released a slew of decisions markedly reducing or eliminating union rights.

One of the most egregious is MV Transportation, issued in September 2019. This decision upended 70 years of NLRB law requiring employers to give advance notice and bargain with unions before making substantial mid-contract changes to rules, policies,

and practices not fixed by the contract. Attendance requirements, safety policies, and sub-contracting unit work are typical examples.

On Its Head

MV Transportation turns "unilateral change" law on its head. Under the Board's new "poison pill" approach, called the "contract coverage standard," if a management-rights or other contract clause says that a broad subject area—such as assignments, schedules, or rules and regulations—is under exclusive management control, then management is permitted to make unilateral changes within the "compass or scope" of that clause. References to specific employment terms, for example, "safety policies" or "disciplinary rules," are no longer required." - <https://labor-notes.org/2020/06/after-labor-board-ruling-unions-must-shut-door-management-rights>

As you can see from this quote, some politicians and big businesses are doing everything they can to wreak havoc on decades of worker rights earned through blood, sweat, and tears.

It is yet another outright attack on employee power. Stand together! The Union doesn't make the Members. Members make the Union! In Solidarity.



By Rusty Grable

Brother and Sisters,

I once heard someone say in essence that the difference between a progressive and a conservative is a progressive thinks with their heart and a conservative thinks with their head. I do believe it is possible to think with both your head and your heart. I also still believe the vast majority of the population has more in common than we do apart.

The question is, are we going to let those in power continue to divide us and sow hate and discontent? I think this is last article until after the general election but I ask all of you to first and foremost, VOTE! Vote for who you believe will enable us to make this the world, our country, and our communities a better place.

Better yet, if you want to change something, run for an elected office. Recently, I made a trip to Whidbey Island and our Brother Tim Hazelo is running for U.S. Representative in the 2nd Congressional District. Regardless of the outcome, it takes a lot to run for public office and it deserves recognition. While I'm sure Brother Hazelo and I would disagree on some or many political issues there is still a mutual respect for one another. That mutual respect is something we're in desperate need of at this important time in history.

I've been staying very busy with multiple negotiations, grievances, pending arbitrations, steward assignments and elections, and everything else that comes with being a business representative. I hope to see you all around!



OBITUARY

Jesse M. Cote, Sr. 12/5/1945 to 08/23/2020

It is with great sadness that we announce the passing of Jesse M. Cote, Sr. Jesse passed away on August 23, 2020. He had been an active member of District 160 from September of 1978 until he retired on July 31, 2001.

As an active member of District 160, Jesse worked for Todd Shipyards and joined Hope Lodge 79 in September of 1978. After a few years, Jesse left Todd Shipyards and was elected as a Business Representative to District 160 and transferred his membership to Local Lodge 297. During his years as a Business Representative, Jesse represented an array of different shops where he helped countless members and was very active in the apprenticeship program until he retired in July 2001.

He was laid to rest at Tahoma Memorial Cemetery in Kent WA on September 11, 2020. Due to Covid-19, the memorial service was a private ceremony for family members only.

He will be greatly missed by District 160, his loving wife, Connie, his daughter Megan, and his sons Tim and Jesse M. Cote, Jr.

Counting the Grand Lodge Ballots

Counting Grand Lodge convention delegate ballots during the current Covid-19 pandemic brings its challenges. Head teller Don Zeth, along with tellers Jim Padur and George Hight counted Local Lodge 297's ballots on June 10, 2020. Social distancing, along with masks were the order of the day, along with hand sanitizing following the count. Our thanks to Don, George and Jim all for their dedication to making this election work during this trying time, even though we found out the Convention had been postponed until 2021. The local had already expended the monies and efforts to hold the election as well as receiving the approval from the Grand Lodge to hold it via mail.



Left to Right Jim Padur, Don Zeth, and George Hight.

By Greg Heidal

First, I want to start out congratulating Glenn Farmer on his well-deserved retirement. Glenn has been our Rep up North since he came on staff. It has been an honor and privilege to work with him. Thank you Brother for all you have given to our Union and enjoy your well-earned retirement. I am going to miss your sense of humor; staff meetings will not be the same. Enjoy my friend.

Well here we are still fighting the Covid-19 pandemic. Now I am no spring chicken and have lived in a time when we beat disease and made advances in health care. This is something that I was aware could be an issue but never thought it would have the impact it has on the world. Stay safe and please follow the guidelines to do so.

On to negotiations: We have ratified a contract at Mason Transit for the Drivers and as this was just their second negotiations we



had a lot of work to do. I want to thank the negotiating committee for being well prepared and incredibly active and vocal in the meetings. They did a fantastic job and got a great contract. Thanks again James, Herman and Keith.

We have also ratified a contract with Harbor Machine and Fabrication that went very smoothly thanks to the new owners being on top of current issues (pension) and wanting to come to an agreement.

We are still in talks with Pacific Power, Mason Transit (Comm. Center) and Seattle Machine Works at this time.

OK here it comes the politics VOTE PLEASE Be involved as it is how we voice our opinions and make it known what is important to us.

Everyone have a great fall season and stay safe and remember to keep checking on family, friends, and neighbors during this most unusual of times. We will get through this.

By Steve Miller

There are two basic principles that unions are built on:

One - is a natural right of those who work to enjoy the full extent of wealth created by their labor.

Two - is those that work are entitled to the full dignity and respect of their employer.

It is believed that Labor Day is to celebrate the labor movement and is dedicated to the social and economic achievements of the American workers. I encourage you to read a little history about the labor movement, the recognition of what was achieved was not graciously given, but something that was fought for by protests, walk outs, strikes and confrontations to those who were trying to organize for these basic rights.

It is much the same today. Here is the dirty little secret that I will pass on to employers - if you don't want to have Unions then all you have to do is treat your employees right and adhere to these basic principles. Instead, all too often the normal practice is lip service on one end while doing as much as possible to erode any gains for employees on the other end.

Currently, I am involved in negotiations with two companies. The first is with Foss Shipyard in Seattle. It is with the Metal Trades Council, which is a council of different unions. Foss has spent from June until now, doing their best to rid the employees from their pension plans without even the decency of offering any type of replacement. This has been met with a



resounding NO. If there wasn't a union standing together, and Foss was able to talk to the employees one at a time, what do you think the result would be?

The second contract negotiations with is Hexcel. This is a large facility with over 300 employees. The results of COVID has had an impact and caused some layoffs. Understanding the difficulty of the COVID situation and how things were changing on almost daily basis, the Union offered to have just

a one-year extension with only a cost of living pay increase for employees. Local management welcomed the idea but what we got from the company in return was not a one-year extension but a four-year extension with zero pay increase the first year, 1% the second, 1.5% the third and 2% the fourth. This was not laughable but downright insulting. What resulted was a month-long negotiation for a two-year extension that was put to a vote by the employees. That vote was rejected by an overwhelming 81%. To those employees, I say well done! We are now in negotiations, and so far, the non-economic proposals that management have given are much the same and severely regressive.

Remember, these negotiations, like any collective bargaining, are all of us, standing together, so that we do not have to accept poor proposals from companies.

I hope you all had very happy Labor Day and enjoyed your family and friends but mostly enjoyed what has been achieved and look forward to what is yet to be achieved, together.

RETIREES

Local Lodge 79

Oliver, John R.	Vigor Shipyard	7/31/2020
Hamilton, Scott G.	Vigor Shipyard	7/31/2020
Pearson, Bradley D.	Vigor Shipyard	7/31/2020
Heuring, Steve	Ball	8/31/2020
Sarmiento, Rafael	Ball	8/31/2020

Local Lodge 130

Ackley, Fred C.	Rinker Materials	6/30/2020
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Local Lodge 289

Duckworth, Mary	Hexcel	8/31/2020
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Local Lodge 2379

Farmer, Glenn	District 160	7/31/2020
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