

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. 60



September 2021

DIRECTING BUSINESS REPRESENTATIVE'S REPORT

Retirements, New Additions and Vaccines

By Paul Miller

Brothers and Sisters,

Business Representative Greg Heidal is retiring on September 30, 2021. Greg has worked very hard for our great Union and has served in numerous capacities during his time as a member and on staff. Greg's retirement is well deserved. He will be missed on our staff, but we wish him the very best in his new adventures. It's been an honor to work with Greg.



Paul Miller

Filling the vacancy left by Greg's retirement, we welcome Luke Ackerson to our staff. Luke comes to us with a wealth of experience from Intalco/Alcoa where he served in numerous capacities over the years but most recently as the Chief Shop Steward. We are excited to have Luke as part of our team. Please join me in welcoming Luke when you get a chance to meet him!

Covid-19 has been pretty much all-consuming ever since the pandemic began. The latest thing right now is about mandatory vaccines. Please know that we are working through these sensitive issues on an employer-by-employer basis. Please reach out to your Business Representative if you have any questions or concerns. Additionally, the "Union" does not have a position on mandatory vaccines. You are the Union and each work site, and each member has specific concerns on both sides of the argument. We keep this in mind when working on these matters on each case-by-case basis.

There has always been division in our country at different levels and on different topics. I implore all of you to remember that we are in this life together. We can have different ideas, beliefs and points of view but at the end of the day we are all humans. We are brothers and sisters and siblings just trying to do the best we can. Please respect each other and be kind.

Until next time, please know that we are here for you. If you need anything, please reach out to us. Stay safe!

INSIDE

Meeting Notices.....Page 2
RetireesPage 2
In MemoriamPage 3
Business Reps' Reports..... Pages 3-4

A COVID Changing World

John L Gehringer

Vice President, District 160

We are living now in an ever changing world. Things are changing daily with the COVID-19 pandemic in our presence. Just when we thought things were going in the right direction we get slammed with a variant that has its nasty eyes on destroying the world.

There are quite a few members of this District who were out of work and still are due to the ramifications of the pandemic and closures of businesses due to outbreaks of the disease. Closures and reductions were done in order to prevent further and more widespread occurrences throughout the industries and businesses we serve and are employed by. These restrictions worked, the numbers came down, and it gave the scientific community time to develop vaccines to help thwart the spread through protection of the population by vaccination and developing some sort of an immune response towards this virus.

This was all fine until we got into the new variants and the reluctance to vaccinate, to mask and follow recommended guidelines that were developed to help slow the spread of these variants. There are many sources of information out there, the Centers for Disease Control, the Federal Drug Administration, John Hopkins University and the University of Washington just to name a few. These sources have reliable information regarding the spread and prevention of the COVID-19 virus. Don't rely on Facebook and Twitter or social media sources to be the know all, be all source of virus information, because most of the information there is tainted.

We have the mandates from the Governor's office in place for not only your protection, but for the protection of your Brother's and Sister's in the labor movement, your family, your

neighbors and your community as a whole. Vaccines are now being fully approved by the Food and Drug Administration and have been out there now for well over 8 months and over 100 million doses in arms. While yes, there have been reactions for a very few, the odds are that you would have a negative reaction is almost nil. You stand a better chance of being struck by lightning or winning Powerball than having a serious reaction.

The State of Washington has put certain mandates in place along with many individual counties and employers that may not be popular. We need to work through these issues as we work through other labor issues that come through our workplace. We work then grieve it, but we have to remember that most of these protections are being put into place to protect the workplace from being shut down due to infection. There is a business in Lewis County whose facility was recently shut down for two weeks due to COVID-19. We have mechanics who work for Penske that repair trucks

for them. When you don't have product going out, you don't have trucks moving, you don't need mechanics to fix them. Can you see where this is going if we don't control the spread. A little inconvenience now saves a whole lot of inconvenience later.

With the COVID-19 Delta variant now spreading faster and to more people, we need to become more vigilant. We need to follow the guidelines and mask up, social distance, wash your hand regularly and think about becoming immunized with the vaccine of your choice. They all provide a level of protection and through proper research through CDC and FDA resources you will find that they will in nearly all cases prevent you from facing serious hospitalization if you happen to end up with a breakthrough case of COVID. Please be safe and do everything in your power to protect everyone who you connect with and ask them to reciprocate. We can get through this together and hopefully sooner than later get back to more of a somewhat normal life.

A HELPING HAND



Jim Hutchins, from DL 751, organized Brothers from DL 160 to build a wheelchair ramp. Left to right Robert Saagim, Josh Harrison, Joseph Couet, Alfredo Silva, Jim Hutchins, Oscar Miller, Sam Houser.

Greg Heidal Retires After 36 Years of Service to the Union

After 36 years of membership in Local Lodge 695, Greg Heidal will retire as a Business Representative to District 160 on September 30, 2021.

Greg joined the Machinist Union in October 1985 when he hired into the Continental Can Company in Olympia as an Electrician. He became involved in Union leadership by serving as a Shop Steward and later as Chief Shop Steward. Greg was very active in Local Lodge 695 holding numerous offices.

In 2008, wanting a greater challenge and more responsibility, Greg submitted his application to District 160 for a position as Business Representative for which he was selected. Greg was assigned to the Seattle office and was

responsible for the Shipyards. However, his assignments also covered labor agreements for the sand and gravel and refuse companies just to name a few assignments.

Greg served on several Metal Trades councils, again holding numerous positions including President of the Pacific Coast Metal Trades Council. Greg has served as a trustee on the Northwest Metal Crafts Health and Welfare Trust, Automotive Pension Trust and the Western Metal Industrial Pension Trust.

Thank you Greg 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.



LOCAL LODGE NOTICES

Local Lodge 79

Local Lodge 79 General Meetings are still suspended, if and when we are allowed to meet in person LL 79 will send out a notice informing its members at that time as to any other restrictions for the protection of its members during the meetings. Your Executive Board has been meeting monthly via Zoom so business is being conducted and taken care of. Please stay safe and your Executive Board hopes to see you all soon? In Solidarity, Josephine Ulrich R.S., and your Executive Board.

Local Lodge 289

At this time it is unknown exactly when in person meetings will be allowed to resume.

Please see the Local Lodge website and/or call the dues office for accurate info.

Local Lodge 289 will be holding a dues assessment vote and Local Lodge Officer nominations in November. Local Lodge Officer elections to follow in December.

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

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

Directed by D.B.R. Paul Miller

RETIREES

Local Lodge 79

Bacon, Clyde Gear Works and Nicholson Manufacturing06/30/2021
Schickling, LarryVigor05/01/2021
Laitila, William P.Kenworth Truck08/31/2021

Local Lodge 289

Crowell, William H.....Kenworth Truck06/30/2021
Durant, Michael D..... SSA Terminals.....07/01/2021
Fuller, DonaldKenworth Truck07/31/2021
Helms, MarkKenworth Truck07/31/2021
Torkelson, Kenneth A.City of Seattle06/30/2021
Townson, Scott W.City of Seattle06/30/2021
Woolery, Warren A..... HEXCEL.....07/31/2021

Local Lodge 297

Riggins, John J.....Cadence Aerospace.....06/30/2021
Webber, David E.....Cadence Aerospace.....08/31/2021

Local Lodge 695

Green, RonaldCrown, Cork & Seal.....07/07/2021

Local Lodge 2379

Juchmes, ThomasAlcoa Intalco Works.....02/28/2021
McGuire, DaleAlcoa Intalco Works.....06/30/2021



Stewards for Menzies Aviation in Anchorage, AK attend IAM District 160 NHO Training in July. Pictured (left to right): Andre Johnson, Fitzgerald Woods, and Roman Ueese.

District 160 Organizing Efforts

By Melissa Demyan

District 160 Union Organizer

It's been quite the summer at District 160! Here are a few updates I'd like to share with you as we move forward into fall:

Internal Organizing -

First, I'd like to recognize all our Stewards who've attended a New Hire Orientation training with me over the past few months! One of the first initiatives I've worked on since joining staff at D160 was to create a universal New Hire Orientation for all new union members and a subsequent training program for our Stewards.



Melissa Demyan

Why are New Hire Orientations (NHO) important? First impressions matter! If you're a Steward and haven't been trained on our NHO process yet, please reach out to your Business Representative to set up a time!

One of my goals as your organizer is to help strengthen and build a culture amongst our membership of union solidarity and fraternity, and NHOs are a key strategic tool for building union power. Welcoming new hires to the union in a meaningful way increases sign-ups in public sector shops, and bolsters all member-commitment to the union. Committed members are more likely to stand with the union in the face of tough bargaining fights and political attacks, meaning we can devote more resources to going on offense, instead of wasting precious money and energy shoring up member support for defensive fights.

A survey conducted by researchers at the Penn State School of Labor and Employment Relations found that approximately half (46.2%) of new union members indicated that they had no contact with their union during their first month as a member. This program at DL160 is aiming to change that! Only a little more than

a third (37.7%) surveyed said they experienced a NHO, but most who participated (86%) found it either somewhat, very, or extremely helpful. The study also found that members who participated in a NHO and found it helpful had a significantly higher level of commitment to the union than those who did not.

Another key part of this initiative is to improve our onboarding process by utilizing an online application and teaching our stewards how to access new online tools available to them like our Steward Resources Center and our Member Portal. The Member Portal is an online space for any member (including you!) to access important links

including: our website, Facebook, and Instagram; online applications for each of our locals; and Union Plus, where any member in good standing can sign up for discounts and union-exclusive benefits. To check out the Member Portal, type this address into your browser: <https://linktr.ee/iam160>.

External Organizing - Next, I'd like to thank all our members who joined us in Fairbanks, Alaska for our northernmost member appreciation BBQ and Organizing Training where members gathered at a beautiful park for a good ole' fashion union cookout and were provided information on having external organizing conversations.

Having said that, I'm very excited to announce the launch of our brand new Organizing Reward program! The idea is to train you, our member-leaders, on how to have productive organizing conversations in your community that result in solid organizing leads for our District. Beginning this fall, we're going to be running frequent Organizing Trainings (about 2 hours, in-person or over zoom) for members who are interested in learning how to get involved by organizing new members. The more members our District has, the more power we have as a union. Our goal here is to give you information about our external organizing incentives, and provide you with training so you can be successful and take full advantage of the \$550 bounty!

Here's how it works:

- \$50 - when you (1.) have an organizing conversation with a non-union community member that (2.) leads to a meeting with me, you, and at least two non-union co-workers.

- Simply fill out an Organizing Meeting Request Form (provided in the Organizing Training, or contact your Business Representative) with information from your initial organizing conversation, and I'll work with you to schedule the meeting!

- \$500 - when the referral's shop signs a union contract!

A survey of National Labor Relations Board (NLRB) elec-

Continued on page 3



Compliments to PAE Steward Michael 'Chef' Perry for manning the grill at our member appreciation BBQ in Alaska!

Continued from page 2

tions found that only 27% of union organizing drives that got to an election used member organizers compared to 73% that



didn't. However, the win rates between the two campaigns was noticeable: the 27% of campaigns that used member organizers won 52% of the time, and the campaigns that didn't use member organizers won only 42% of the time. Put another way, campaigns that used member organizers saw a 10 percentage point boost to their win rate.

Paid staff aren't necessarily the best people to represent organizing--you as members do better than we ever could on our own because you know your community best. You have everything to gain in terms of increased power locally in your own negotiations, dealings with your management, and building political power by strengthening our union.

It's proven that when we lift each oth-

er up in the community, we all do better. Crimes decrease, hardship and suffering decrease and families are able to live more comfortably without the stress of income inequality and a lack of access to basics like affordable housing, health care, prescription medication, and paid time off. Our job as staff is to help you identify opportunities, train you, provide you with resources, and support your efforts in all that you do as a union. So on that note, let's begin organizing together! Please reach out to me anytime with leads or information about non-union shops that we should target for union organizing. My cell phone number is: (206)747-0988. Calls or texts welcome! I'm looking forward to organizing with you.

Let's get to work!

IN MEMORIAM

Local Lodge 79

Smith, John J.04/17/2021

Local Lodge 289

Houser, Jim06/17/2021

Theodore J. Schroeder07/04/2021

Local Lodge 297

Coleman, Joseph08/30/2021

Kuchta, Siegfried01/01/2021

Whaley, Richard06/15/2021

Local Lodge 695

Davidson, Wayne A.04/1/2021

Local Lodge 1690

Deruelle, Bruce08/03/2021

Lee, Tom06/24/2021

BUSINESS REPRESENTATIVES' REPORTS

By Greg Heidal

They say all good things come to an end and this is the last Evergreen Leader article that I will write as a Business Representative. My last day is September 30th and I will be officially retired October 1, 2021.

It has been a privilege and an honor to represent our members and this great Union for almost 14 years at District 160.

I started on February 4th of 2008 and truly thought I was prepared to take on the task. Well, I was going to find out quickly that I was an apprentice again and had a lot more to learn.

I came to work for Directing Business Representative Don Hursey and Assistant Directing Business Representative Dan Morgan, two great guys to work for. I want to thank both Don and Dan for having the faith in me to take on the task. Thank you, gentlemen.

In 2008, we all got to learn firsthand the devastation an economic down turn has on the working class. Our pensions were in jeopardy and we learned quickly how to address pension withdraw liability's and how to negotiate contracts to deal with what in my opinion has been the most painful diversion of wages to cover a benefit that we have seen in my life time. This issue alone has kept a lot of retirees and active members up at

night wondering what the future is going to bring us. Although the pensions I served on as a trustee are still not where we want them to be they are still here and serving the members. It has been an honor to serve these trusts on behalf of District 160.

I have enjoyed the journey and have met so many great people. I have had the privilege to be involved with labor relations with big and small companies and work through so many issues that affect our members every day and reach resolution. I once had a wise man tell me grievances are not won or lost but settled and how true that is.

To the Staff at District 160, this job would be impossible without your dedication to the daily tasks that we the BR's always seem to need at the last moment just before an important meeting and you always come through and make us look good. Thank you, Thank you, and Thank you. I am going to miss those raised eyebrows and that really Greg really you need it right now look. Yes I did need it right then and you never let me down. Thank you all again for all you do.

To my Shop Stewards, the work you do is the toughest in the Union. You're our frontline and without you we could not survive. We cannot put a price on the good you do for our Brothers and Sisters. Thank you so much for all you do and stay strong.



By Bonnie Kosten

Negotiation Preparation

When preparing to head into negotiations with an employer, as Business Representatives (or BR's), we have many tools at our disposal. Depending on the needs of the bargaining unit, a BR or Bargaining Team may utilize any of the following resources:

Bargaining Surveys – BR's may distribute comprehensive surveys that assess the needs of the bargaining unit. Surveys assist the BR in understanding the priorities of the bargaining unit as a whole, and open-ended comment sections allow for members to elaborate on issues that they would like to see resolved during contract negotiations.

Wage Analysis – Prior to, or during negotiations we frequently conduct a wage analysis where we look at benefit packages of workers in similar classifications either covered by another IAM collective bargaining agreement, or working in a similar geographic location to the bargaining unit that is heading into negotiations.

Company Research – Learning about the Employer prior to negotiations is a helpful tool to bring to the bargaining table. Information is gleaned from the Company through official requests for information, as well as external research collected from trusted sources.

Industry Research – The IAM has dedicated staff who keep up to date on industry news for the sectors that we represent. News and trends within the sector are often



analyzed prior to negotiations.

Strategic Resources Department – The IAM has an entire department at its headquarters that was established to help position the IAM for growth and increase the union's capabilities of improving work life and the standard of living for IAM members. This Department provides support to IAMAW officers, field representatives and organizers through research, analysis, and strategic advice on a wide variety of topics. Strategic Resources' primary responsibilities include maintaining a comprehensive database of over 4,000 IAM collective bargaining agreements; providing accurate and timely analysis in support of bargaining, organizing and legislative initiatives; and participating in the development of strategic approaches to complex problems facing our members.

Western Territory, Aerospace, and Other Departments – The IAM has an incredible docket of experienced and professional staff members that come from a wide array of backgrounds. District 160 relies heavily on the expertise of our friends and colleagues within the Western Territory, and the Aerospace Department to assist us with preparing for negotiations.

Feedback from Membership – The most important resource that a BR has when preparing for contract negotiations is feedback from the representative membership. Together, we strive to bargain for increased job security, higher wages, improved benefits, and respect & dignity in the workplace.

By Luke Ackerson

My name is Luke Ackerson; I am the new Business Representative at District 160. I will be taking over for Business Representative Greg Heidal, who is retiring at the end of September. I'm very excited to be a part of the District 160 team and I am looking forward to getting to know the members. I joined the IAM in 2006 when I began working at the Alcoa Aluminum Smelter in Ferndale; up until that point I had never been a union member and I didn't fully comprehend what it meant to be a member. Over the next few years, I came to understand the purpose of the union and why it is an absolute necessity to protect worker rights and middle-class jobs. I began my union involvement in 2009 and I've held many union positions since that time within the Alcoa facility and with Local Lodge 2379. I've also spent some time in Olympia and Washington, D.C. making



sure our members voices are being heard when it comes to labor issues.

I've been fortunate enough to be able to spend some time with Greg Heidal before he retires. We have been out visiting the shops, connecting with the members, and getting up to speed on the issues. Over the past few weeks, I have met a lot of members and I have been able to see how their hard work and solidarity is keeping our economy moving, despite the consistent attacks on labor and the evolving global pandemic.

Throughout the pandemic we have seen many people lose their family wage jobs; some of our favorite places to eat or hangouts have gone out of business, the amount of people living in poverty, doubled during the first year of the pandemic. Interestingly, the pandemic didn't hurt the top 10% of wealth holders in the United States, in fact their collective wealth increased by over 50%. A common trend that has emerged through

this pandemic is many employers are saying they can't hire enough people to maintain the level of service that their customers are used to, or in some cases, they can't continue to operate due to staffing shortages; they blame government unemployment programs, COVID-19 Economic Impact payments, etc. While there may be a small percentage of people taking advantage of these programs, the vast majority of people are honestly looking for work.

The problem lies in the wages that are being offered. Economists use a term called "Reservation Wage" to determine the lowest rate at which an average person will accept a particular job. During the pandemic, the reservation wage rose by 15%, reaching an all-time high of \$74,000/yr. While there is an almost endless supply of jobs that are paying at or below the poverty line, there are very few jobs available at the reservation wage; and depending on where you live there may be none.

If you worked in an Amazon distribution center in 2020, your income was just

barely above the poverty line and any wage increase you received didn't keep up with inflation, but your labor helped Jeff Bezos gain 57% more wealth during the same time period. So, what is the solution? Should there be caps on CEO pay? A wealth Tax? A higher minimum wage? There are some valid arguments on both sides of those issues, and there is definitely political controversy that makes the issue more complex. Even though we haven't been able to solve this issue completely, there is one thing that helps to close that gap, and its collective bargaining. According to the Bureau of Labor and Statistics, Union members earn approximately 20% more per week than non-union workers. We generally have more paid time off, better health care benefits, and better retirement plans as well. This is why it's imperative that we not only maintain the members we have, but continue to grow so that we can improve the lives of working people, protect middle class jobs, and work on closing the wealth gap that seems to be impacting more and more people every day.

BUSINESS REPRESENTATIVES' REPORTS

By Steve Miller

Why do we need a union? In the last article, I wrote about how people ask what does the union do for us, now here is the flip side. For the sake of brevity, I will not even get into collective bargaining and employee rights and how the union keeps management on the up and up (as much as possible) not to mention the employees who have filed grievances and won. I want to get into the very basics of why we are here. At the very core, unions are about family values. Let's face it, the only reason why you work is so that you can support yourself and your family and provide a comfortable life. A brief look at history shows the many gains that have been fought for by unions that we seem to take for granted. For a start, unions stopped child labor. Unionized



workplaces are safer with 50% fewer accidents. Unions have gained paid holidays, maternity and paternity leave, paid sick leave, equal pay legislation, pensions, anti-discrimination laws and also weekends off and overtime which is part of the fair labor standards act. All of those are family values but are now so common that we seem to forget.

One of the effects of COVID is that people were forced to stay home, and they have rediscovered an important issue. Spending time with family is the most important value. That is the reasoning behind weekends off and overtime rules. Overtime was not made to have employees earn more but was made as a form of a penalty for employers for taking the employees away from their families. To mirror this, in the IAM constitution preamble it states that one of its aims is "To shorten the hours of

labor to thirty per week..." The four-day work week was first proposed in the 70's but seemed to have faded but now there is a new resurgence of the idea. Countries like New Zealand, Finland, Spain and Japan all have policies to encourage a four-day work week. Two trials in Iceland between 2015 and 2019 in which hours were reduced to 35 hours a week without pay reduction for 2,500 workers resulted in "dramatically increased" well-being, no decline in productivity and improved work-life balance and stress ratings. In Iceland, 85% of workers have the option of this schedule.

Now, Congressman Mark Takano of California has introduced legislation to follow this trend. "I am introducing this legislation to reduce the standard workweek to 32 hours because – now more than ever – people continue to work longer hours while their pay remains stagnant. We cannot continue to accept this as our reality. Many countries and businesses that have

experimented with a four-day workweek found it to be an overwhelming success, as productivity grew and wages increased."

On a personal note, this past year I have been reminded of how fragile life is with the loss of two close union brothers and also my father-in-law in failing health. Another close brother recently lost his daughter in a car accident and there have been many others who have lost loved ones for various reasons. Life is fragile and we should remember to enjoy the time that we have with each other. That is why we need a Union, so that we can stand up together and push for these family values.

On a last note, my union brother, Greg Heidal, will be retiring as a District 160 Business Representative. I cannot even count the number of contracts he negotiated, grievances and arbitrations he represented the employees in. Best to you brother and enjoy a well-deserved retirement! Congratulations!

By Rusty Grable

In advance, I would like to wish everyone a happy Labor Day! Be sure to take a moment to reflect on the history of organized labor.

Labor Day and the Machinists Union?

The first Labor Day was celebrated September 5, 1882 in New York City with a picnic and parade which was organized through the Central Labor Union or what we refer to today as the Central Labor Council. While the history is somewhat disputed, the research and facts support the conclusion that in fact, it was a Machinists Union member by the name of Matthew Maguire who founded the holiday. Matthew Maguire at the time served as secretary of the Central Labor Union in New York who later moved on to be the secretary of IAM Local 344 in Paterson, New Jersey. Labor Day became a federal holiday June 28, 1894. The original bill passed quickly in the Senate once it was brought to the floor and passed the House with no objections. At the time, Labor Day was recognized by 30 States. New York was the first state to introduce a bill but the state of Oregon who was the first to pass a law recognizing Labor Day on February 21, 1887. While on the topic of Labor Day and history I want to go back to 1930. The reason being is that IAM Local 282 in Bremerton, WA won first prize (trophy still at the local) for the best representation of trades for the navy yard floats in the Labor and Naval Celebration on September 1, 1930. It's also nice to see the words Labor, Naval, and Celebration together in the same sentence. The Ladies Auxiliary of the International Association of Machinists in Bremerton, WA was chartered



August 6, 1917. The establishment of the Ladies Auxiliary coincided at a time when women were increasingly working machines in the factories to support the war effort and in an article from the 1918 IAM Journal an unknown writer stated "We demand 'equal pay for equal' service. This we shall insist upon. We shall not stand idly by and see women exploited by unscrupulous employers ready to take advantage of cheap labor." Before I get to far down a rabbit hole I'll stop now before I move onto the Seattle General Strike of 1919.

Mourning of a Labor Giant

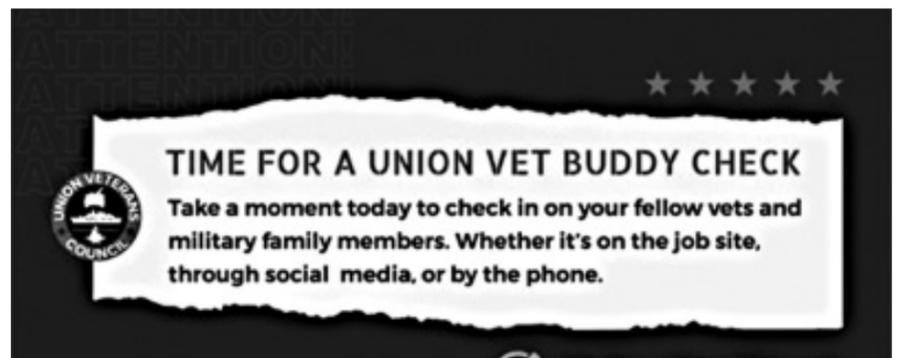
In honor of Richard Trumka and everything he did for the labor movement I would like to post a couple his quotes.

"There is nothing stronger than the American labor movement. United, we cannot and we will not be turned aside. We'll work for it, sisters and brothers. We'll stand for it. Together: Each of us. To bring out the best in America. To bring out the best in ourselves, and each other." – Richard Trumka

"What I care about is whether or not a leader will work with America's working people, whether or not a leader cares about responsibility and honest work and whether or not a leader will fight to keep the American Dream alive." – Richard Trumka

BR update

I'm staying busy as always. Grievances, arbitrations, EEO complaints, partnership meetings, and negotiations. I want to thank all the new Union Stewards that have stepped up to the plate and hope to be adding a few more in the near future. In Solidarity.



By Tommy Hunt

Hello Brothers and Sisters! I hope you all have been able to enjoy the summer!

I'm personally looking forward to Fall! Cooler weather, kids back in school, and the changing color of the leaves, it's one of my favorite times of year! This quarter I'd like to highlight some resources available to our members who might be military veterans. If you know anyone who has served in the military, I humbly ask you to check in on your fellow vets and military family members (Image Source: <https://www.thestand.org/wp-content/uploads/2021/08/union-veteran-buddy-check.jpg>).

The Machinists Union works hard to take care of our veteran sisters and brothers. If you are a veteran or know a veteran, please let them know about these resources they can take advantage of:

IAM Resources:

IAM EAP Services can be accessed by emailing iameap@iamaw.org or by calling 301-335-0735.

IAM Addiction Services can be reached by calling 1-888-250-4IAM (4426).

Resources from the AFL-CIO Union Veterans Council:

- **Veterans Crisis Line** – If you are having thoughts of suicide, call 1-800-273-8255, then PRESS 1 or visit <http://www.veteranscrisisline.net/>

- For emergency mental health care, you can also go directly to your local VA medical center 24/7 regardless of your discharge status or enrollment in other VA health care.

- **Vet Centers** – Discuss how you feel with other Veterans in these community-based counseling centers. 70% of Vet Center staff are Veterans. Call 1-877-927-8387 or find one near you.

- **VA Mental Health Services Guide** – This guide will help you sign up and access mental health services.



- **MakeTheConnection.net** – information, resources, and Veteran to Veteran videos for challenging life events and experiences with mental health issues.

- **RallyPoint** – Talk to other Veterans online. Discuss: What are your feelings as the Taliban reclaim Afghanistan after 20 years of US involvement?

- **Download VA's self-help apps** – Tools to help deal with common reactions like, stress, sadness, and anxiety. You can also track your symptoms over time.

- **Tragedy Assistance Program for Survivors (TAPS)** – Request a Peer Mentor

- **VA Women Veterans Call Center** – Call or text 1-855-829-6636 (M-F 8AM – 10PM & SAT 8AM – 6:30PM ET)

- **VA Caregiver Support Line** – Call 1-855-260-3274 (M-F 8AM – 10PM & SAT 8AM – 5PM ET)

- **Together We Served** – Find your battle buddies through unit pages

- **George W. Bush Institute** – Need help or want to talk? Check In or call: 1-630-522-4904 or email: checkin@veteranwellnessalliance.org

- **Elizabeth Dole Foundation Hidden Heroes** – Join the Community

- **American Red Cross Military Veteran Caregiver Network** – Peer Support and Mentoring

- **Team Red, White & Blue** – Hundreds of events weekly. Find a chapter in your area.

- **Student Veterans of America** – Find a campus chapter to connect with.

- **Team Rubicon** – Find a local support squad

With all the things going on in the world today, you never know how you might help a veteran. A simple hello could change their world! So again I humbly ask you to reach out and check in on any veteran or military family member you may know! Until next time! And remember, together we rise, divided we fall. Stay strong!

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.