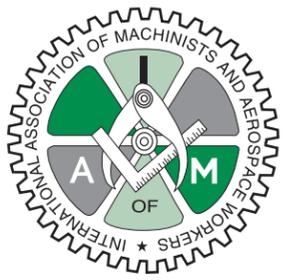


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EVERGREEN LEADER

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

Vol. No. 57

September 2018

Paul Miller Elected Directing Business Rep of District 160

There has been a lot of change at District 160 since the last issue was sent out. Long-time District 160 Directing Business Representative (DBR) Dan Morgan retired effective June 30, 2018. You may or may not know that the DBR is an elected position that carries a 4 year term. Each Local Lodge has 2 or 3 District delegates depending on the size of the Local Lodge. In total, there are 20 District 160 delegates who vote on the position of DBR and the other officer positions for the District. The election was held on June 28, 2018 and at that election I was named DBR for the next 4 years. I'm excited to serve the membership in this capacity and am extremely thankful for the opportunity.



Paul Miller

DIRECTING BUSINESS REPRESENTATIVE'S REPORT

The Directing Business Representative has the ability to appoint an Assistant Directing Business Representative (ADBR). I have appointed Brandon Hemming to serve as ADBR. Brandon has stepped into the role and has absolutely made it possible for me to be successful in my position as DBR. I couldn't be more thankful for Brandon's can do attitude and guidance as we work through tough decisions.

We have a new Business Representative, Bonnie Moeller, who started work on June 25, 2018. Bonnie has been assigned largely to the Tacoma and Seattle areas for her shop assignments. Bonnie is a very welcome addition to our team and has hit the ground running.

Ginger Grant retired again and reportedly for good this time. Although she did come back for a couple weeks to train the

newest addition to our office staff, Denise Macias. Denise comes to us with a lot of experience and an amazing attitude. She's picked up the work quickly and is doing fantastic.

Transitions are not normally easy, and require a lot of work and communication from everyone involved. All of the Business Representatives and the office staff have stepped up to make this transition go as smoothly as possible. I consider myself very lucky to have this staff and I couldn't be more proud of all of them. They all impress me daily with their dedication to the membership and open mind to doing things differently than we have in the past.

District 160 had a retirement party for Dan Morgan on August 4, 2018. There was a lot of work that went into the setup and cleanup of the event. Everyone on staff de-

serves a big thank you for making the event possible. The above and beyond awards go to Patti St. Martin and Kim Krebs for all of the planning and most of the setup. Alfredo Silva and Brandon Hemming put in some long hours with final setup and Greg Heidal did a great job as our master of ceremonies for the evening and a lot of the behind-the-scenes planning and setup. District President Tom Burke also helped in the planning stages and with cleanup and a last minute errand.

As for the business of the District, we are looking into how we do everything from top to bottom. This will be a long and continuing process of improvement. Please bear with us as we make changes and provide feedback to us. I'm always open to hearing about ideas on how we can better serve the membership. You can email me at paul@iam160.com. I look forward to our future together.

Retiring DBR Dan Morgan Honored for His Years of Service to District 160

Dan Morgan was honored Saturday, August 4th at his retirement party, held in the District Hall. He was a 35-year union member, served 14 years as a Business Representative, and eight years as the Directing Business Representative for District 160.

Dan plans to spend his retirement traveling in his RV and motorcycle, and spending more time with his family.



GVP Gary Allen (r) thanking Dan Morgan for his years of service to District 160.



Dan with his daughters Shapel Morgan and Sylvia McFarland.



District 160 Business Reps (left to right): Bob Westbrook, Bonnie Moeller, Alfredo Silva, Dan Morgan (retired), Ron Harrell, Bobby Joe Murray, Paul Miller, Brandon Hemming, Greg Heidal, and Glenn Farmer.

NOTICES

OFFICE CLOSURE NOTIFICATION

The University Place office is closing on October 19, 2018. The staff is being reassigned to the Seattle Headquarters Office located at 9135 15th Place S., Seattle WA 98108.

The Seattle Office phone numbers are: (206) 762-7990 and 1-800-562-7031. The fax number is: (206)-764-0468. All communications should be directed to the Seattle office beginning on October 15, 2018.

We apologize for the inconvenience.

LOCAL LODGE 289

LL289 members: We will have our annual dues assessment vote on December 5th at the General Membership meeting.

This 5.00 dues assessment is not an increase to your dues amount that you are currently paying.

The breakdown of this assessment would be:

- \$2.00 for the General Fund
- \$2.00 for the Education fund
- \$1.00 for the Special fund (strike fund)

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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 - 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 – 6:00 p.m., 1st Thursday, Firefighters Hall, 1109 South 50th Street, Tacoma.

Executive Board Meeting – 6:00 p.m., Tuesday preceding the Regular Lodge Meeting (1st Thursday), 2121 70th Ave. W., Suite A, University Place, WA.

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 – 7 p.m., 2nd Wednesday, Labor Temple, 1191/2 North Capitol Way, Olympia.

LODGE 1690 - ANCHORAGE

Regular Lodge Meeting – 5:30 p.m., 2nd Wednesday at the Union Hall, 701 W. 41st, Suite 202, Anchorage.

LODGE 2379

Regular Lodge Meeting – 7:00 p.m., 1st Thursday, Lodge office, 2064 Vista Dr., Ferndale.

Executive Board Meeting – 6:00 p.m., first Thursday, Lodge office, 2064 Vista Dr., Ferndale.

DISTRICT 160 RETIREES CLUB

10:00 a.m., 1st Tuesday, 751 Meeting Hall, 9135 15th Pl. S., Seattle

EVERGREEN LEADER

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Directed by D.B.R. Paul Miller

DISTRICT 160 RETIREE NEWS

By Art Boulton

“The U.S. Department of the Treasury said it would increase borrowing in the second half of the year to \$769b to compensate for tax cuts and spending hikes.” Bloomberg Business Week - August 6, 2018.

A new federal budget is being discussed in Washington, D.C. It includes a \$537 billion cut to Medicare. This is critical to older Americans. Republican lawmakers have renewed their push to cut Social Security and Medicare benefits in order to cut federal spending. The national deficit is projected to pass \$1 trillion by 2020! The White House Council of Economic Advisers has proposed cutting earned benefits like Social Security and Medicare as a way to reduce spending.

“Supporters of the tax cuts claimed that workers would see a \$4,000 wage hike if the bill was passed (Trump's Tax Cuts), but the opposite has been true. Corporate profits have jumped 8.2 percent while tax revenue from those same companies have plummeted 44 percent and the worker wages have remained stagnant. In fact, only 4 percent of workers have received a bonus or wage

increase since the tax scam was passed and most were not even close to the \$4,000 promised. Instead, companies have invested over one hundred times more in stock buybacks than they have in wage growth and CEOs have enjoyed salaries of over 312 times the average worker's pay.” Alliance for Retired Americans August 31, 2018

“Big corporations and wealthy CEOs are investing these tax cuts into their bottom line as many American workers struggle to get by”, said Richard Fiesta, Executive Director of the Alliance. “We must stand in solidarity to fight for better wages and a secure retirement.”

I would encourage everyone reading this article to set down and write a letter or e-mail to our Senators and Congress members to vote against any new federal budget that includes cuts to Social Security or Medicare.

The meetings of the District 160 Retiree's Club are on the first Tuesday of every month at 10:00 am in a hall on the ground level of the Machinist's Building, 9125 15th Place S., Seattle. Come and bring your spouse or a friend.

DISTRICT 160 OFFICERS & STAFF

President

Tom Burke

Vice President

John Gehring

Secretary-Treasurer

John Decker

Sgt. at Arms

Jeff Eberle

Trustees

Bruce Baillie

Agustin Galindo

Don Zeth

Directing Business Representative

Paul Miller

Assistant Directing

Business Representative

Brandon Hemming

Business Representatives

Glenn Farmer

Greg Heidal

Bonnie Moeller

Bobby Joe Murray

Alfredo Silva

Bob Westbrook

RETIREES

Local Lodge 79

Cook, Stan

Rexam Beverage Can Co.

7/31/2018

Nokes, Richard

Seattle Times

7/31/2018

Local Lodge 289

Barnes, Bruce

King County

6/30/2018

Guyton Jr., Mike

PMMC

6/30/2018

Miles, Donald

Hexcel Corporation

6/30/2018

Salmon, Steven

Penske Truck Leasing

6/30/2018

West, Paul

Kenworth Truck Co.

6/30/2018

Local Lodge 297

Baldassin, Tim

Pierce County

8/31/2018

Kandris, Peter

City of Tacoma

8/31/2018

Lawrence, Galen

Puglia Engineering

6/30/2018

Watson, Gordon

City of Tacoma

6/30/2018

Local Lodge 695

Sole, Michael

Crown Cork & Seal

6/30/2018

Tillinghast, Steve

Crown Cork & Seal

6/30/2018

Local Lodge 2379

Avila Jr., Nick

Fairhaven Shipyard

6/30/2018

Reed, Douglas

Fairhaven Shipyard

6/30/2018

IN MEMORIAM

Local Lodge 79

Stephens, E

7/27/2018

Local Lodge 297

Abel, Charles

7/15/2018

Local Lodge 282

Clark, Alan

8/16/2018

Sechler, Alvin

8/20/2018

Potential Upcoming Opportunities for Business Rep/Organizer and Organizer

Have you ever thought about being a Business Representative/Organizer? Or maybe a dedicated Organizer? We are looking to establish a list vetted by our hiring committee for Business Representative/Organizer. We anticipate at least one, possibly two openings in 2019. It takes about 3 months to work through the hiring process so we're planning to start now and hopefully establish a list we can work from before the openings occur. We may also be adding a temporary full time Organizer position that

will be reviewed annually and could turn into a permanent position.

Business Representative/Organizer (BR)

This position is a challenging but rewarding position. This is not a 9-to-5 job, but more of a lifestyle. Our district covers a large geographic area with servicing assignments that reach all four corners of Washington as well as assignments in Idaho and Alaska which makes travel a requirement. The Alaska assignment, which currently requires about one week of trav-

el per month, may eventually turn into a full-time position and could mean relocation to Alaska. One thing BR's know is they can be assigned anywhere, anytime. Assignments may include any or all of the sectors we represent members under including but not limited to the Federal Labor Relations Act, National Labor Relations Act, Public Employees Relations Commission, Railway Labor Act and Service Contract Act.

To apply for this position submit your resume to District President Tom Burke

at the Seattle office no later than October 31, 2018.

Organizer

The Organizer position will be annually funded and reviewed to determine the effectiveness of the organizing program and financial situation of the District. This position may turn into a full-time permanent organizer position.

To apply for this position submit your resume to Directing Business Representative Paul Miller no later than October 31, 2018.

'Run for the Dogs' Raises \$20,000 for Guide Dogs

On July 21st, participants left the Cedar Valley Grange for District 160's 20th annual "Run for the Dogs" motorcycle rally.

The weather turned out beautifully and everyone had a good time. This year's event included a motorcycle poker run, a classic car show and a barbeque. All proceeds benefit

the Guide Dogs of America charity, and it was another big success, raising about \$20,000, which will be presented at the Guide Dogs Banquet in Las Vegas in November.

Richard Nokes was the grand prize winner and took home a check for \$750. Ernest Soderman was awarded second place and received \$250.



Grand Prize winner Richard Nokes with guest of honor, Elizabeth Rene, and her guide dog Scotty. Richard won \$750 for his efforts.

The event raised nearly \$20,000 for the Guide Dogs of America charity.

BUSINESS REPRESENTATIVES' REPORTS

By Brandon Hemming
Assistant DBR

As a member of a labor union, we can trace every specific aspect of our cause to some political process. Everything from local laws that dictate what specific types of leaves are available to be negotiated into our contracts, to regulations that protect to right of certain groups to strike when others cannot such as exists within the NLRA and PERC. All is decided by those with the means and a way.

We are fortunate through the Machinist Union to have many avenues available to us to become involved. Support to the MNPL could be seen as the simplest way of becoming politically active. The Machinist Non-Partisan Political League or MNPL, is the major vehicle in which we are able to endorse and support "labor friendly" campaigns and legislation. A sponsoring membership can be achieved by making a yearly donation of as little as \$25. This amount will be combined with other donations to ensure that the voice of labor is heard at all levels.

For those that feel they need to be more involved in local and state issues we are

given that ability through several county and state labor councils. Local lodges are mandated through the IAM constitution to have delegations to their county labor councils as well as the Washington State Labor Council. The Washington State Machinist Council is also an option given to local lodges in the way of staying politically involved and up to date with the current political landscape. By attending your local lodge meetings you can find out the specific requirements to be seated as a delegate and how each council functions respectively. Not unlike any cause an activist would choose, there is almost the constant need for volunteers. Manpower is needed for anything from phone banking and door knocking to assisting in all other aspects of a campaign. There is always a need that can be filled.

The only way we can ensure that our ideas and issues are heard is to gather the support we need to direct the attention where it is needed. The few cannot continue to support the many and we will not know success until we all take the steps to become involved.



By Greg Heidal

We have reached an agreement with Washington State Ferry's and Lake Union Drydock, and have ratified both. American Presidents Line is still in negotiations as is Fishing Vessel Owners.



Well, what a ride the last couple of months have been. The Janus decision has certainly got people paying attention, and in my opinion has strengthened the Unions solidarity as our Brother and Sisters truly recognize the threat we are under. We are in this together and if we forget what history has taught us we shall be eliminated.

So with that just a few reminders of why we stand together.

Building Power for Working People

A union is you and your co-workers coming together as a team to make improvements at your workplace.

Union members work together to negotiate and enforce a contract with management that guarantees the things you care about like decent raises, affordable health care, safer workplaces, job security and a stable schedule.

There is a union for every type of career. No matter what profession you are in, you deserve to make ends meet, have a good life and plan for the future.

Here are some of the ways you benefit from forming or joining a union:

Better Wages and Benefits

Decent raises, predictable schedules and family-friendly policies don't just happen without working people coming together and advocating for better workplaces.

When people negotiate together, they gain better wages and benefits.

Working people in unions make improvements at the workplace, and they fight to improve the rights of all people. Union members helped create workplace health and safety standards, the Americans with Disabilities Act, Family Medical Leave Act, increases to minimum wage, workers' compensation and lots of the other laws you rely on.

Have a great fall and enjoy the season.

By Bonnie Moeller

Hello Brothers and Sisters. Let me begin by introducing myself as the newest Business Representative on staff and offering a very sincere thank you to everyone who served on the interview committee and allowed me the opportunity to serve the Union in this capacity. I also offer my gratitude to all of you who have already welcomed me, or given me advice on how to do this job and do it well. My greatest asset in this new position is you: the membership.

For those of you I have not had the pleasure of meeting yet, I look forward to serving you and getting to know you and your families. Until I have the opportunity to meet you face-to-face let me offer you the briefest overview of who I am:

- A native Midwesterner and South Dakota State University alumni
- The daughter of an auto mechanic and small business owner
- The sister of an auto mechanic and an engineer

- A proud dog-mom of a 5 month old Labrador mix named Lilo

- A member of local lodge 297 and a former employee of the City of Fife

- NOT a stranger to hard work

Now that we've gotten introductions out of the way, let's begin my report - here's a glimpse into my life as a Business Representative thus far - and in an attempt to keep it short and sweet, I'll just give you the numbers. I've been assigned 25 bargaining units, spread out across 44 shops from Everett, to Tacoma, to Bainbridge Island. I currently have 4 contracts open for negotiation. I've been on 19 shop visits, participated in mediation 6 times, sat in on 1 arbitration, driven over 4,000 miles, attended 3 District 160 delegate meetings, and 3 local lodge meetings.

I'm sure by my next report, there will be no way I can keep track of all these numbers - but I'm looking forward to being busy.

After all, I'm just trying to keep up with all of you hardworking Fighting Machinists.



By Bobby Joe Murray

In my last article I talked about change and how it's the only constant. I referenced the changes happening in our District as the result of retirements. The one thing about change is that it brings with it new beginnings. As I write this those beginnings are taking place all around District 160. With a new DBR and a new Business Rep on staff there has been a slight shuffle of shop assignments. While I've lost some, I've also gained some. Those I lost I'll miss for various reasons and those I've

gained I'll have the opportunity to meet new members and make new relationships.

Another huge change is that, in an effort to streamline our operation, our University Place office will be closing and all of us assigned there will be moved to the Seattle office. Again, a new beginning. This will allow our District to cut some costs and build in some efficiencies in the way we do business. It will certainly take some

getting used to but will, at some point, become the new normal. I'm sure that there might be more coming but that's okay because change is the only constant.



I can't close without a point about the upcoming elections. This is an important cycle at this point in our history. I make no apologies about my dislike for the way our current Federal Administration has and is conducting business. I have many issues I care deeply about but none more important to me than those that affect working men and women. This President and current Congressional leaders have done nothing but harm to the plight of workers. This election day we must turn those in Congress that support what's happening out of office.

We must elect those that will support our workers and their families. Making

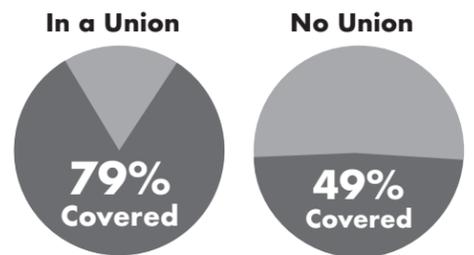
the wealthy wealthier at the expense of the working class is not acceptable. We have the power as working class people to stand together and make sure this stops.

It's been said time and time again; in fact I'm pretty sure I've said it, that this is the most important election of our lives. I still believe this is the case. It's the most important so far. So if you believe as I do then get out and vote. Make sure everyone you know that shares these feeling does too. If you don't agree then please don't bother.

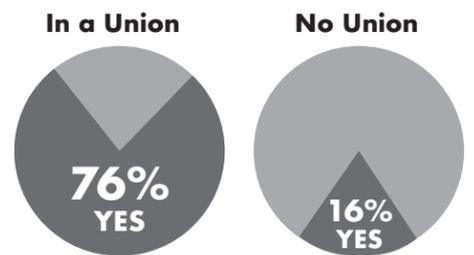
In closing I hope everyone had a great summer and is ready for some FOOTBALL!

The Union Difference is Clear

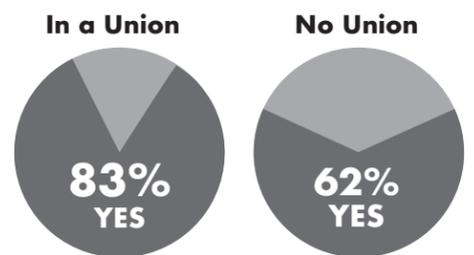
Health Insurance (Job provided)



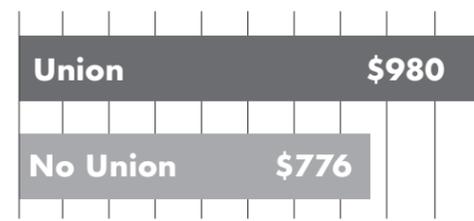
Pension Plan (Defined Benefit)



Paid Sick Leave



Median Weekly Earnings



BUSINESS REPRESENTATIVES' REPORTS

By Alfredo Silva

As the days fade from summer into fall, we also transition into a new school year, the beginning of the football season and playoff baseball is around the corner, we are also presented with a day to reflect on the accomplishments of the labor movement and to honor our fallen brothers and sisters.

At District 160 there is also transitions and new beginnings happening. On June 29th Dan Morgan officially retired from District 160 after a very successful career where he led and mentored not only its staff, but also made many gains for not only members but also their families. Brother Morgan left quite an impact on District 160, the I.A.M. and the Labor Movement for many years to come. Before his departure, he added a few new great additions to the District 160 family, Bonnie Moeller as the latest Business Representative and Denise Macias as the latest Executive Assistant. Paul Miller has succeeded Brother Morgan in the role of Directing Business Representative and Brandon Hemming has been elevated to the role Assisting Directing Business Representative. So please join me in wishing them all congratulations and Godspeed on their new positions and for Brother Morgan on his well-deserved retirement.

Now if that wasn't enough going on, we have also had the recent Janus v. AFSCME decision, the recent news that Missouri voters defeat GOP-backed 'right to work' law, and the most recent news that a Federal Judge invalidated key parts of Trump's Executive Orders on Unions.

Recently, I read an opinion piece in the New York Times that highlights some of what is mentioned above and speaks to what Unions do and what they face in light of recent events, and I believe that it merits to be shared in order for us to gain a perspective of what the Labor Movement as a whole is facing.

Why You Should Care About Unions (Even if you're not in one.)

By Meagan Day and Bhaskar Sunkara

Ms. Day is a staff writer at Jacobin, where Mr. Sunkara is editor. Aug. 8, 2018

First of all: We should all be celebrating that voters in Missouri rejected a right-to-work law by a 2-to-1 margin.

Why? The average person in the United States has essentially zero power in society.

That's why millions have organized into unions over the years. But the slow decline of unionism in the United States should concern you even if you're not in one.

Unions improve wages, benefits and working conditions for their members. But it's not just to members' advantage. Collective bargaining affects pay standards across entire industries, meaning even nonunion workers benefit. Unions also secure legislation that protects all workers, from workplace safety guidelines to a guaranteed weekend. And they reduce gender and racial wage gaps across industries, which contributes to broader equality in society.

Owing largely to a sustained political assault on unions, their memberships have been declining since the mid-20th century — a trend that, not coincidentally, maps neatly onto rising economic inequality and falling wages. The Supreme Court's recent decision in Janus v. American Federation of State, County and Municipal Employees is the latest blow to unions, effectively instituting a nationwide "right-to-work" regime for public-sector unions. Right to work forces unions to represent even those who don't pay dues or claim membership, discouraging workers from joining and contributing. In short, it kills unions by attrition.

And that's the goal. A web of right-wing corporate elites, think tanks and foundations bankrolls union-busting campaigns like the one that led to Janus. The mission of the Bradley Foundation, which has pumped millions of dollars into right-to-work advocacy for 15 years, includes supporting "organizations and projects that reduce the size and power of public sector unions." Internal documents obtained by The Guardian show that one foundation supported by the anti-union Koch brothers expressly endeavors to "cause public-sector unions to experience 5 to 20% declines in membership, costing hundreds of thousands or even millions of dollars in dues money."

In the wake of Janus, the labor movement faces a choice: It can passively watch members drift away, or it can return to its roots, renewing a commitment to internal democracy, face-to-face organizing and bold strike action — in other words, do the things to win concessions and actually give people a sense of belonging and purpose in the movement. And American workers should cheer labor on when they take this course — for example, by supporting the ongoing wave of teachers' strikes — knowing that the fates of union and nonunion workers are inextricable.



By Glenn Farmer

Alcoa continues to hire both production and maintenance employees. The current headcount is around 620 with a target of 630, the largest bargaining unit we've had in years. Metal prices are high and the future holds promise. Challenges remain with a relatively new and untrained workforce. There is still a challenge in getting the equipment up to speed. Union Reps continue to focus on training, safety, and monitoring the terms and conditions of the labor agreement.

Educating a new workforce and a largely new management group has been an ongoing challenge, but the Company is committed to getting everything up to speed, a goal the Union shares. Twelve new apprenticeship positions were created, six Millwright and six Masonry. We also continue to expand our Employee Assistance Program (EAP). Four bargaining unit advocates have been trained with several more scheduled to go to the Winpisinger Center next year.

District 160's newest unit is URS Federal Systems Helicopter Mechanics at Ft. Wainwright, Fairbanks, AK. We are scheduled to negotiate a first contract the first week of October. With the addition of the F16 Mechanics at Eielson AFB and URS to our CSRA Training unit at Ft. Wainwright, we now have more members in Fairbanks than Anchorage. We're working on some more potential units in AK as well. On July 14th, we held Shop Steward Training for the Fairbanks attended by members of all three units.

Local Lodge 2379 had their annual free BBQ during the Whatcom Old Settlers Grand Parade on July 28th. Special thanks to Mark and Lauri Waslohn, Shawn Creasey, Craig Nolan, and Noob Maddux for

going the extra mile. Thanks to Ryan Chapman for the great pictures and getting everyone's attention. Bull horn not needed. He is not shy.

Out in the world at large, assault on Labor continues. Are we great yet? Now that we've given the corporations their tax break, have our wages got better? Stock market is doing great, how's our insurance rates? The November election is going to be one of the most important elections in history (actually, they all are). Who are we, and what do we want to be? Are we inclusive or is this just about getting yours? Is this

about working people or are we waiting for the corporate trickle down? Are we looking to enhance our educational system or hand it over in the march to privatization? Flail blindly at "big government" and hand it over to corporations, or support change to our fundamental services? Do we want Politicians, or do we want Statesman? With the recent passing of John McCain and Aretha Franklin, we got to see what great looks like in America... from courage in war to courage in adversity to courage in character.

With the recent Janus decision and changes to the NLRB, the remaining line of defense for the American Worker has taken some hits. It will take commitment, hard work, and it will take VOTES. How does the future look for your family? Are you going to hand it over to a handful of rich folks?

There will be opportunities for you to participate in furthering the Labor movement this fall. Stay tuned.



Local Lodge 2379 attendees both young and older enjoyed themselves at the annual BBQ held on July 28th.

By Bob Westbrook

In this era unions are under attack in more ways than one. The Supreme Court Janus decision is one but the latest has been the direct attack on unions representing federal employees by Trump's Executive Orders (EOs) 13836, 13837 and 13839. In short order EO 13836 limits time-lines for negotiating collective bargaining agreements, negates permissive subjects of bargaining and requires exchanging proposals before any arms-length negotiations are taken up. Following that, EO 13837 would

effectively cancel stewards' use of official time that exceeds 25%, establishes a union time rate not to exceed one hour per bargaining unit member per year, require unions to pay rent for stewards' use of office space and equipment and bar any employee official time to prepare or pursue grievances (including arbitration grievances). EO 13839 would bar grievance procedures or binding arbitration disputes concerning ratings, awards and removal of an employee from Federal Service. EO 13839 also implements the removal from federal service of employ-



ees without using progressive discipline. These are just the highlights of what these executive orders are intended to do.

Fortunately, most of the sections of these executive orders have been overturned by the D.C. District Court. Unfortunately, some of the sections of EO 13839 on easing restrictions on firing of federal employees remain intact. The following unions should be thanked for taking on this battle on behalf of all:

- American Federation of Government Employees, AFL-CIO
- National Federation of Federal Employees, FD-1, IAMAW, AFL-CIO
- American Federation of State, County, and Municipal Employees, AFL-CIO
- National Treasury Employees Union

In making her decision, U.S. District Judge Ketanji Brown Jackson explained, "Congress undertook to guarantee federal employees the statutory right to engage in good-faith bargaining," which "safeguards the public interest." She continued by stating, "It is clear to this Court that various aspects of the orders that the unions seek to challenge in this case violate the statutorily protected duty to bargain."

Another situation pointing to an attack on union stewards in 2017 was poised in a House Bill, H.R. 1364 entitled, Official Time Reform Act of 2017 sponsored by Republican Georgia Representative, Jody Hice. This bill, if passed by both the House and Senate and signed by the President would amend Title 5, United States Code, to limit the use of official time and to exclude certain official time usage from eligibility as creditable service under the Civil Service Retirement System and the Federal Employees Retirement System. In short, this bill would affect the retirement annuities of union stewards for representing their coworkers. According to GovTrack.us the communities assigned to this bill sent it to the House as a whole for consideration on March 10, 2017. Skopos Labs gives the bill a 4% chance of being enacted. Therefore, federal stewards may have a breather for now. The history on this bill is as follows:

- March 6, 2017 Introduced in committee
- March 10, 2017 Order reported. The committee has voted to issue a report to the full chamber recommending the bill be considered further.

Some may question why official time is important to the unions. The main reason

for official time is that the federal government requires unions to represent employees who are not union members and pay no fees for union services. The deal with organized labor in 1978 with the passage of the Civil Service Reform Act was to eliminate disparities. Until the passage of this bill federal employee representatives had to take leave or take leave without pay to participate in negotiations. Management negotiators not only received official time but also received reimbursements for travel and per diem. In 1979, the Federal Labor Relations Authority (FLRA) issued guidance allowing 100% of official time for contract negotiation activities and reimbursements for per diem and travel expenses for federal employees engaged in collective bargaining and representing coworkers.

In conclusion, the battle is ongoing in the federal, municipal and private sectors regarding union representation. For those unaffected presently by the latest attacks against federal and municipal unions know that the battle will ensue in all sectors and we must be watchful, aware and unified in solidarity. A battle against one is a battle against all.