



Special Edition

TEAMSTER TALK

SUMMER 2025

A message from

PAUL DASCHER

SECRETARY-TREASURER, TEAMSTERS 117



Speak with fire in your mouth

“I had fire in my mouth,” said Clara Lemlich, recalling her 1909 speech that sparked an uprising of 20,000 immigrant women.

A young Ukrainian garment worker, Lemlich was fed up with the brutal conditions plaguing New York’s shirtwaist factories. Her rousing voice helped ignite a movement that won higher wages, safer workplaces, and shorter workdays.

More than a century later, we see Lemlich’s example in the courageous voices of workers across our union. This year at Local 117, we’ve put those words into action.

Members of Teamsters 117 have won historic contracts recently at places like US Foods, Swire/Coca-Cola, and Darigold because rank-and-file leaders boldly spoke up and confronted their employers at the bargaining table.

This year in Olympia, our members helped pass groundbreaking legislation – unemployment

insurance for striking workers – because they demanded it in face-to-face meetings with legislators.

At Mauser/ICS, when Teamsters were viciously locked out by their employer, Shop Steward Josue Calvario stood before a rally at his workplace and declared, “We will not stop fighting.”

No words better represent the courage shown by those workers. And no words better define our Union. We will not stop fighting for all workers, no matter your country of origin, who you love, how you worship, or what language you speak. Wherever injustice arises, whether in our workplaces or in our communities, we will confront it head-on, no matter who is behind the attacks.

The theme of this year’s Local 117 **Womxn’s Conference is Weaving Solidarity: Stronger with Every Strand.** Join us there, then use your individual voice to carry that solidarity forward. Speak up against harassment in the workplace.

“We will not stop fighting for all workers, no matter your country of origin, who you love, how you worship, or what language you speak.**”**

Rally to support your more vulnerable neighbors who are under attack.

Follow Lemlich’s example – when you confront injustice, don’t stay silent.

Speak with fire in your mouth.

In Solidarity,

PAUL DASCHER
Secretary-Treasurer

WORKERS WIN BIG

in Olympia

UNEMPLOYMENT INSURANCE FOR STRIKING WORKERS IS SIGNED INTO LAW



unions — we all played a roll. Now we have protection if we need to strike. And that's huge."

Passage of the bill - SB 5041 - couldn't have happened without Local 117 members sending more than five hundred emails to legislators over the 105-day session. It shows that our collective voice matters, and we can make a difference when we pool our power.

"This helps level the playing field," said Joel Waugaman, another MV shop steward, who lobbied his representatives on the bill. "We're trying to stop corporations from keeping people out on strike forever and forcing workers to accept lower pay."

Starting January 1, 2026, workers

will be eligible to apply for unemployment benefits after two weeks on strike. While the final bill was amended to limit benefits to six weeks, this is still a huge victory for workers. Workers will have more leverage in contract negotiations and protection against financial hardship when they are forced to strike.

"This bill happened because Teamsters came together and demonstrated the same strength and solidarity in the halls of the state house that we demonstrate on the picket lines," said Paul Dascher, Secretary-Treasurer of Teamsters 117.

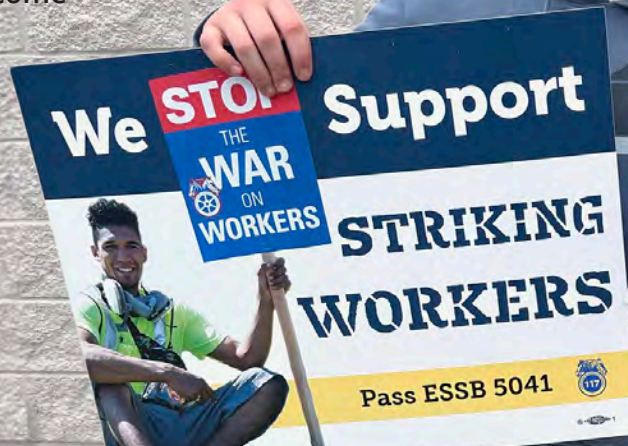
"Washington State is leading the way in protecting and enhancing workers' rights, and Teamsters are making that happen." ■



abor celebrated a huge win in Olympia this year thanks to hundreds of Teamsters speaking out.

We got one of our top priorities - unemployment insurance for striking workers - across the finish line and to the Governor's desk for signature. Surrounded by workers, Governor Ferguson signed the bill into law in a ceremony at the State Capitol on May 19.

"It's cool to see everybody who helped pass this bill come together as one," said Local 117 member Heather McMahon, who attended the bill signing. "Teamsters, firefighters, electricians - from the smallest to the biggest





Operation Chili Dog

WASTE MANAGEMENT TEAMSTERS SUPPORT LOCAL 117 MEMBERS RUTHLESSLY LOCKED OUT BY MAUSER/ICS.

The Chili King at Waste Management worked his magic to the delight of Teamsters 117 members locked out of their jobs by Mauser Packaging Solutions, Inc.

Using small donations from sanitation workers up and down the Puget Sound corridor, Nate Carnahan - aka the King - dialed up a savory feast of homemade chili and corn bread. Matt Lim, a Trustee on our Union's Executive Board, delivered the chow to the picket line.

"There are so many people who care, and these guys need to know it," Lim said, as he

unloaded his truck with trays of chili and encouraged the guys to come eat.

If ever the phrase it takes a village applies, this is it. Waste Management Teamsters pooled their resources from Tacoma to Mt. Vernon. Everybody chipped in - recycle, yard waste, and garbage drivers, mechanics, welders, delivery operation specialists - all represented classifications from three Teamster locals - Locals 117, 174, and 231.

The group collected enough to feed the picketing workers and then some. Their donations added a whopping \$1000 to the

hardship fund set up to support members struggling financially due to the lockout.

After Lim told workers about the donation, Armando Quezada expressed gratitude on behalf of his co-workers.

"We want to thank our fellow union members for this incredible show of solidarity and support," said Quezada, who has worked



“

We want to thank our fellow union members for this incredible show of solidarity and support.

For Waste Management Teamsters, Operation Chili Dog as they've dubbed it is just the start. They've got a community kitchen idea in the works designed to use union solidarity to feed, fuel, and inspire others to lift up the community. ■



Scan to help locked out members at Mauser

at the Mauser facility for 23 years. "We hope in the future we will be able to return the favor."

www.MauserPackagingMisery.com



ARMANDO QUEZADA, 23-year Teamster

Got milk!

DARIGOLD WORKERS CELEBRATE NEW THREE-YEAR CONTRACT



orge Farias, a Shop Steward at Darigold who receives milk

loads and ensures tanker sanitation, has been working extensive overtime to support his young family. "My main goal is to provide for my daughter's future," he says.

A new three-year contract with significant day-one wage increases will allow Farias to reduce overtime and spend more time with his wife and daughter. Members voted overwhelmingly to approve the agreement on June 22.

The contract includes pension increases, compressed vacation

schedules, reduced medical costs, DRIVE language, higher night shift premiums, and MLK Day as a paid holiday.

Farias credits the success to shop floor solidarity and a pre-negotiations visit from International Union General President Sean O'Brien and Local 117 Secretary-Treasurer Paul Dascher, who walked the Seattle plant floor encouraging members.



"This agreement recognizes the hard work our members put in to ensure dairy products are safe to consume," said Dascher, praising the negotiations team's efforts. "Special recognition goes out to union reps James Borsum and Jacob Westerlund for their outstanding work throughout this process." ■

Big contract win



AT US FOODS

TEAMSTERS RATIFY ONE OF THE STRONGEST CONTRACTS WITH US FOODS IN THE COUNTRY



At the US Foods ratification meeting, 30-year Teamster and former Executive Board member, Alfredo Espino, looked on proudly as his son Nicholas voted on his first Local 117 contract.

With just a month under his belt, Nicholas is a new night shift order selector at the company's distribution center

in Fife, where he pulls cases of food with his pallet jack and shuttles them around the warehouse. Loaded onto trucks, his orders are hauled off to schools, hospitals, nursing homes, and restaurants throughout our region.

At just 19 years, Nicholas is prepping for a long Teamsters career. He's already got his eye on the pension. "The pension

rate is really good for my future," he says. "Especially for somebody like me who's starting at a really young age."

In addition to pension increases, the new US Foods contract touts big jumps in wages, protections against health and welfare increases, double time after 60 hours in a workweek, and an annual boot allowance, among other improvements. Members voted overwhelmingly to approve the deal.

"I'm happy with what I see," says 15-year utility worker Gregory



A family of Teamsters: Alfredo Espino, a 30-year Teamster is proud to see his son Nicholas follow his footsteps at US Foods as his daughter Brenda works at the Teamster Hall in Tukwila.

Patterson. "Quite a few times I've put in well over 60 hours, so now the company has an incentive not to work us like that anymore." Patterson came to Fife from one of US Food's non-union facilities in South Carolina, so he understands the value of being a Teamster. "I've seen how brutal the company can be if you don't have strong representation like we do at Local 117," he says.

That meant a top-notch bargaining committee together with Union Representative James Borsum and Secretary-Treasurer and lead negotiator Paul Dascher.

"This is a demanding job with a lot of wear-and-tear on the body," Dascher said. "These workers deserve a safe workplace, good compensation, and excellent health and welfare coverage. We fought hard at

the bargaining table to achieve those goals."

The result is one of the strongest contracts the Teamsters have with US Foods in the country.

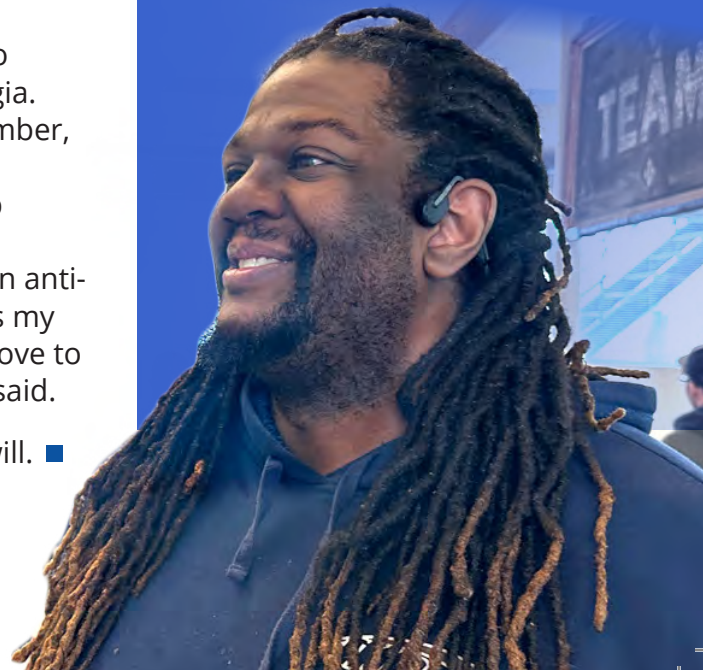
After the meeting, proud father Alfredo praised son Nicholas and his daughter Brenda, who is also a member of Teamsters 117. "I'm really proud of both my kids for following my path at the Teamsters," he said.

But that gratitude was also tinged with a bit of nostalgia. No longer a Local 117 member, Alfredo moved out of his Teamsters job in the scrap metal industry when his company was sold off to an anti-union bidder. "I really miss my Teamsters family, and I'd love to return at some point," he said.

Maybe at some point he will. ■

“

The pension rate is really good for my future... especially for somebody like me who's starting at a really young age.





The Real Thing at SWIRE

OVER 800 WORKERS AT 5 LOCALS SCORE BIG WAGE INCREASES, PENSION INCREASES, BETTER HEALTHCARE, IMPROVED SENIORITY RIGHTS IN A HUGE CONTRACT WIN



oke has not always delivered the “real thing” for Teamsters.

Contract after contract the company has fizzled out, failing to provide anything close to the compensation workers and their families deserve.

Memories of a week-long strike in 2010 still burn for more senior members of Local 117. “Everybody was upset,” said Shop Steward Matias Carreño, recalling his time on the picket

line. “They wanted to take away healthcare for our retirees. A lot of people struggled to pay their bills. It was a case of a big billion dollar company not caring about how hard we work to support our families.”

Fifteen years later, a lot has changed. Thanks to strong leadership and a powerful coalition of Local Unions, over 800 Swire/Coca-Cola Teamsters across

Western Washington are celebrating a new contract with record wage increases, savings on their medical benefits, and



meaningful progress toward a more secure retirement.

"It's going to make a big difference," said Shop Steward Van Huynh. "It makes us catch up with our competitors. It's a lot of money. We're just happy. We work hard and we deserve it."

Huynh and his Local 117 co-workers voted overwhelmingly to approve the three-year deal at a meeting at the Tukwila Union hall on June 1. On the same day, members of the four other Local Unions in the coalition – Locals 38, 174, 313, and 589 – also ratified their deals. The agreements cover drivers, production workers, merchandisers, mechanics, and sales representatives – all Teamsters-represented classifications across Western Washington.

"It's way better than the last two contracts," said Carreño. "The healthcare is going to be cheaper for us, and we're getting more in the pension. Now they have to honor our seniority – everybody's really happy about that change."

Getting to the deal wasn't easy. In May, members voted 99% to authorize a strike, sending an unmistakable message that they were prepared to shut



down operations if necessary. In negotiations, the 33-member Union team was crystal clear: Put a fair proposal on the table by expiration or there will be trouble. As expiration approached, the company agreed to the coalition's key demands.

"We let the company know we weren't going to let them slow walk this," said Secretary-Treasurer Paul Dascher, one of the lead negotiators for the coalition. "Workers at Coke were overdue for a contract that recognizes their hard work and sacrifice. This deal gets our members what they deserve – competitive wages, seniority

protections, and benefits that will save them over the long haul. I couldn't be happier for our members and their families." ■

“

The healthcare is going to be cheaper for us, and we're getting more in the pension.





Bamboo Bargain

COALITION ACHIEVES FULLY-RECOMMENDED SETTLEMENT OFFER WITH KING COUNTY

Public sector bargaining isn't really like watching grass grow—it's more like bamboo. Progress seems imperceptible for months, then suddenly shoots up several feet in a single day.

That's exactly what happened with the recent Coalition of Unions bargain at King County.

"Long and arduous," Amy Duncan called the process. "Grueling," added Saybre Locke. Both Shop Stewards endured months of exhausting biweekly sessions as part of our 100-member bargaining team.

Then in early June, a deal that had seemed out of reach suddenly flourished.

The Coalition, led by Local 117 President Maria Williams, hammered out a fully-recommended tentative Coalition Labor Agreement (CLA) covering thousands of County workers.

CONTRACT HIGHLIGHTS

The proposal delivers significant wins across multiple areas:

Healthy wage increases in all three years of the contract

\$1500 ratification bonus payable to all Coalition members

Bilingual pay premium for employees using additional languages at work

Wage study for our administrative support positions

Additional contributions to fund professional development opportunities

Significant increases to our boot allowance for members working in the field

Improved vacation accrual for new employees

Holiday pay improvements for employees on alternative work schedules

NEXT STEPS

Both the CLA and the appendix agreements, which are currently being negotiated, require membership ratification. Members will vote on the complete package later this summer.

"None of this would have been possible without having incredible members at the table," President Williams said. They were able to speak to why the County workforce is able to perform at the highest level and deserves to be compensated and supported through a strong contract. This is an agreement we all can be proud of." ■



MCCCW

Wednesday,
July 2

WCC

Friday,
August 1

MAPLE LAKE

Tuesday,
August 5

WCCW

Friday,
August 8

SCCC

Friday,
August 12



MORE INFO



DOC SUMMER

BBQs

DOC HQ

Wednesday,
August 20

CHQ

Wednesday,
August 20

CCCC

Monday,
August 25

MICC

Tuesday,
August 26

MCC

Thursday,
September 4

WSP

Monday,
September 8

OCC

Monday,
September 8

CBCC

Tuesday,
September 9

CRCC

Wednesday,
September 10

AHCC

Friday,
September 12





Gunalcheesh,
My Land.
Gunalcheesh,
My Union.

BY ELLANY KAYCE

I grew up in a redlined, all-white neighborhood in Seattle. There were only 5 TV stations back then, and us kids played outside all summer long. My skin would get darker and darker under the sun. I was teased relentlessly for it and would hear derogatory comments flung at me. By the way I was treated, I knew I was different.

I am Native, a descendant from the Tlingit Nation. My Grandmother Edna was a full-blood Tlingit from a coastal town, Wrangell, in Alaska. She was just a child during the third wave of Klondike Gold Rush when white men came in droves looking for land, looking for water and for gold. Wrangell stood at the head of the Klondike Skitine route. Native populations were pushed out -- their land trampled, their access to clean water restricted. Along with the prospectors came a small bacterium that festered in the lungs. Tuberculosis, originally rare in indigenous populations, spread like wildfire among the Tlingit. My Grandmother caught the menacing cough too and succumbed to it not living to see her thirties. Neither did she see her beloved child, nine-year-old Ernie, apprehended by the white people.

“By the way I was treated, I knew I was different.”

Like too many Native American children, Ernie was taken to

a Catholic boarding school to undergo a devastating “civilizing” education. He was forbidden to speak Tlingit or demonstrate any association with his native culture. If children at the boarding school disobeyed, they were subject to severe corporal punishment. At times, they were isolated, and their food was restricted. After many grueling years, Ernie managed to escape. He followed the gold rush route backwards and ended up in Seattle, where he would meet my mother and where, many

“Along with the prospectors came a small bacterium that festered in the lungs.”

years later, I would be born. One day, riding with my father in his car when I was a young teenager, I proudly enunciated two Tlingit words that I had recently learned. When my father heard his native tongue spoken out loud, he became petrified. He wouldn't be shaken out of that stupor until much later that day. He struggled with the legacy of European indoctrination that tried to erase his identity, his culture, his history.

It wasn't until my father joined a union that he found a community of people who weren't attempting to crush and erase him. On the contrary, they had his back. He was a member of International Brotherhood

of Boilermakers while working as a welder at Todd Shipyards during WWII. When he worked for Truckweld Trailers, he was a member of the International Association of Machinists (IAM).

My parents labored to make a living. When my sister was just born, they both picked fruit and vegetables in Eastern Washington. Their living conditions were far from ideal. In their tent, my mother was sure to boil water every time she prepared a meal for my sister, yet not every family was careful to do so. At times tragedy would strike brought on by microbes swarming in our raw drinking water. Our neighbor lost her baby that way.

In my parents' care, I survived and I grew. I remember one time my mother took me to Safeway, but we stopped short of entering the store.



At first, I didn't understand what force prevented my mother from entering the place where we got our food. That was when I first learned what a strike line was, and my mother refused to cross it. This happened during the Delano Grape Strike that

“That was when I first learned what a strike line was, and my mother refused to cross it.”

united the Filipino and Mexican farm workers. We did not buy any grapes that summer. Throughout their life, my parents worked very hard and made little money, yet they always believed that it is the union that supports and defends the workers, including people of color and the native people.

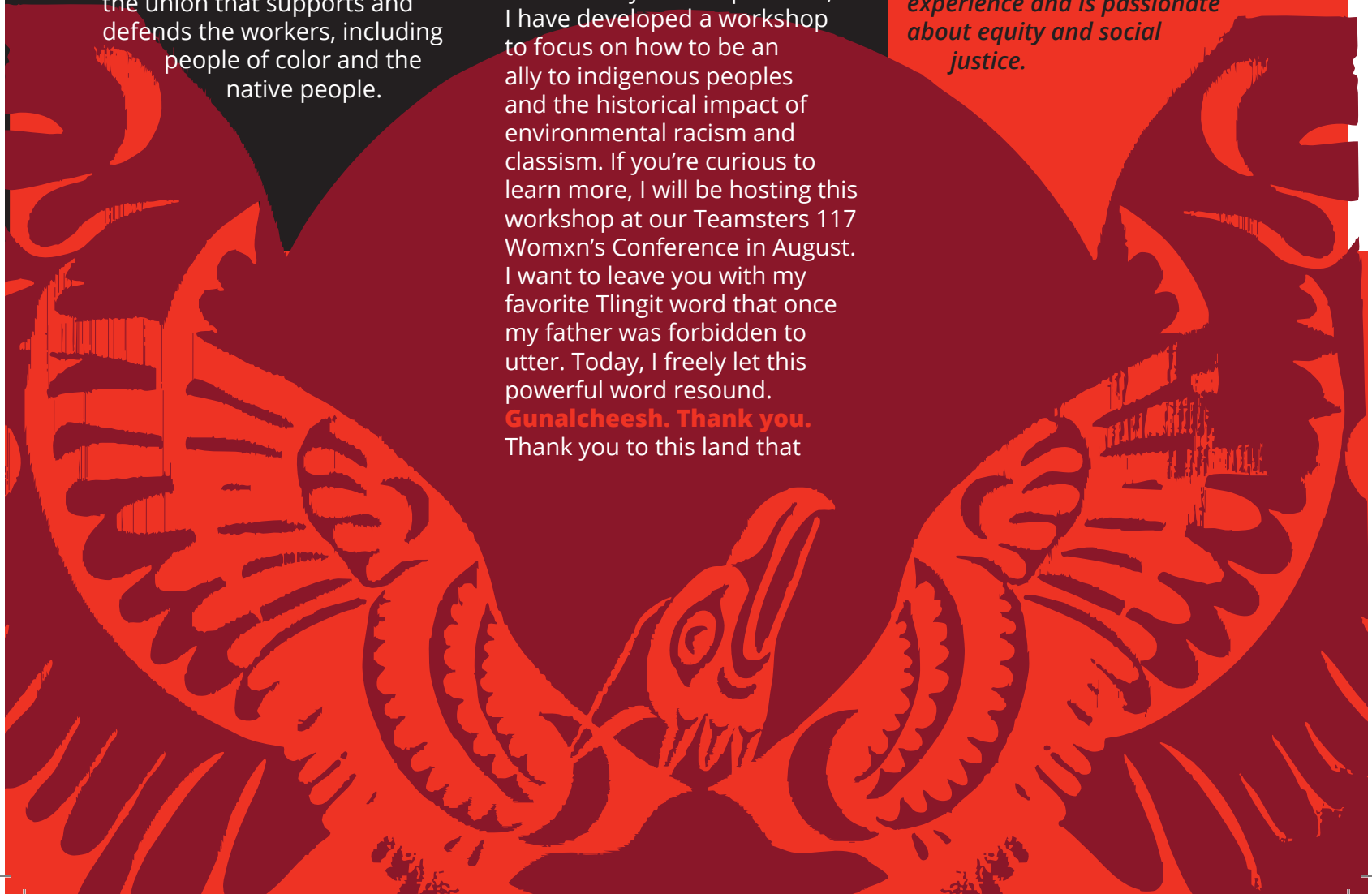
When I was a child, I was treated differently, and I assumed, like children do, that I did something wrong. White society attempted to destroy my nation, erase my language, tear me away from my land, yet I picked up the mantle where my father was forced to leave it. As a teen, I became interested in Tlingit culture. Through the Seattle Indian Center, I got a grant to go to college, getting more involved with the native community and joining a dance group. Today, I wear my native regalia with pride. I am a traditional drummer, singer, and dancer. As I continue to be committed to educating and sharing my culture, I am also a proud Teamster and carry on the family tradition of worker solidarity that was initiated by my parents.

To share my lived experience, I have developed a workshop to focus on how to be an ally to indigenous peoples and the historical impact of environmental racism and classism. If you're curious to learn more, I will be hosting this workshop at our Teamsters 117 Womxn's Conference in August. I want to leave you with my favorite Tlingit word that once my father was forbidden to utter. Today, I freely let this powerful word resound.

Gunalcheesh. Thank you.
Thank you to this land that

fostered the resilient Tlingit Nation and thank you to the union that lifts all working people regardless of their class or origin. ■

ELLANY KAYCE is a Teamster at King County and an enrolled tribal member of the Tlingit Nation, Raven Clan. Throughout her career she's worked as a racial, environmental Indigenous and social justice educator and program developer, cultural consultant, event planner, coordinator, facilitator, trainer, curriculum developer, contract manager, and fundraiser. Ellany is Native American/Alaska Native SME and has life-long experience working with Alaska Native, Native Americans, First Nations communities, and is a trainer, traditional drummer, singer, and dancer, and activist. She has over 10,000 hours of facilitation experience and is passionate about equity and social justice.



WOMXNS CONFERENCE 2025

Weaving Solidarity

Stronger with Every Strand

REGISTER
SATURDAY,
AUGUST 2
9:00AM



**DONATE
YOUR ART**

TO BE AUCTIONED AT THE TEAMSTERS 117
WOMXN'S CONFERENCE ON AUGUST 2ND



All proceeds go to the Jayme Biendl Scholarship


Join us for our annual Teamsters 117 Womxn's Conference. The theme this year will be *Weaving Solidarity: Stronger with Every Strand*. Our guest speaker will be Angela Garbes author of the national bestseller "Essential Labor". This is a family-friendly event & lunch will be provided.

There will be three featured workshops:

- ~ **Sound Bath**
by Cheryl Miller
- ~ **Building Bridges Between Cultures**
by Ellany Kayce
- ~ **Conversations that Connect** by Cara Mattson, Rosanna Sim and Shannon Sanchez

Silent Art Auction is back this year to raise funds for Jayme Biendl Working Womxn's Scholarship.





Art Day

at Teamsters 117

Saturday
July 19
11am to 1pm



Learn
more
and
register

SHOP STEWARD TRAININGS 2025

- July 16 – Reading your Contract (Zoom)
- July 17 – Reading your Contract
- Sept. 10 – New Shop Steward Training (Zoom)
- Sept. 13 – New Shop Steward Training
- Sept. 17 – Contract Campaigns 101 (Zoom)
- Sept. 18 – Contract Campaigns
- Nov. 19 – New Shop Steward Training (Zoom)
- Nov. 20 – New Shop Steward Training

**REGISTER AND
CHECK OUT MORE
TEAMSTER EVENTS**



TEAMSTER TALK

TEAMSTERS LOCAL 117
Secretary-Treasurer: Paul Dascher

14675 Interurban Ave. S.
Tukwila, WA 98168
1-888-872-3489



www.Teamsters117.org