



SEATTLE CITY COUNCIL | POSITION 9

COUNCILMEMBER M. LORENA GONZÁLEZ

March 7, 2019

Will Mallinson, Interim Operations Manager
Industrial Container Services
7152 1st Ave S
Seattle WA 98108

Dear Mr. Mallinson,

I am writing to express my deep concern about the possibility of an impending labor dispute at Industrial Container Services and to ask that you take immediate steps to reach an equitable resolution over a new collective bargaining agreement with your employees who are members of Teamsters Local 117.

I have always been a strong supporter of organized labor and of the right of all workers to negotiate family wages and decent benefits through the union of their choice as a part of the collective bargaining process. My parents were migrant farmworkers from Mexico, and I spent my childhood working in the fields of the Yakima Valley alongside my parents and five siblings. This experience and my work as an advocate for women, the elderly, and low-income immigrants has helped shape my conviction that all workers must be treated with dignity, equity, and respect.

Unfortunately, the reports my office has received regarding the treatment of your employees during contract negotiations are troubling and suggest that you need to do more to recognize the contributions they are making to your business. I was especially disturbed to learn that you implemented unilateral changes to your employees' health care plan, which will make their access to health care more tenuous. Coming from a family of immigrant farmworkers, I know how important it is for someone working in a dirty, dangerous industry to have access to good, affordable health care. Changing your employees' health care plan without fully negotiating those changes with their union may also constitute an Unfair Labor Practice, which could be a violation of the workers' rights under the National Labor Relations Act.

I also understand that you allegedly engaged in regressive bargaining and unlawful video surveillance of your employees when they were participating in a peaceful demonstration outside of your workplace on February 20, 2019. If true, these actions may also constitute violations of federal labor law.

I urge you to cease these practices immediately and to return to negotiations in good faith and resolve your differences with members of Teamsters Local 117. My belief is that an equitable resolution must involve negotiating a living wage, affordable health care, and retirement security for your employees. As a subsidiary of Mauser Packaging Solutions, a multinational private equity conglomerate with billions in revenue, ICS is certainly in a financial position to do right by its hardworking employees.

Negotiating a fair contract for your employees will stave off the possibility of a protracted labor dispute with Teamsters Local 117. It will also help maintain a healthy, productive, and vital workforce at your company, which benefits the Seattle economy and our entire community.

Thank you for your consideration. Should you have any questions or concerns, please do not hesitate to contact me or my Legislative Aide, Brianna Thomas, at (206) 684-8802.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Lorena González', written in a cursive style.

M. Lorena González

Seattle City Councilmember, Position 9 / Citywide

Chair: Gender Equity, Safe Communities, New Americans & Education Committee

Vice-Chair: Finance & Neighborhoods Committee