



Happy Holidays
MERRY CHRISTMAS & HAPPY NEW YEAR

Wishing you peace, health and happiness
from the Pacific NW Ironworkers Credit Union Staff
Teri, Tina, Corina, Lacey, Jamie,
Kim, Cathy and Judy

Proudly Serving Ironworker members and their families in Affiliated Local Unions 14, 29, 86, 506, 516 and 751

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**Wishing Everyone
Happy Holidays!**

From the staff & attorneys at:



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Protesting Nov. 30 outside the Swan Island headquarters of Anderson Construction are, from left: Laid-off Instafab project manager Tom Pearson; Instafab strikers Laramie Lexow, Allan Stabenow, and Brandon Nelson; Iron Workers Shopmen's Local 516 Business Manager Phil Casciato; and Pacific Northwest Iron Workers District Council organizer Perry Willard.

...Instafab strike continues

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group of strikers — and threatened to fire other employees for talking with them. In the settlement, the company agreed to backpay plus interest for seven strikers, totaling \$27,500. The backpay covers the two-month period from when it fired them to when it first offered reinstatement. In its initial October 2015 complaint, the NLRB sought backpay of nearly \$33,000, but the federal agency agreed to a settlement of about 80 percent of that figure.

The settlement also commits Instafab to post official notices in its shop and on job sites. In the notices, the company outlines employees' union rights, and pledges not to do the unlawful things it was accused of doing. The notices say Instafab has offered the fired strikers full reinstatement, and will reinstate them if they make an unconditional offer to return to work. "Our mission moving forward is to make sure we don't get any more of those unfair labor practices against us," Instafab owner Bruce Perkins told the Labor Press by phone.

Strikers and their allies have

picketed Instafab job sites and customers such as general contractor Andersen Construction. Striker Laramie Lexow said he thinks union picketing and pressure have cost Instafab considerable business, especially on the installation side. For the NLRB posting, the company provided the locations of just two installation worksites. A number of Instafab workers have been laid off, and some have reached out to the strikers, Lexow said.

"Portland architects and developers really do want quality work, and they want the people on their jobs taken care of," Lexow said.

Perkins acknowledged that Instafab lost business because of the strike, but says business is returning.

"We are probably doing a better job of listening to our workers because of the strike," Perkins said.

Lexow said Instafab has made a number of workplace improvements since the strike began, but without a union contract, things could change back. "We want a bargaining agreement saying he's going to protect all things he changed," Lexow said.

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