



DISTRICT 751 AERO MECHANIC

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Benefits provide pathway to promotion

A third shift crew in Renton is thrilled at training they took, which resulted in each of them getting a significant upgrade (at least four labor grades for most) to a new position as a Grade 6 Toolmaker.

What made the upgrades even more exciting is that for most, the promotions occurred within six months of members starting a three-month training program AND the training was paid for – thanks to our union contractual education benefits.

These members want to share their experience so others will take advantage of the generous education benefits in our union contract to get into different jobs at Boeing or even train for a new career outside of Boeing.

IAM 751-member Ryan Huertas was the catalyst, who helped spread the word about the three-month training at the Washington Aerospace Training & Research Center (WATR Center) after talking to an IAM-Boeing Joint Programs Career Advisor.

“I hired into factory service, but I wanted to get into a Computer Aided Measuring (CAM) lab, which involves photogrammetry since my passion is photography and videography. I asked the CAMs lab manager Bruce Atwood what is the best way to get into a toolmaker job at Boeing? He pointed me to the WATR Center curriculum, which is intense training that gives you much quicker results,” said Ryan.

“Being self-motivated is key. After meeting with a career advisor, I immediately signed up for classes, took the Compass test and started school a week later,” Ryan recalled. “The

bonus was everything for the training is paid for. I told other factory service attendants about this, and it has been a pathway to promotion for all of us.”

In January of 2016, eight Grade A Factory Service

Attendants enrolled in the off-hours WATR Center’s Tooling Mechanic Program. IAM-Boeing Joint Programs Career Advisors provided a training plan, ERT support and guidance using LTP and EA funding to obtain the Grade 6 toolmaker job. Another member in a Grade 1 position also used these resources as a pathway to a Grade 6 toolmaker job, and one member used it to promote from a Grade 4 mechanic job.

Career Advisors and Education Assistance staff identified and worked through all potential barriers concerning funding issues and school fees to find solutions that ensured their training was covered. In other words, the Career Advisors found a way to say yes.

Ryan advised members to be patient for a toolmaker job to come open once they have completed the training. He had filed ERTs for other jobs and was initially



L to R: Matt Cox, Jackie Shepard, Miguel Leyva, Amanda Heep, Ryan Huertas, Demetrius Hammond all used contractual education benefits to get an upgrade from Factory Service to Grade 6 Toolmaker.

offered a Grade 1 Manufacturing Helper position. He wisely turned it down, and just a week later he was offered a toolmaker job.

“I used to own my own business and took a payout to get in the door,” Ryan said. “Two years later, I’m a Grade 6 working on the planes and gaining production support skills.”

It was more than simply getting an upgrade for IAM 751-member Amanda Heep, who also hired into Factory Service. “This new position not only advances my career going from a Grade A to a Grade 6, which is a \$5 an hour raise; it also allows me to spend more time with my son working third shift rather than second shift,” Amanda said.

“Don’t be intimidated. If you haven’t had toolmaker or mechanical experience, you can learn it in this training program,” Amanda added. “Be sure to ask if your manager will work with you to alter your

hours a bit so the training can fit your schedule.”

IAM 751-Member Jackie Shepard praised the Joint Programs Career Advisors. “The advisors encouraged me to take the training and let me know Boeing would be hiring toolmakers.”

“This is a really good avenue to get a promotion to a more challenging job in just a few months,” said IAM 751 member Matt Cox. “If I had only done green lights and the ERT process, it would not be as quick. It was nice to go into a class and learn these skills in a condensed and intense format.”

Jackie offered good advice. “Once people complete the training, don’t be picky about your location and shift,” she said. “There was another member who had his certification before me, but because he only wanted Everett, he didn’t get upgraded. Once he went back and

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Fighting for our members every day

Each day our Union Stewards and Business Reps are fighting to protect members’ rights on the shop floor. The battles may be contractual violations, a pay issue, unjust Corrective Action Memos (CAMs) or simply a matter of fairness.

Proper Pay When on Loan

Recently, Union Steward Nick Powell’s efforts delivered more than \$1,700 in back pay for a member who was not paid properly after he was loaned to another shop.

Business Rep Dena Bartman applauded his effort. “Nick did a great job investigating the issue, presenting the facts to HR and insisting they make the pay correct,” said Dena. “Nick continually works hard every day to represent the members and doesn’t back down from an issue – especially when he has the documentation to back up his argument.”

This particular instance involved a member classified as a Grade 6 who was loaned out to a different shop on a new machine performing Grade 9 work.



Business Rep Dena Bartman (r) thanks Steward Nick Powell for his efforts that delivered \$1,700 in back pay for a member whose pay was incorrect.

“When he was first on loan, Boeing paid him properly for the first two weeks. Then for no apparent reason, Boeing went back to paying him Grade 6 pay even though he was still running the new machine and doing Grade 9 work,” said Nick. “I continued to investigate the matter, documented the days he was on loan to prove he was performing the Grade 9 work.”

Initially, Nick approached the first line

manager, who said he would look into it, but simply dragged his feet. Rather than waiting, Nick decided to elevate the matter to HR.

He presented documentation of the dates the member had worked the job, which showed he should have received Grade 9 pay. As a result, the member received more than \$1,700 in back pay for approximately 71 days when he performed the higher graded work.

“Management never answered the question as to why the proper pay stopped after two weeks,” said Nick. “I let that go since they corrected our member’s pay.”

Solidarity in EMC Stops Questionable Discipline

Determination and solidarity in the Everett Modification Center (EMC) prevented two members from receiving questionable discipline by getting Corrective Action Memos pulled from their folders.

The members involved work on the tanker program and didn’t have a union

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Boeing to offer voluntary layoff to certain job codes

Boeing notified all our IAM members on December 21 that they would start another round of voluntary layoffs (VLO) early next year. A list from Boeing of IAM job codes eligible to participate in the VLO is posted on our website (www.iam751.org). An official email will go out on January 11 to those in the impacted classifications with details and deadlines of how to volunteer if interested.

Boeing gave no indication of the number they may approve in the eligible job codes. The skill teams will select members, beginning with those who have the highest seniority, until the number of authorized voluntary layoffs are reached in that job code. Those taking the VLO are eligible for one week of pay for every year of company service up to a maximum of 26 weeks, as well as the option to continue medical coverage at the active rate for up to six months (or until covered by another group medical plan).



Building Better Communities

751 members and their families help at various holiday projects throughout Puget Sound **6**

Happy New Year from the Officers, Business Reps and Staff of District 751



Pending Proposal

Members at ASC to vote on new contract over the holidays **12**



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REPORT FROM THE PRESIDENT

United we will prevail in the challenges of 2017

By JON HOLDEN
District President



The year ahead, 2017, certainly looks to be incredibly challenging for organized labor in general, and our union in particular.

However, things that happened in 2016, I believe, will give us a blueprint that will help us build a foundation to withstand the storms ahead.

Here at District 751, our members are going to have to navigate another round of job cuts at Boeing.

We were made aware on Dec. 21 of the Company's intent to use the voluntary layoff process again. The Company posted which job classifications would be included, but did not share how many in each classification would be impacted. We know from Boeing's communication, people eligible for voluntary layoff will receive email invites to participate in that process on January 11. Members will know if they are included in a voluntary layoff by the end of February, and Boeing will schedule the voluntary layoffs from April 21 through December 15, 2017.

Nobody ever likes to get this kind of news, but I believe that news about job cuts is best delivered accurately, completely and early enough for people to make the best plans they can for themselves and their families.

And in Spokane, our members at

Triumph face the prospect of their plant being sold.

In November, Triumph announced they were going to sell the Spokane plant that was focused on composite manufacturing in order to focus on fewer lines of business. As part of that, it is looking for a buyer for its very profitable Spokane plant.

Spokane plant.

As a union, we have no way of knowing what a new buyer's plans will be. But I do know that the Spokane plant has been a profit center for Triumph, and those profits are generated by our members, who bring unmatched skill, experience and dedication to work with them every day.

Our contract with Triumph has successor clause language that provides our members with a level of protection through the sales process, and we will work with both Triumph and any potential new owner to provide you with all known information as soon as it is available.

This uncertainty causes much angst and anxiety because there are so many unknowns right now. What I do know is that during our contract dispute last summer with Triumph it was our members' strength and unity that held us together when we prevailed. That same strength and unity will carry us through whatever comes our way in the future.

Many signs also point to difficult times

ahead for the broader labor movement, which could cause a ripple affect for us here in our union.

While we know members of our union supported and voted for Donald Trump, his election to be our next President is worrisome to many in our movement.

I've listened to all the concerns, and our union is watching things closely. There are pros and cons as his presidency unfolds. Where we are ready to work with Donald Trump is in the area of rebuilding our infrastructure, bringing back jobs from overseas and strengthening the middle class. Those are the things our union has fought to make improvements on for decades and if Donald Trump will stand to make improvements on those issues, we are happy to work with him.

He's also got Republican majorities in both Houses of Congress. For the past six years, the only thing keeping them from passing any number of anti-union laws was the promise of a veto from President Obama. With Obama leaving, Congress under President Trump could very well decide it's time to take away more power from unions, leaving us less able to negotiate good contracts that raise the standard of living for our members and our communities.

So what do we do about all this? Fortunately, we have two strong examples from 2016 to give us hope.

Last year, the IAM Grand Lodge Convention approved our Membership

Bill of Rights proposal to give you more say in how your union is run. This was a significant achievement. For the first time in the IAM's 128-year history, members were able to shift power that had been granted solely to our International President's office and return it to the various local and district lodges around the United States and Canada.

We were successful in this because people got involved. Our local lodge officers and activists met over several months to discuss what needed to change, draft the changes and plan for how to get them adopted.

Then, once it was time, our delegates

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Fighting for our members every day

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steward available. They enlisted Union Steward Amanda Picard to represent them. Since it was her first meeting with this management and HR group, Amanda asked Union Steward Adrian Camez and Business Rep Spencer Burris to attend in a show of unity so management would "know we are serious in representing our members."

The discipline pertained to damage on a job two months after it supposedly occurred. Amanda, Adrian and Spencer each made good points hammering home the fact that there were too many unanswered questions as to who caused damage on a job that had been completed more than two months earlier. Together, they remained adamant that there needed to be additional research and investigation.

That persistence paid off. HR not only did additional research, but later admitted there was enough evidence to support the possibility that the damage happened after the original installation process was bought off.

The workers involved had years of experience and work well together. Others hearing about the discipline were also upset. In the long run, the whole thing upset a lot of people, including managers, second levels and team leads who sent emails defending the quality work of the two members.

"People were upset that management can send something to HR with no documentation to back it up and HR will investigate it. However, if a member brings up an issue, they have to have at least one witness, but are pushed to get more witnesses before they will consider looking into the matter," said Amanda. "In this case, members pulled together and found a needle in the haystack to show that different jobs worked after the fact could have caused the damage to the brackets. There was no real evidence it



Business Rep Spencer Burris (center) talks with Stewards Michelle Dinsmore (l) and Amanda Picard about their efforts recently to protect members. Every day Stewards are fighting for our members, but very little is reported.

was caused by these members and enough other potential scenarios that could have been the cause of the damage to get the CAMs pulled."

Stewards regularly represent members in discipline interviews, asking pertinent questions, talking to co-workers and conducting a parallel investigation rather than simply assuming Boeing's investigation revealed all the facts. While CAMs are generally non-grievable items unless they result in a loss of pay, our stewards regularly challenge unjust CAMs for a variety of reasons to ensure members' rights are protected and any discipline is fair, consistent and warranted.

Making It Right – Big or Small

Our Union Stewards investigate every potential contract violation – no matter if it results in thousands of dollars in corrected pay or even less than an hour.

Recently, Union Steward Michelle Dinsmore ensured a member was paid for a full eight hours of overtime for a Saturday.

A member alerted Michelle that Boeing had only paid 7.8 hours'

overtime for a recent Saturday shift. Michelle approached management and despite seeing that the member had indeed worked eight hours on Saturday, management insisted the 7.8 hours was correct. Michelle didn't take no for an answer. She then took her argument to HR. After hearing the facts, HR agreed.

As a result of Michelle bringing the matter forward and elevating it to HR, the manager was instructed to adjust the member's time and our member received the full eight hours overtime pay they deserved.

"This was a good job by Michelle. It is a perfect example to show members that no matter how big or small the contract violation may be, we strive to ensure the pay is correct," said Business Rep Spencer Burris. "If Boeing withheld .2 hours pay for all 30,000 members, that is a lot of compensation that should be in the hands of our members. Our job is to make sure Boeing lives up to the contract and pays our members correctly for any and all time worked."

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POLITICAL ACTION

Election '16: Unions helped win victories for workers

By DAVID GROVES
Washington State Labor Council

Washington state's labor movement led the charge for some historic victories on behalf of working families in the November election, but the stunning election of Donald Trump as President of the United States cast a dark cloud over local celebrations.

Nevertheless, thanks in large part to the efforts of unions, the Evergreen State will:

- Lead the nation in raising its minimum wage to \$13.50 over the next four years;
- Allow all workers to earn paid sick leave to care for themselves and their families,
- Establish groundbreaking new protections for hotel workers in Seattle, and
- Make major forward-thinking investments in its mass transit systems in Spokane and the Puget Sound region.

These victories are all good news for working families and promise to boost our state economy now and for future generations.

Voters soundly rejected a labor-opposed initiative to address climate change in a regressive way that would have exacerbated state budget challenges and failed to invest in a just transition to a clean-energy economy. Voters also rejected a disturbing effort by the state's billionaires and right-wing conservatives to politicize our state Supreme Court.

By wide margins, voters re-elected the vast majority of other labor-endorsed candidates for state-wide office. In the Seventh Congressional District, voters selected a true progressive leader in Pramila Jayapal, the first Indian-American woman ever elected to Congress.



Jayapal

Efforts to establish pro-worker legislative majorities in both the House and Senate failed, so the status quo of a politically divided State Legislature will continue for two more years. This sets the stage for another contentious legislative session in 2017, as lawmakers struggle to comply with a court order to fully fund public schools.

But overall, there is much to celebrate in Washington state as a result of this election. Keep that in mind as we cast a wary eye toward the other Washington and rededicate ourselves to what has proven successful here: standing together with our community allies to protect and improve living standards for all Washingtonians.

"Now, more than ever before, labor and community need to speak with one voice and act together," said Washington State Labor Council President Jeff Johnson. "We are being given an historic opportunity to pull together the various movements in our society. This is an opportunity we must take at the national, state and local levels. Everything is at stake and worth fighting for."

President Trump and unions

Labor hopeful about new president's trade talk, but is concerned on his stance on key working family issues

President-elect Trump and the new Republican-dominated Congress represent the greatest threat to working people and their labor unions in decades, labor leaders warn.

However, there's hope American workers could at long last benefit from having a leader in Washington who is skeptical about current global trade laws – if Trump lives up to his campaign promises.

"We should not forget his track record regarding his own business dealings," said IAM 751 Legislative Director Larry Brown. "But, we're going to take him at his word that he's serious about rebuilding America's manufacturing base and renegotiating the rules for trade. We, as a labor movement, are also going to do all we can to hold him accountable for the promises he made to voters."

President-elect Trump's pick for Labor Secretary, fast food restaurant CEO Andrew Puzder, should alarm everyone who believes U.S. workers have a right to good-paying jobs with benefits, Brown said.



Puzder

"Trump cited Puzder's record as a job-creator when he nominated him for Labor Secretary," Brown said. "But this is a guy who has invested heavily in automation to replace people in his hamburger stands because, in his words 'machines never take a vacation, they never show up late, there's never a slip-and-fall, or an age, sex or race discrimination case.'"

Puzder, the current CEO of the company that runs the Carl's Jr. and Hardee's fast-food chains, would also be in charge of enforcing federal worker-protection laws, which could prove difficult given that nearly 60 percent of his company's 3,600 stores were found to have violated laws against wage theft over the past eight years.

"It's hard to imagine that this particular Secretary of Labor would prioritize enforcement of laws that are supposed to protect workers," Brown said.

Trump also will be able to appoint two



Members of Culinary Workers Union Local 226 picket outside the Trump-Las Vegas hotel to protest the President-elect's refusal to negotiate a contract with them. The union eventually won a new contract for Las Vegas workers and an agreement on letting Trump hotel workers in Washington, D.C., unionize, in a deal that headed off a potential legal conflict for the incoming President Trump.

new members to the five-member National Labor Relations Board – an agency Trump himself has had run-ins with recently.

Trump himself was accused of violating the federal rights of workers at the Trump-Las Vegas hotel.

Workers there had voted in late 2015 to join the Culinary Workers Union, hoping to negotiate better pay and benefits. Workers at the hotel on average were paid \$3 an hour less than workers at unionized Las Vegas hotels.

But Trump's management team refused to bargain with the union for months, until an 11th-hour agreement on a new contract that headed off a potential legal conflict for the President-elect.

"If he hadn't agreed to the union contract, Donald Trump would have had a case pending before the NLRB at the same time he would have been appointing people to serve on the board that's going to rule on his case," Brown said. "If that wouldn't have been a conflict of interest, I'm not sure what is."

And if Trump appoints NLRB members who side with him against the union in this case, it's hard to see how they'd be supportive of unions in other cases, he continued.

The one bright spot to a Trump presidency, from a labor perspective, would be trade. Trump first got support from working people with his opposition to the Trans Pacific Partnership and his vows to renegotiate the North American Free Trade Agreement on terms more friendly to U.S.

manufacturing. This will only be a bright spot if those workers engaged in manufacturing are included in that renegotiation and not left behind.

"Trump has talked about fighting back against companies that move work overseas," Brown noted. "Of course we'd support that. For decades, American companies have felt free to export our jobs. If he's serious about wanting to reverse that, I know the labor movement would partner with him on that."

Trump's campaign promises got him elected, but it's hard to know whether he'll keep them, Brown said.

"During the Republican primary elections, candidate Trump went back and forth a couple of times on whether he supported higher minimum wages," Brown said. "He says he respects unions, but he's also said he was '100 percent' behind anti-union laws like 'right-to-work.'"

And Trump's Twitter attacks against the union local president at the Carrier plant in Indiana were "troubling to anyone who doesn't like to see billionaires beat up on ordinary Americans," Brown said.

"As a Labor Movement, I think we have to hope for the best and prepare for the worst under President Trump," Brown said. "If he's serious about renegotiating trade deals and keeping manufacturing jobs in America, then we can work with him on those issues. But if his administration attacks unions or tries to lower wage and working standards, we can and will fight back."

Lost jobs: 10,000 reasons why we need accountability

The Boeing Co. had eliminated the jobs of more than 10,000 Washington state residents before it made its Dec. 12 announcement about next year's 777 production rate cuts, which could lead to more layoffs.

That's why our union and SPEEA are continuing to push for legislation that would hold Boeing accountable for the way it's spending its share of the \$8.7 billion aerospace tax incentives package that Gov. Inslee signed into law in November 2013.

The new Legislature will meet Jan. 9 to start what is scheduled to be a 120-day session

New reports from the Washington Department of Revenue show that Boeing received more than half a billion dollars – a total of \$530.84 million – in tax breaks in 2014 and 2015. Data on prior years isn't available, because the disclosure of that information was actually banned under state law until the Legislature enacted a change in 2014.

Yet while the taxpaying citizens of Washington have been paying hundreds of millions of dollars each year to Boeing, the company has been cutting its workforce.



Union members at a 2015 rally on the Capitol steps in Olympia.

Between November 2013, when the latest tax incentives became law, and November 2016, Boeing employment statewide fell by 10,702 people.

"That's 10,702 people who are no longer working at our biggest aerospace company but are still on the hook for paying their full share of the aerospace tax breaks," said IAM 751

Continued on Page 5

IAM-BOEING JOINT PROGRAMS

Training gets stewards and managers focused on safety

Recently, IAM-Boeing Joint Programs launched a renewed focus on safety by delivering safety core training for union stewards and managers in Everett. The training will expand to other locations throughout Puget Sound.

In putting together the training, Joint Programs looked for how to get the best results and who to bring together to obtain those results. Safety focals and safety coordinators aren't in every shop so the common denominator came down to our union stewards, who are the shop floor leaders.

The training is designed to get managers and union stewards working together on safety related issues, while leveraging stewards as a trusted safety resource for members. By pairing management and stewards in the training, it shows a united front working toward a common goal.

Leadership from both the Union and Boeing helped kick off the training with District 751 President Jon Holden from the Union and Eric Van Avery, Director of Everett Materials Management



Union stewards and managers work together on safety related issues in a three-day training class at IAM-Boeing Joint Programs.

Organization from Boeing.

The three-day training class was broken down into four different classes.

- Don't Fear the SHEAR
- Safety Leadership Training
- Body Mechanic (ergonomics)
- Incident Investigation Familiarization

"The training is designed to drive conversations between the union stewards and managers to make the workplace safer," said IAM-Boeing Joint Programs Co-Director Tommy Wilson. "The training will be given on every shift so we bring it to you rather than

making folks switch shifts for the training. It just shows there is a commitment to safety no matter what shift you work on."

Safety coordinators and safety focals will attend the class, as well.

"Despite having the

SHEAR process designated as the preferred process to handle safety issues for decades, there are still a lot of members and safety coordinators afraid to use the SHEAR system for fear of retaliation," said Tommy. "Our 'Don't Fear the SHEAR' class is meant to help reduce the hesitation in using this well-established, proven system."

In the class, stewards and managers work together to build an action plan to encourage safety. Joint Programs will follow up 30 days after the class to help with implementation, offer advice or locate required resources.

"This is just the beginning of a renewed focus on safety. Once you have our union stewards and managers partnering on safety, it eliminates the barriers of communication on everything. There is no negative," said IAM Joint Programs Coordinator Chris Louie. "After the class, Joint Programs Coordinators will follow up to make sure safety issues are being worked so there is some accountability to ensure ideas and issues discussed

are being addressed."

"So far, the feedback from union stewards and managers who have attended the training has been positive," said IAM Joint Programs Coordinator Alice Ho. "It's amazing to see the partnership of the stewards and their managers develop through-out the training. On the last day of class a manager stated, 'I would have never thought of going to my union steward when it came to safety. Now I know I have a partner when it comes to ensuring the safety of our crews.'"

"The training can be customized based on the organization. We can add or subtract a class based on that group's needs," Chris added.

If you have a safety concern or issue in your shop, bring it to the attention of the union steward who can file a SHEAR, contact a member of the Site Safety Committee or find the proper channel to address the issue.

District 751 President Jon Holden addressed the class and spoke of our commitment to safety.



L to R: Managers Patrick Lacy and Traci Hanes brainstorm with Stewards Ray Adair and Bill Herrmann on action items to make their areas safer.

Contractual education benefits provide pathway to promotion

Continued from Page 1

changed it, he immediately received an offer for Renton."

"The hardest part was waking up at 6 a.m. for class after getting off work at 12:30 a.m.," said member Demetrius Hammond. "It was worth it and remember that part of the training is online."

IAM 751-members Matt Cox and Amanda Heep both started their new toolmaker job the day after their one-year anniversary – the first day they were eligible to move.

Jennifer Cesmat hired in as a Grade 1 Manufacturing Helper and immediately began using her education benefits to train for an upgrade. On her one-year anniversary, she had her ERTs filed and is now a third shift toolmaker in Renton.

Member Brigitte Baker originally hired into the Spokane Boeing plant in 1990; worked 8.5 years at Triumph



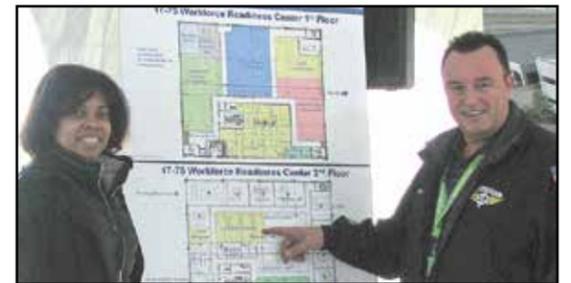
Brigitte Baker and Jennifer Cesmat took WATR Center training paid with contractual educational benefits to secure an upgrade.

before getting re-hired at Boeing in Puget Sound as a production mechanic in 2011. She had worked in tooling at Triumph but took the WATR Center training because it was the quickest route back into a toolmaker job. She is now looking at using our educational benefits to pursue a degree at Seattle University.

Several other members working in factory service also completed the WATR Center training and will start their toolmaker jobs in January.

"As others hear of all of us getting the toolmaker jobs, they realize it is never too late," said Ryan. "We want to be the helping hand that encourages others to take advantage of this training. This is about self-motivation."

Members can contact an IAM-Boeing Joint Programs Career Advisor to learn how to get into this training or other programs by calling 1-800-235-3453.



Joint Programs Administrators DeBora Winston-Farago & Stosh Tomala show where Joint Programs will reside in the new building.

Auburn groundbreaking

On Dec. 1, the Auburn site celebrated the start of construction of its first new building in nearly 25 years. The multi-use facility is dedicated primarily to enhancing the skills of the site's more than 5,000 employees. The "Workforce Readiness Center" will be a critical piece supporting Auburn's role in fabricating parts for Boeing airplanes and will be the new home to IAM-Boeing Joint Programs south site.

ERT E-testing now available in Seattle

Beginning in December, the Cert Lab in the 3-801.2 will double as an ERT E-testing location. This service will be available from 2:30 p.m. to 11 p.m. on the second and fourth Wednesday of the month. The lab will have ONLY ERT-E tests available; no hands-on assessments or materials will be located in this lab.

This expands LTD's ERT services without adding additional staff or hours, plus the lab is in a chemical-free area allowing employees with chemical sensitivities the opportunity to test.

This service was initiated after a meeting with Joint Programs Career Advisors, who conveyed there was a need. Having an E-testing location on East Marginal Way will more conveniently serve IAM employees who would otherwise have to travel to the Renton or Auburn plants to test. It is just another example of Joint Programs Career Advisors working to help members reach their career and education goals.

Interested in a Grade 6 Toolmaker Job? Meet with an IAM-Boeing Joint Programs Career Advisor to find out how to make it happen!

Interested in an opportunity to promote or transfer to a 75506 Toolmaker Job? Boeing Toolmakers are expecting to have a need for more people in this job number soon so take action now to make it happen!

The process to be considered for a 75506 Toolmaker job is to get your lights green by taking an off-hour tooling class at the WATR center and filing an Employee Requested Transfer (ERT). This specialized training is free by using your contractual education benefits through IAM/Boeing Joint Programs and the Learning Together Program.

IAM/Boeing Joint Programs Career Advisors – Meeting With Employees 'Where They Are'

IAM/Boeing Joint Programs' Career Advisors are

available to meet with employees on an individual basis. Call 1-800-235-3453 or call their direct lines based on location (see below).

Auburn 253-657-2688

Greg Hanson
Jeff Snyder

Everett 425-266-3993

Stephanie Brockhaus
Regina Fountain
Glenn Hunter
Rebecca Meaux
Jamie Myxter
Mai Truong

Frederickson

253-887-4766
Jodale Brinkley

Renton / Seattle

425-965-4300
Brenda Ames
Mark Anderson
John House
Mietek Kulik
Lindsay Ruf

Aerospace supplier settles to avoid trial in union-busting case

A Kent aerospace supply company owned by billionaire Warren Buffett has agreed to a settlement with the National Labor Relations Board in a case that accused company managers of repeated violations of federal labor law.

As part of the settlement, the general manager of Protective Coatings Inc. in Kent was ordered to read aloud a letter to his employees promising to recognize their rights under federal law to form a union, and promising his managers won't do anything to interfere with them exercising that right – including threatening them with taking their jobs away for supporting a union.

The settlement allowed the company to avoid a trial before a federal administrative law judge on 13 separate alleged labor law violations.

Our union had filed the complaints against the company – commonly known as ProCoat – in March. The Labor Board took eight months to investigate before agreeing there was enough evidence to bring the case to trial. At

that point, ProCoat lawyers agreed to the settlement.

Under the settlement, ProCoat managers didn't admit to any violations of the law, but they did have to agree to a number of steps, including changing a personnel handbook that claimed the company had the right to fire or discipline workers for taking part in union activities, even if they did it away from work on their own time.

There are roughly 235 hourly workers at ProCoat's plant in Kent, who are specialists in plating, coating, anodizing and polishing aircraft parts used by Boeing and other airplane and helicopter manufacturers.

ProCoat is part of Portland-based Precision Castparts, which Buffett's Berkshire Hathaway Inc. acquired in a \$37.2 billion deal that closed early in 2016.

Precision Castparts was one of the most-profitable players in the aerospace industry before it was acquired by Buffett, with profits of nearly \$2 billion a year.

But the ProCoat facility in Kent is "one of the lowest-

paying employers in our industry," said IAM 751 President Jon Holden. Citing 2015 data from the Washington Department of Revenue, Holden said 60 percent of the ProCoat production workers were paid less than \$15 an hour.

While the NLRB was investigating the union's complaints, ProCoat's professional union-busters had months to make threats and empty promises to the workers. Because of that, our union decided not to hold an election to determine whether the ProCoat workers will join the IAM.

"These are hardworking men and women who build essential parts for \$250 million airplanes," Holden said. "They deserve better than a life dependent on food banks and charity to provide the essentials their paychecks can't buy. We are going to keep in touch with the ProCoat workers, and should they decide they're ready for a higher quality of life, we'll be there for them."

Unfinished: Hytek negotiations to continue

Talks between our union and management at Hytek Finishes in Kent are continuing into the New Year.

After a series of meetings throughout November and December, the two sides agreed to continue talking in January, IAM 751 Business Rep Joe Crockett said.

So far, talks have been productive and have produced tentative agreements on most areas of the contract, he said.

"We've been meeting regularly since late October, and we've made good progress," Crockett said. "We're really down to the nuts and bolts of it. We'll take a break for the holidays, and then get back to work on a new collective bargaining agreement that rewards the workers at Hytek for their contributions to the company's success."

This will be the second union contract since the workers at Hytek voted to join District 751. The current contract -- a four-year agreement -- expires on Feb. 28, 2017.

Only union members will get to vote



Business Reps Patrick Bertucci (left) and Joe Crockett (center) meet with Hytek Finishes union stewards between negotiating sessions with the company. Talks on a contract to replace the current four-year deal will continue into the New Year.

on the new agreement. To join, contact a union steward or call the Auburn Union Hall, 201 A St. SW, at (253) 833-5590. Applications also are available at the Seattle Union Hall, 9125 15th Place S.

"This agreement will determine your wages, benefits and working conditions for the next few years, and the only way you get to have a say in that is through joining the union," Crockett said.

Our union represents about 165 workers at Hytek, who do who do metal coating and finishing on aircraft parts for all of Boeing's widebody jets, as well as BAE, Bell Helicopters, Gulfstream, Triumph Aerostructures and United Technologies. Hytek workers also supply parts for the Pentagon's F-35 Joint Strike Fighter.

IAM 751 support helps Boeing food service workers

UNITE HERE Local 8 members who work for Compass Eurest preparing and serving meals in Boeing cafeterias throughout Puget Sound ratified a new five-year contract in early December.

These union members credit Machinists and SPEEA members at Boeing for helping with their contract success. Our members signed petitions, sent emails and vocally supported the Local 8 members. This show of solidarity alongside the determined Local 8 members helped compel management to back off its takeaway proposals.

The newly ratified contract had no takeaways and delivered a raise every year. In addition, the contract saved full family health care for these 420 workers,



IAM 751 Legislative Director Larry Brown talks with the negotiating committee for the union for food service workers at Boeing, who met at our Seattle Union Hall.

preserved their pension and maintained their half-hour lunch break.

"Even the threat of having the Machinists do collective action was enough to get Eurest management to change their position. If it wasn't for the backing of the Machinists Union, we don't

know where we would have ended up," said Local 8 Secretary-Treasurer Cindy Richardson. "We must stand together collectively to demand change, that is the only way change happens. Solidarity is a verb, not just a word and it changed the course of our members' lives."

New owners, name for Machinists at Star Forge LLC

District 751 members who work at our state's largest metal-forging company have new employers, and their company has a new name.

CE Star Holdings completed its purchase of the bankrupt Jorgensen Forge Corp. on Nov. 28. The collective bargaining agreement between the new Star Forge LLC and Machinists Union District Lodge 751 took effect on that date.

Union members had voted on Sept. 21 to approve the agreement – a key step that allowed CE Star Holdings to complete the deal. The contract got a 67-percent yes vote.

CE Star Holdings is made up of entities that the former owners owed money to.

For union members, the transition to the new ownership was almost seamless, said IAM 751 Business Rep Joe Crockett.

"There were no hiccups, no major changes," he said. "Our members just came to work that Monday and the new company hired them all."

Under the terms of the new agreement, union workers will get 2-percent wage increases in November 2017 and November 2018. Those could become 3-percent increases if the company meets agreed-upon profit targets.

The agreement also provides for a joint union-management committee to work out details of a proposed production bonus system for the workers.

The deal also provides for payroll deduction of union dues. Crockett said union members should look for authorization paperwork in the mail, or they can come to our Seattle Union Hall to pick up a form, or ask a steward for one.

There are more than 60 Machinists working at Star, who specialize in casting and forging very large structures used in the maritime, aerospace and petroleum industries.

Lost Boeing jobs: 10,000 reasons why we need accountability

Continued from Page 3

Legislative Director Larry Brown.

Some of the job cuts are the result of cost-cutting moves announced in March, which included more than 1,000 members of our union who took advantage of a voluntary layoff.

Those job cuts were criticized at the time by industry experts who said it wasn't realistic for Boeing executives to expect they could reduce the size of their workforce at the same time they were committing to ramping up production of 737s in Renton.

"The two don't go together," Adam Pilarsky, an analyst with the Avitas aviation consulting group. "Something

has to give."

But IAM 751 President Jon Holden said our union and SPEEA are particularly concerned about the number of Washington state jobs that have been lost because Boeing decided to move the work to other states, where they're required to add jobs in order to qualify for tax incentives there.

Missouri, Oklahoma and South Carolina all required Boeing to meet job "creation" targets – and in some cases, wage and benefit targets too – to get state and local aid. Washington is the only state that did not, Holden said.

"We have great concern about the number of jobs leaving our facilities in

Puget Sound for new locations where the company is creating jobs, capacity and capability outside of Washington state," Holden said. "We know that's not what the governor and Legislature had in mind when they agreed to give Boeing the largest tax incentive package in U.S. history."

"I certainly hope that our legislators will make revisions to make the incentives fair to the citizens of Washington state," he said. "That means at the very least getting Boeing to maintain a specified number of workers in our state. We also believe we should do what Missouri and South Carolina have done, and specify that companies taking the tax breaks should provide fair wages and reasonable

benefits."

Our state faces huge challenges coming up with enough money to fully fund public education and provide adequate care for mentally ill residents, Brown noted. The Legislature is under court order to address both those issues.

"It's just going to be that much harder to come up with the funding we must have if we continue to cling to an aerospace tax incentive system that rewards Boeing for moving jobs out of our state, and rewards aerospace suppliers for keeping low-wage jobs here," Brown said.

SERVICE TO THE COMMUNITY

When Santa can't come to your house, Machinists deliver

District 751 Machinists made the holidays more merry for children in hundreds of low-income families across Puget Sound this year, by taking part in two toy give-aways. On Dec. 20, union volunteers in Everett helped Snohomish County Toys for Tots hand out toys, and on Dec. 21, more volunteers helped distribute stocking stuffers for the Salvation Army's annual Toy n' Joy event. In the days leading up to both events, IAM 751 volunteers helped pick up donated toys and deliver them to the distribution sites -- all of them doing their part to ensure more children could enjoy the magic of Christmas.



Snohomish County Toys for Tots



Everett Union Stewards pick up donated toys from collection sites around Snohomish County.

Everett 787 Machinists made one family's Christmas brighter

After hearing a story about how an old Christmas tree donated to a single mother in Lake Stevens brought her to tears, a group of IAM 751 union stewards and union members from the 787 program on second shift decided to adopt a single mother and her 3 and 5 year old girls for the holidays.

Their efforts made sure this family had everything it needed for Christmas. The crew delivered a Christmas tree and all of the lights and decorations, plus cash donations that went towards winter clothes, winter boots, hats and gloves, plus toys, fully stuffed Christmas stockings and a \$40 gift card to Fred Meyer to help with Christmas dinner.

This mother later shared that she and her daughters had moved to Washington recently with little to their names in hopes of making a fresh start.

Because she had an out-of-state drivers license, that limited the amount of assistance the family could get from local charities. But thanks to kindness and generosity of the Everett Machinists, she and her girls didn't have to go without for Christmas.

Thanks go to the following stewards and members, who spent the holidays at home with full hearts: Amanda Picard, Adrian Camez, Brad Quast, David Kelley, Jonathan Ross, Derek Gottschalk, Dan Thomaier, Michelle Dinsmore, Adam Wagner, Wade Bendon and Kent Metzger.

Filling the Red Kettles



A delegation of District 751 Machinists took part in a union holiday tradition Dec. 2 - bell-ringing for the Salvation Army at Seattle's Westlake Mall.

Project Homeless Connect: MVPs make a difference in Tacoma



Fourteen volunteers from our union did their part to help homeless people as part of Project Homeless Connect, a semi-annual event that provides basic services, clothing and personal care items to homeless people in Pierce County. At this year's event, held Oct. 26 at the Tacoma Armory, IAM 751 volunteers handed out used clothing and new toiletry items to an estimated 700 homeless people. The volunteers' work was important: Advocates for the homeless say there are more than 2,000 people sleeping in their cars or on the street in Pierce County on any given night. That represents a nearly 33-percent increase in the

number of homeless people compared to last year, and Pierce County officials describe the situation as a crisis. Photos (Left): George Braun, Sid Murphy, Princie Stewart and Brenda Curran handed out clothing; (middle right) Andy Schier and Jill Saunders hand out clothing; (middle left) Clark Fromong, Lee Verfaillie and Ira Carterman distributed soap, toothpaste and other hygiene items; and (right) Hazel Powers, Andy Schier, Chris Schorr, Verfaillie and Jerry Banks help give away shoes, socks and related accessories.

SERVICE TO THE COMMUNITY

Giving back: Machinists build better communities

December is one of the busiest months on the calendar for IAM 751 volunteers.

Close to 100 IAM 751 union members, friends and family took part in the 16th annual KING-TV Home Team Harvest food drive to benefit Northwest Harvest, which supplies food banks across Western Washington.

Along with providing the manpower that collected cash and loaded donated food into semi-trailers, the Machinists brought checks totaling \$3,400 donated by the Washington Machinists Council, District 751 and our affiliated local lodges --plus another \$1,300 in cash collected by stewards in their shops and more than 600 pounds of non-perishable food.

Machinists have been involved with the food drive for 15 of its 16 years.

In addition to the food drive, IAM 751 volunteers: Staffed Salvation Army red kettles at Seattle's downtown Westlake Mall;

Built two wheelchair ramps for families in Puyallup and Tulalip;

Volunteered as part of Snohomish County Toys for Tots;

Took part in the Salvation Army's annual Toy n' Joy Christmas toy give-away in Seattle;

Volunteered at the Toy Rescue Mission in Tacoma, Wash., which refurbishes donated used toys so that they're good as new for children of low-income families; and

Helped feed the homeless at both the Everett Gospel Mission and The Rescue Mission in Tacoma.

"Service to the community is one of the core missions of the IAM," said District 751 President Jon Holden. "The work done by our stewards, the members of the Machinists Volunteer Program and truly, all of our members who volunteer is a reflection of that. By helping our neighbors, they're

Food drive: IAM 751 Machinists help KING-TV create Home Team advantage



(Top left:) Union Steward Van Nget, Business Rep Grace Holland and Work Transfer Rep Steven Morrison help load donated food into bins at the Home Team Harvest site in Everett. (Top right:) Everett volunteers pose for a photo with KING-TV's Mark Wright, Brian Westbrook and Amanda Grace. (Bottom left:) Nakia, Akiwo and Owika Recheungel collect donations at the Northgate Mall in Seattle. (Bottom center:) Retiree Jim Hutchins and Union Steward Cris Dofredo collect cash donations at Southcenter Mall in Tukwila. (Bottom right:) IAM 751 volunteers in Tacoma take a break for a picture with Cool Bird, the Seattle Thunderbirds mascot.

making our communities better places to live, and they deserve a big thank-you from all of us for all they do."

Ramping up: Volunteers build wheelchair ramps, helping people regain independence



Members of the Machinists Volunteer Program at District 751 built wheelchair ramps for retired members in Tulalip and Puyallup in December. The Tulalip ramp was a joint project with the United Way of Snohomish County. (Above left:) Jason Redrup looks on as volunteers put finishing touches on the Tulalip ramp, which was a two-day project. (Above center:) The volunteers who worked the first day of the project. (Above right:) Those who came back to finish it. (Below center:) The volunteers who built the Puyallup wheelchair ramp. (Below right:) Union Steward David Wyatt was one of those who worked on the project.



Mission kitchens: MVPs serve those who are homeless for the holidays



MVPs prepared and served breakfast in December at the Everett Gospel Mission (left) and The Rescue Mission in Tacoma (center). (Right:) MVPs collected and delivered nearly 20 turkeys to The Rescue Mission so it could provide a traditional Thanksgiving dinner to homeless people in the Tacoma area. More donated turkeys went to the Everett Gospel Mission.

RETIREMENT NEWS

751 Retirement Club November meeting minutes

The meeting was called to order by President Jackie Boschok on Nov. 14. John Guevarra led the prayer and President Boschok then led the club in the flag salute and singing of God Bless America.

The regular order of business was suspended and Carl Schwarz introduced our Legislative Director Larry Brown. He spoke about the November 8 election results and answered questions.

Roll Call of Officers: All officers were present.

Minutes: The October meeting minutes were approved. But Mike Keller noted that no adjournment time was listed.

Financial Report: Treasurer Tom Lux gave the report and it was approved.

Communications: President Boschok thanked those who attended the 'Senior Champion' Awards banquet in October.

Executive Board Report: Secretary Lucia Raum read the following motions:

Motion to spend up to \$2,000 for a catered meal for the December 12th Christmas luncheon and I so move. **M/S/P**

Motion to spend \$700 to provide appreciation gifts to IAM 751 staff for their support to our club and I so move. **M/S/P**

Motion to spend up to \$500 to have Imaging Services scan and digitize the Retirement Club's 1956 scrap book to preserve it and I so move. **M/S/P** President Boschok added that some of the pictures will be enlarged and put on display at the Christmas lunch so people can see them and hopefully ID people in the photos.

Motion to spend up to \$1,000 for door prizes, party favors and decorations for the December 12 Christmas luncheon and I so move. **M/S/P**

Health and Welfare: Vice President Helen Lowe read the deceased report, which encompassed the past few months. A moment of silence was held.

Health & Benefits: Health & Benefits Rep Rod Sigvartson spoke about changes in health care and pension accrual for members who are still working at Boeing. He also stated his office has been helping a lot of members with their retirement



November and December birthdays include: Mike Keller, Helen Lowe, Nancy Holland-Young, and Fred McQuarrie.

paperwork. Rod asked for suggestions about what to tell them about the club to encourage participation.

Good & Welfare: None.

President's Report: Jackie said

several retirees attended the 100 year memorial event for the 'Everett Massacre', which included a reenactment of the sailing from Seattle to Everett. She

Continued on Page 10

RETIREES

Congratulations to the following who retired with the Union:

- | | | | | | | | |
|---------------------|-----------------------|--------------------|-------------------|--------------------------|------------------------|-------------------|-------------------|
| Steven Abitz | Mary Cadwell | Ricky Everett | Michael Hawkins | Patrick Kelly | John Mooney | Stuart Ristine | Robert Strouf |
| Jeffrey Adams | Raymond Cagle | Melody Fairfax | Kelly Hayes | Robert Kelm | Wanda Moore | Jacob Ritland | Samuel Swartz Jr. |
| Dennis Akiona | Linda Calloway | Kevin Farrow | Michael Hayes | William Kenn | Richard Moran | Spencer Ritter | Huong Tang |
| Danny Alexander | Michael Capdeville | William Farrow Jr. | Keith Hayes | Louise Kennedy | Gary Moreland | Diann Roberson | Harry Tarica |
| William Allan | Eric Carrier | Jorge Faundez | Bruce Heather | David Kennish | Rodney Moulton | John Roberts | Steven Taylor |
| Derick Allen | Candace Cash | Suzanne Firth | Melbern Hellmann | Edward Kim | Cecelia Muniz | John Robinson | Gary Thomas |
| Wilson Amaral | Eugene Castello | Perry Fisher | Stephen Hellwig | Jinsoo Kim | Michael Neff | Mark Rohrbaugh | Jeffery Thomas |
| Richard Anderson | William Castillon | Rick Fisher | Patrick Henness | Myeong Kim | Robert Neff | Gene Rollins Jr | Terry R. Thomas |
| Steven Ankenman | Paul Caviezel | Steven Fisher | Lee Herzog | Steven Kim | Michael Nepstad | John Rothery | Steven Thompson |
| Patrick Aragon | Ronald Chaffee | David Fissori | Troy Hess | Anthony King | Gary Neubaum | William Ruud | Angelito Torres |
| David Armstrong | Ronald Chambers | Daniel Florek | Donald Hicks | Neola King | David Nguyen | Perry Rushton | Chris Tozer |
| Curt Axelson | Curtis Chappell | Lauren Florer | John Hickson | Macvincent Kith | Hiep Nguyen | Gary Rutan | Ray Tracy |
| Randall Baccetti | Tong Cho | Betty Floretta | Rodney Higdon | Paul Kjosness | Tan Nguyen | Edward Ryan | Scott Tracy |
| Larry Bachko | Edward Christiansen | Michael Fox | Joe Hill | Linda Klosterman | Mitchell Niedert | William Sager | Linda Tran |
| Eduardo Bacinillo | Dennis Christofferson | Ricky Frazier | Michael Hill | Terry Knox | Scott Nishimoto | David T. Salter | Toan Tran |
| Charles Bailey | Cynthia Church | Richard Frederick | Ronald Himes | Karl-Heinz Korschinowski | John Noel | Christeen Sampson | Leslie Truppner |
| Gayl Bailey | Lawrence Church | Susan Fulcher | Dennis Himple | David Kortendick | Kevin Noyce | Gary Sampson | Loan To |
| James Baker | Leslie Clarke | Michael Funk | Christina Hislop | Timothy Kottke | Jessie Ocampo | Patricia Sanchez | Michael Tresslar |
| Wayne Bakko | Wanda Clemons-Lee | Stephen Furlan | Susan Hoisington | Robert Kubisky | Wendy Ogden | Dale Sargent | Briana Tsang |
| Emiliano Balbin Jr. | Jan Clendening | John Furlong | Marc Holder | Theresa Lacoss | Joseph Okihara | Todd Saville | James Turley |
| Debra Ball | Dane Conklin | Todd Gagner | Joseph Hollos | Bryce Lacoursiere | Rick Olsen | Linda M. Saylor | Shyrl Tunks |
| William Barnett | Gregory Cook | Ronald Gaines | Lloyd Holloway | Janet Lammers | Travis Oney | Gary Schaitel | John Twohy |
| Clinton Bates | Harold Cook Jr | Todd Gagner | Brenda Holmberg | Linda Lance | Gail Onustack | Terry Schleining | Lizabeth Tyack |
| Rory Baughn | Dale Cornelius | James Garvey | Keith Holtrop | Charles Laffer | Vincent Oquist | Lucinda Schneider | Mark Umphrey |
| Rob Bay | James Cotherman | Cynthia Gehring | Andrew Hooper | Mitchell Laverdure | Jay Palmer | Paul Schneider | Denise Underwood |
| Phillip Beal | Vanessa Coyle | Robert Gepford | Jeffrey Hope | Michael Laws | Jerry Paulson | Terry Schoolcraft | John Vallance |
| Kerry Bennett | Daniel Cummings | Rick Giles | Gerald Hoxie | Gary Lay | James Patton | John R. Schwebke | Jeffrey Vanderen |
| Nicholas Bennett | Michael Cummings | Douglas Glanzer | Edgardo Hoyla | David Lemka | Michael Paulson | Terrance Searcy | Dennis Van Hoy |
| Roger Bennett | Robert Cutler | Jaime Gonzalez | Michael Hubbard | Clinton Lewis | Ronald Payne | Hector Serrano | James Vaughn |
| Gregory Bertsch | Carl Dahl | Rizal Gonzales | Paul Huddleston | Cindy Linstead | Melvyn Pearce | Brian Shane | Teklu Wakjira |
| Michael Birch | Joseph Damico | John Gonzalez | Alan Huffman | Jeffery Little | Patrisco Perez | Connie Shane | Ronald Walker |
| Patricia Blair | Brian Davenport | Stephen Gonzalez | Timothy Humphreys | Jerome Lopacinski | Scott Pettersen | Michael Sharp | Leo Walton |
| Scott Blank | Barbara Davis | Louis Goodpaster | Michael Huynh | Glenice Loux | Raymond Phair | Steven Sharp | David Walz |
| Gerald Blaylock | Kathleen Dennis | Robert Gottfried | Michael Ihinger | Timothy Lowe | Jimmie Phillips | Kathleen Sharpe | Mary Watson |
| Carl Blevins | Patricia Diambri | Rosalina Gough | Martin Inman | Patrick MacHale | William Phillips | Stuart Shelton | Matthew Wells |
| Robert Bowdin | Nam Dinh | Thomas Grader | Earl Isaac | Kevin Maloney | Jody Pitman | Michael Sherlock | Brian Widell |
| Gerard Boyle | Patricia Dodds | Belmer Graff Jr. | David Ivancich | Robert March | Vanlop Poochaiyanont | Monte Shiley | William Willard |
| James Brady | Wolfgang Doering | Samuel Graham | David Jackson | Ronald Marohl | William Porter | Robert Singletary | Alonzo Williams |
| Brad Bransford | David Dow | Dwayne Greer | Robert Jacobs | Ricky Marquardt | Michael Prestegard | Ron Sloan | Darrell Williams |
| Mark Braun | Carl Downs | James Greivell | Suzanne Jacobs | Jean Marson | Rodrick Prezeau III | Eldon Smith | Robert Williams |
| Ferrell Brevik | James Draggie | Charles Grieser | Arne Jacobsen | Kerry L. Martin | Robert Price | George Smith Jr. | Sherrie Williams |
| James Brock | Patrick Ducken | Donald Grinde | Ronald Jacobsen | Linda C. Martineau | Guy Pryor | Kenneth Smith | Ricky Willoughby |
| Rose Brooks | Stuart Duckworth | Bonnie Grubenhoff | Ross Jacobson | Robert S. Mathews | June Puppe | Linda Smith | Kymm Wilson |
| Robert Brown | Norman Dumlaio | Lois Gualtieri | Daniel Jacobson | Glenn May | Stephen Questad | Roger Smith | Ronald Wingfield |
| Zonie Brown | Ricky Durham | John Guilmet | Kenneth Jahn | Debra McDonald | Carmelo Quiles-Carrion | Rodney Soares | Danny Winkler |
| Paul Bucklen | Robert Dustan | Benjamin Guiloreza | Steven Jennings | Jack McDonald | Norman Racine | David Sprague | Kenneth Wong |
| John Budmats | Kenneth Dyk | Gary Hagen | Benn Johnson | Michael McGee | Thomas Randall | Ronald St Clair | Linda Woods |
| Donald Bullock | Chris Dyr Dahl | Susan Hall | Doice Johnson | John McGonigal | William Reese | Lawrence St John | Thomas Woolery |
| John Bullock | Paul Dziechiasz | Maria Hammond | Rhett Johnson | Eileen McGowan | Danny Reeves | Corey Stalcup | David Worcester |
| Kenneth Bundren | Willie Easton | Diana Hanson | Scott Johnson | Larry McKee | Jeffrey Rein | Gerald Stangland | Kurtis Workman |
| Paul Burke | John Edwards | Ronald Hanson | William Johnson | Fred McKenzie Jr. | Donald Richardson | Nancy Stapleton | Bryan Wren |
| Valerie Burns | Wendy Edwards | Charles Harju | Donna Jolliffe | Michael McKerigan | Patrick Rickard | Clyde Steele | Harold Wright |
| Randy Bursett | Lester Egniew III | John Harty | David Jones | Glenn McMasters | Dale Rice | Jay Steele | James Yahne Jr |
| James Bush | Arthur Engeness Jr | John Hartly | Mary Jones | Larry Mellick | Tobi Rich | Rodney Stenson | Timothy J. Yates |
| Fred Byers | Loren Erickson | Christian Hatton | Ronald Jones | Jonelle Merisko | Bennie Richard | Bradley Stivers | George Young |
| Jeffrey Byers | Alan Estes | Duane Hauer | Scott Jones | David Meshke | Jeffery Ricketts | Robert Stockamp | David W. Zinn |
| Keith Bystrom | | Ruth Haverfield | Michael Jurgens | Jan Milkovic | | James Stockton | |
| James Cabellon | | Robert Haverwold | Kevin Kahler | | | Stephen Strickler | |
| | | Ken Hawkesworth | James Kandior | | | | |

RETIREMENT NEWS

Holiday spirit at Retirement Club annual luncheon

Hundreds of retirees and their guests filled the 751 Seattle Union Hall the afternoon of Dec. 12 for the Retirement Club's annual holiday lunch. Those attending were treated to a delicious turkey dinner with all the trimmings complete with pumpkin pie.

Retirees and their guests enjoyed the annual event to kick off the holiday season and many went home with prizes from the free raffle with gifts donated from officers and staff.



Santa made an appearance.



The Seattle hall was filled for the annual Retirement Christmas lunch on December 12.



A delicious turkey dinner with all the trimmings was served at the event.



Retirees enjoyed the event and visiting with friends.



Gary Lavachek, who is still working, caught up with James Hoague who retired in 2011.



District Sec-Treasurer Susan Palmer brought holiday greetings.



Leah Schelin brought a "Rosie's" gift to raffle!

2017 IAM Scholarship accepting applications

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards to members are \$2,000 per academic year - granted for a specific period from one to four years leading to a bachelor's degree or a two-year vocational/technical certification.

Awards to Children of Members are:
College: \$1,000 per academic year. All awards are renewable each year, until



a bachelor's degree is obtained or for a maximum of four years, whichever occurs first.

Vocational/Technical School: \$2,000 per year until certification is reached for up to two years, whichever occurs first.

Eligibility for Competition

Any applicant must be either:

- an IAM member, or
- the son, daughter, stepchild or legally adopted child of an IAM member and be planning to graduate this winter or by the end of the spring 2017 school year (normally a high school senior).

For information on all rules of eligibility or to obtain an application form, visit www.goiam.org and search 2017 IAM Scholarship. NOTE: Completed Application Packets must be postmarked no later than Feb. 24, 2017.

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org & search 2017 IAM Scholarship or call 301-967-4708 to request an application

2017 Monthly Dues Rate is \$75.85

The IAM Constitution requires dues rates be adjusted each January 1 according to a District's Bylaws. The monthly union dues for District 751 Machinists at Boeing will increase \$2.85 to \$75.85 a month during 2017.

Under the formula approved by members in 2010, the 2017 dues were calculated at 2.25 times the weighted average hourly earning for bargaining unit employees as of Aug. 31 - excluding bonus pay - plus any IAM Grand Lodge per capita assessment increases.

Sailing into history: Cruise marks Everett Massacre centennial

More than 130 labor activists -- including a full delegation of IAM 751 officers and Retirement Club members -- took part in a cruise from Seattle to Everett to commemorate the 100th anniversary of the Everett Massacre, which was Nov. 5, 1916.

(Top left:) The steamship Virginia V stood in for the Varona, which carried union supporters from Seattle to Everett on the fateful day in 1916. (Bottom left:) Unlike 100 years ago, when the unionists were greeted with gunfire, activists disembarked peacefully to attend a rally at the Port of Everett. (Top right:) Retirement Club President Jackie Boschok and Ron McGaha dressed in period costume. (Bottom right:) Pam and Tom Lux on deck; Lux is an IAM 751 retiree and president of the Pacific Northwest Labor History Association, which helped organize the cruise and rally in Everett to raise awareness of the event, which was the bloodiest labor clash in state history. At least seven people died and 47 were injured.



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1 SET (2 TIRES EACH) Alpine Premiere 1535 winter tire chains. \$45/OBO. Fits 14-17" wheels of various widths for car and light truck. Pictures available upon request. Located in Marysville. 425-238-0448

(4) TIRES 195-60-R15 Hankook Winter Ipike (studded). Less than 10,000 miles. Only used on vehicle during winter months. Great mud & snow tires. Pics available upon request. Located in Marysville. 425-238-0448

BOATS

WINTER SALE – 19' Bell Boy 302 inboard/outboard. Needs two new intake manifolds. Nice trailer. \$1,500 OBO 425-255-2992

JOIN SEABACS (Boeing employee's boat club) for fun cruises and get together. Over 60 reciprocals! Call Craig Waffle at 253-631-3020.

COTTAGE INDUSTRIES

FOR GOOD VAN MOUNTED CARPET CLEANING in South Puget Sound area please call or text 253-535-2433. Licensed, bonded and insured.

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WANT A FUSSY HOUSE KEEPER? Call Barbara at Beefussy House Keeping in the late afternoon. Works mornings and early afternoon. 425-413-5354

You want the best NATURAL NUTRITIONAL SUPPLEMENTATION you can get. No competitor has a more trusted name in the industry than Shaklee. Call Joe at 206-819-7924

ENTERTAINMENT

TAPES OF SINATRA MUSIC. The size that plays in cars. 2000 tunes. 206-932-6141

FURNITURE & APPLIANCES

LOVE SOFA with electric recliners. \$15.00 – 253-839-9169

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue Jan. 16th

OAK ANTIQUE ICE BOX 1900 Eastlake. Brass hardware. Simmons Hardware Co., Broadway store tag. On wheels, zinc lining, 2 compartments. Best Christmas gift. \$2,300. Will deliver. Call 425-213-0016

PAC N PLAY BASSINETTE and high chair. Perfect condition. \$50 for both. 425-293-5204

SHARP, 1200W, Model No. R-430EK, SN: 118150. This is a wonderful 1.6 cubic foot counter top microwave with turn table. It works very well. Very clean. \$50.00/OBO call 425-238-0448 in Marysville

REC VEHICLES

1976 WESTERN WILDERNESS 11 ft. cab over camper, self-contained, good shape, no leaks, fits full size pick up bed ¾ ton or larger. \$500 or offer. 425-355-9268

HOUSING

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaalicoove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 30 days. 10% discount to Boeing employees. \$2850-\$3500/month. Amenities include designated parking. DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

\$100 OFF ALL HOME INSPECTIONS in 2016. 200% satisfaction guaranteed, fully insured. Quick scheduling, well trained and certified Inspectors. Free home energy report. 425-998-3159 www.HRSinspects.com

MISCELLANEOUS

25' DOVETAIL GOOSENECK FLATBED TRAILER w/ramps. 1400 lb. axel. \$5700.00. 360-907-7010 Goldendale, WA

STERLING SILVER TABLEWARE. Knives, forks and spoons. Service for ten. A beautiful gift. 206-932-6141. Call in the evening.

UNUSED NUTRI SYSTEM SUPPLIES. 2 full months plus many extras. Asking \$400 OBO. 253-845-4533 (leave message)

RETIREES WHO WORKED AT KSC N/C MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Café. For more info: contact clintbonnie@hotmail.com

LARGE COLLECTION OF OLDER DECORATIVE PLATES of American Rose Society, Rockwell, many others. Porcelain figurines, Ashton Drake dolls with boxes. 425-353-0153

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

CHILDCARE AVAILABLE IN MARYSVILLE Building Blocks Daycare and Preschool. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

BEAUTIFUL BOEING FRAMED 707 (25" x 21") Paid \$100 make offer 206-523-9526

PROPERTY

2 CEMETARY PLOTS each \$2,700 or \$5,000 for both. SeaTac, Bonney Watson, Sec. 17 Block 2 Lot D plots 1 & 2 call 206-910-1877

CHOICE VIEW BURIAL PLOTS maintained location – Poulsbo Lutheran Church, Kitsap County \$800 each, call for info. 360-275-4872

CONDO FOR SALE: 3 bedrooms, 2 ½ baths, 1480 sq ft. \$3,000 bonus to use as needed and Boeing Employee gets additional \$2,000 bonus. 10 minutes to Everett Boeing Plant, exit 193. Contact Khim at hean.khim@yahoo.com

SPORTING GOODS

"CURT" DELUXE BIKE RACK for 2 bikes (fits 2004 to 2009) Toyota Prius (like new) Paid \$324 make offer. 206-523-9526

TOOLS

GERSTNER & SONS TOOL BOX with many Starrett and other tools. Would work for maintenance machinist or tooline machinist. Asking \$1,250.00 Puyallup 253-848-0892

VEHICLES

WANTED any TOYOTA OR HONDA with low miles. Have cash. Call 253-839-9169

1966 FORD MUSTANG COUPE fully restored. Red with black vinyl top. V-8 automatic, front disc brakes. New Interior. Asking \$16,500.00 call 360-572-0745

2012 HONDA CIVIC 4 DOOR – Silver with beige leather interior – new tires – excellent condition – one owner – non-smoker – 69,000 commutermiles. \$12,000.00 call 360-652-3650

ESTATE SALE – 1970 EL CAMINO SS 454, 1957 Chev 2 door hardtop, 1956 Thunderbird, 1931 Buick Roadster, 1923 Roadster 'B' Gasser, John Deere garden tractor w/loader, tiller and back blade. 425-773-1975

1994 PLYMOUTH ACCLAIM, 4 dr, 131K miles. Nice running, strong dependable motor/trans. New radial tires, brakes & recent front end alignment. 253-770-2399. \$1,500 firm

CANOPY ALUMA that fits Ford Ranger and other small trucks. Paid \$460.00 sell for \$100.00. 206-243-1278

- Circle One: **ANIMALS** **ELECTRONICS & ENTERTAINMENT** **PROPERTY**
BOATS **FURNITURE & APPLIANCES** **RECREATIONAL MEMBERSHIP**
TOOLS **RECREATIONAL VEHICLES** **SPORTING GOODS**
HOUSING **MISCELLANEOUS** **VEHICLES**
AUTO PARTS & ACCESSORIES **COTTAGE INDUSTRIES**

Ad (25 word limit. Please print) _____

 Phone (or Address) _____

The following information must be filled in for your ad to appear:
 Name _____ Clock Number _____
 Address _____ Shop Number _____

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Jan. 16th!

LABOR HISTORY HAPPENINGS

December Labor History Happenings

- December 3, 1910 – IWW Brotherhood of Timber Workers organized
- December 4, 1970 – Cesar Chavez jailed for refusing to end the grape boycott
- December 7, 1941 – Japanese bomb Pearl Harbor
- December 15, 1791 – Bill of Rights
- December 22, 1919 – US deports 250 alien "radicals"
- December 23, 1908 – AFL officers found in contempt of court for urging labor boycott

Information taken from the PNLHA Labor History Calendar



Thanks for your service



Local 751-E Rec. Secretary Roy Wilkinson (r) presented Local E President Ira Carterman with a certificate of appreciation for his years of service. On Feb. 1, 2017, Ira will begin a four-year term as Business Rep after getting elected in October.

751 Retirement Club November meeting minutes

Continued from Page 8

congratulated Tom Lux for the great job he did to help organize and plan the event.

She also mentioned that the union is holding a one day turkey drive on November 17. Donations will be given to either the Everett Gospel Mission or the Tacoma Rescue Mission.

Unfinished Business: None

New Business: None

November & December Birthdays: The following celebrated their birthdays: Nancy Holland-Young, Mike Keller, Helen Lowe and Fred McQuarrie. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by Janet Gallegos.

Meeting was adjourned at 12:13 p.m.

FINANCIAL \$ENSE: Thinking of downsizing?

You may already know where you want to spend your retirement years — a small beachfront town, perhaps, or within the heart of your favorite city. But one thing that tends to escape some soon-to-be retirees' minds is what that living space will look like. Do you still need a 3,000-square-foot home with five bedrooms, or would an upscale townhome better suit your retirement lifestyle? Here are some important considerations for all empty-nesters and retirees when determining whether to downsize in retirement.

Create a long-term downsizing plan. You may be ready to move into your retirement digs tomorrow, but in reality, you'll need to give yourself time to consider the logistics of downsizing before you actually do it, says Donna Peterson, Retirement Income Strategist at Wells Fargo Advisors. In addition to thinking about how, when, and where you'll live, take note of another transitional step — how much of your current possessions will you bring with you to your new home?

Compare the scenarios that deliver on your downsizing goals. Downsizing is meant to provide a simpler life, fewer financial stresses, and more freedom to live how you choose. For that reason,

Peterson recommends evaluating the pros and cons of different home options, such as single-family, townhome, and condominium, based on your objectives for scaling back.

Peterson recommends simulating your options. "Pick out a smaller home in a location that you'd realistically consider buying as a way to estimate actual home ownership costs, such as property taxes, heating bills, maintenance, and any upgrades you may need to do later to accommodate you as you age," she advises. Then, do the same research on other types of residences, such as condos or townhomes. Think about not only the costs, but also the amount of maintenance, amenities, and location. Also consider what your life will be like in the future and how that will impact how you want to live. For example, will a single-level home be more to your physical abilities in the future?

Ultimately, the point of the comparison exercise is to identify what financial and lifestyle benefits you hope to accomplish by downsizing, so you can choose the option that delivers on your priorities. It may turn out that you value the maintenance-free amenities that a condo affords. Conversely, you might find that a smaller single-family home where you

SCOTT WEALTH MANAGEMENT GROUP

of Wells Fargo Advisors
aren't in quite as close proximity to the neighbors is more your style.

Rid yourself of excess baggage. Downsizing can bring new possibilities for the future, but it may also require parting ways with items you've accrued over the years. When those possessions are attached to important memories, purging items can be tough. But keep the process in perspective. "At some point, things you've collected over the course of your life will become a burden to you — or someone you love — if you don't start simplifying your life," says Peterson.

If you struggle to downsize, a professional concierge moving service can help. Niña Weireter-Liehr of My Divine Concierge (<http://mydivineconcierge.com/>) helps clients with the entire downsizing process from start to finish, including guiding them on what items should be thrown out, donated, sold (and how to determine if an item has monetary value), or brought to the new smaller space. Her organization also helps facilitate charitable donations,

establish and disconnect utilities, and similar moving needs.

To keep yourself on task, Weireter-Liehr says to consider your downsized home to be very expensive square footage. "What things are so valuable that they've earned a spot in that high-demand space? Surround yourself with the items that bring you the most joy and that you want to see every day."

Proudly Serving the I.A.M.A.W. for over 25 years

This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmgmt.com.

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Hold 'em Tournament deals a winning hand for Guide Dogs

All bets were off as 90 individuals took part in the "All in for Guide Dogs Hold 'em Tournament" at the Muckleshoot Casino on Saturday, Nov. 12. While the final table with the top 10 players split the \$3,500 prize money, the winning hand was dealt to Guide Dogs of America, which received nearly \$10,000 from the event.

Every 20 minutes, the blinds increased eliminating much of the competition. Teresa Messenger and Brian Bolton finished first and second in the tournament. Hien Pham took third, Zebb Dilling fourth, Tommy Wilson fifth and Bob Merritt sixth.

Thanks to Neal Key for coordinating the tournament and to volunteers Chris Schorr, Andy Schier, Mark Mason, and David Wyatt for helping throughout the event, as well as a special thanks to the Muckleshoot Casino for hosting our event!

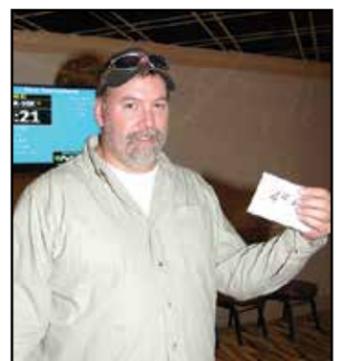
Local C is planning another tournament in the spring of 2017.



The final three players taking the top prizes L to R: Hien Pham (3rd), Teresa Messenger (1st) and Brian Bolton (2nd).



Players had a great time for a good cause at the Muckleshoot Casino.



Zebb Dilling took 4th place.

Generating funds for M.N.P.L. and Guide Dogs



The 14th Annual Local C "Bob Stonecipher and Art Duffy" Tournament brought in \$14,131 for M.N.P.L. L to R: Mark Mason, Susan Palmer, Larry Brown, Chris Schorr, John Lopez Jr, Jon Holden. To generate additional proceeds, the tournament name is up for bid each year.



The Local E Horseshoe Tournament delivered \$3,226 for Guide Dogs of America. L to R: Susan Palmer, Roy Wilkinson, Guerdon Ellis, Ira Carterman, Bruce McFarland, Linda Ramos, Jon Holden.

EASTERN WASHINGTON

Machinists at ASC poised for vote on contract

As the AeroMechanic went to press, Local 86 Machinists who work at ASC Machine Tools in Spokane Valley were set to vote on a proposed three-year contract that would increase wages and allowances for tools and work wear, while maintaining medical and retirement benefits.

The union's negotiating committee was recommending that the workers ratify the contract in a vote that was scheduled for Dec. 27.

"I think we got a pretty fair deal for the membership," said Union Steward Rick Coffman, who was part of the negotiating team. Management was "pretty stern in some areas but we stood our ground."

Under the terms of the tentative agreement, Machinists at ASC would get:

Raises of 2.5 percent in the first year, 2 percent in the second year and 2.5 percent in the third;

Increases to the company's contribution to workers' 401(k)s, which would go up to \$2,500 in the first year, \$2,600 in the second year and \$2,700 in the third year; and

The ability to take cash advances of up to \$500 at a time to buy tools, work clothes or boots.

In addition, the company will implement the paid sick



Negotiating committee members from ASC Machine review data between rounds of talks with management.

leave standard mandated by Initiative 1433, which was approved by Washington voters in November. That will increase the rate at which ASC workers accrue sick leave.

"We've got a good deal here," said Allen Eveland, another union steward who served on the bargaining team. "We got good wage increases for three years and good medical. We got extra allowance for tools, boots and clothing. We got a good 401(k) match. It's just over



Negotiating Committee members Rick Coffman and Allen Eveland answer questions from Jeff Raatz.

all a good contract."

Our union represents 99 hourly workers at ASC, who build specialized tools and machines used in the metal building, can manufacturing and metal stamping industries worldwide.

IAM 751 Business Rep Steve Warren praised the efforts of the negotiating team.

"I was really impressed with how persistent, educated and professional our negotiating team was," he said. "If it wasn't for their persistence, we wouldn't have got the agreement that we did."

Union supports workers as Triumph puts plant up for sale

Our union will support workers at Triumph Composites' plant in Spokane as its parent company seeks potential buyers for the profitable West Plains plant.

Triumph Group executives announced in November that they were looking to sell the plant as part of an overall restructuring of the company to focus on fewer lines of business.

That restructuring included the closure of a non-union Triumph plant in Everett, which employed 99 people.

The Spokane plant is a profit center for Triumph, and union officers said they're confident that a new buyer will be found.

"It's a strong plant in a strong industry," said IAM 751 Business Rep Steve Warren. "I'm hopeful Triumph will



Triumph Composite Systems, Spokane

find a buyer that can grow this plant."

The Triumph workforce is what makes the plant successful, added IAM 751 President Jon Holden.

"Without our members, the plant's just a big building with some high-tech tooling in it," he said. "Any new buyer

is going to need skilled and experienced workers to make that equipment churn out parts, and profits."

There are about 500 people working at Triumph, which is the second-largest manufacturing employer in the Spokane area. Of those, about 400 are Machinists Union members.

They are specialists in composites manufacturing, and provide flood panels, environmental control systems, flight deck panels and composite interiors assemblies for Boeing, Airbus and Bombardier aircraft.

This fall, Triumph management announced a new phase of work transfers from Spokane to plants in Mexico.

Depending on the timing of when the work packages move, as many as 105 people will be affected.

That work transfer is ongoing with the potential sale of the plant, Warren said.

Our union has worked with the Washington State Labor Council to win enhanced layoff benefits under the Trade Adjustment Act for any Triumph workers who see their work sent to Mexico.

"When a new buyer is announced, we're going to approach them to talk about the work transfers, and explore options for new work statements," Warren said. "The workforce here is skilled, dedicated and experienced, and would certainly be an asset for any employer coming in."

IAM unionizing volunteers meet with Honeywell workers



IAM 751 unionizing volunteers from around the state greeted workers at Honeywell Electronic Materials in Spokane Valley Nov. 7. Volunteers had spent the previous weekend going door-to-door talking with the workers, after a number of them had contacted our union to talk about joining. If you know anyone who works at Honeywell, encourage them to contact the Organizing Department at (206) 764-0305 or go online at www.VoteYesIAM.com/Honeywell.

Irrigation District workers meet for year-end barbecue



(Above:) More than 100 people turned out for a Dec. 14 barbecue for union workers at the Columbia Basin Irrigation District in Moses Lake. That included members of the Machinists, Operating Engineers, Laborers and Teamsters unions. (Right:) Local 1951 President Chris Powers mans the grill -- in the snow -- at the barbecue. Poor road conditions kept many Irrigation District workers from attending; organizers took leftovers to a local food bank.



United we will prevail in the challenges of 2017

Continued from Page 2

to the Grand Lodge Convention worked together, in solidarity, to convince delegates from other regions to stand together with us.

Solidarity also was the key to success for our members at Triumph, who stood together and stood strong for six weeks this summer, and won themselves a

collective bargaining agreement they could be proud of. In the process, they rallied support from a wide range of community allies, including union steelworkers, iron workers, letter carriers, UFCW members, Teamsters, transit workers and teachers.

Their strength on the picket line -- and that community support -- resulted

in wage increases that brought the two tier wages at Triumph closer together, and created a new savings plan that will provide additional retirement security for workers who don't have a traditional pension at the plant.

So to be successful in 2017, we need only look back to 2016. We need to work together. We need to reach out to

and support our community allies. And most of all, we need to stand together, in solidarity, with everyone who will stand with us.

Solidarity works. It worked for us last year, as we made our union and our bargaining agreements better, and it will work for us in the year ahead, and all the years to come.