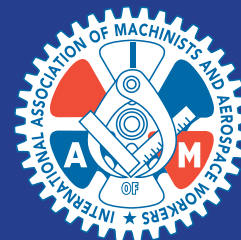


Eastern Washington Machinists News



Volume 4, No. 2 April-May 2012

Recognizing Safety Excellence in Goldendale

Proper disposal of 7,500 tons of waste each day presents a multitude of hazards for our Machinists Union members working at the Roosevelt Landfill in Goldendale. The same is true of the union members at Tri-County Disposal, who collect garbage and recycling from most of the 19,000 residents and businesses throughout Klickitat County.

With so many hazards in their day-to-day jobs, the 149 members working in

Goldendale have to pay close attention to safety. To provide an incentive to not only work safe but also achieve excellence in all phases of their jobs, Republic Services – the parent company that employs these members – implemented two separate programs in 2010 to reward and recognize excellence.

On April 10 and 12, safety luncheons were held to acknowledge those members who had demonstrated excellence in safety and other aspects of their job. Members were treated to a rib-eye steak lunch, presented with awards and honored in front of their co-workers.

Work safely and enjoy the rewards is the theme. Keep in mind these recognition programs are only one facet of many focused on safety.

The “Dedicated to Safety Awards” recognize and reward employees in safety-



Steward Rick Porter displays the items in the “Dedicated to Safety” Award box that includes a jacket, hat and more.

sensitive positions who have excelled in safety performance and to motivate employees to perform job duties in a safe manner. To qualify,

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Dedicated to Excellence Awards

Bryon Burgin	Donald Schell
Joe Garcia	Larry Smart
Richard Lattimer	Paul Vincent
Tom Parrish	Lewis White
Rick Porter	Kenneth Whitner
Justin Ramsay	

Innovation Keeps Prompt Printery on Target

With the increased use of the Web, Facebook and Twitter to advertise and communicate to the public and consumers, print shops have had to be creative to remain afloat in the current economy.



Glenn Klingele (l) and Bruce Scully print a complete deck of cards on a sheet so shooters can play a game of Texas Hold-em while improving their target accuracy. The targets are marketed at gun shops and pawn shops throughout Yakima.

Prompt Printery in Yakima, an IAM-represented print shop, has done just that. With just two employees (Glenn Klingele and Bruce Scully), they have continually found ways to generate additional business throughout the current recession.

During their slow times in the winter months, Bruce devised a unique project – targets that allow people to play a game of 7-card stud while practicing their shooting skills.

“I recently put a shooting range on my property and have been coming up with creative targets to make it more interesting to practice shooting,” said Bruce. “We print a whole deck of cards on one sheet.

There are several ways to play, but basically the shooter takes seven shots and uses the best five cards hit to make a poker hand. It is a shooting Texas Hold-em game. The goal is for accuracy so you have a great poker hand.”

The idea has caught fire and their Texas Hold-em targets are being sold at gun shops and pawn shops throughout the Yakima area. From that idea, they have also begun printing zombie targets.

“For some reason, kids love shooting zombie targets with their air soft rifles. It is a top seller. We are keeping the shelves filled and just got another order for 100 zombie targets,” Bruce added.

But printing targets is just one unique project that has kept the print shop busy. They are continually looking for new products to expand their business. Recently, Prompt Printery installed a plotter to cut vinyl and use with rubberized sandblasting. This gives them the capability to make banners, but also allows them to sandblast on wood, landscape or etch

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Report Confirms That It Pays to be Union!

Union workers in 2011 earned on average nearly \$11,000 a year more than their non-union counterparts, according to the most-recent data from the federal Bureau of Labor Statistics.

The bureau's annual report also shows that union workers got bigger pay raises than non-union workers in 2011.

Overall, union workers were paid 29 percent more than their non-union counterparts last year, according to the report, which was released earlier this year.

"We often say it pays to be union, and this report shows that it's literally true," said Machinists Union District Lodge 751 President Tom Wroblewski. "That's the union advantage."

According to the new data, union workers had average take-home pay of \$938 a week in 2011, which equals \$48,776 a year. That figure was up 2.3 percent from 2010.

On the other hand, non-union workers were paid on average only \$729 a week, or \$37,908 a year, which was a scant 1.7 percent increase compared to 2010.

The difference — \$10,868 — is large enough to make a real difference in the lives of working Americans, said Wroblewski.

"For most families, \$11,000 a year means it's easier to buy a car or a home, save for a child's education or take a family vacation," he said. "These are the basic components of an American middle-class lifestyle, and each

one is easier to achieve if you've got a union contract."

For manufacturing workers who produce durable goods — like airplanes or airplane parts — average pay for union workers is 10 percent greater than pay for non-union workers doing similar jobs, the report says. But for workers in maintenance and repair occupations — like aircraft, truck or bus mechanics — pay for union workers is a whopping 35 percent greater.

Washington state has the nation's fourth-highest union density rate, with 19 percent of all workers belonging to a union last year, the federal report said.

That helps Washington's overall economy, Wroblewski said.

"Good union paychecks support local economies, because our members have more money to spend with local businesses," he said. "That's one reason why we talk about how District 751 helps build better communities."

A separate federal report last fall also showed that union members typically have far better benefit packages to go with their superior pay.

That study found that as of March 2011, 92 percent of union workers had employer-provided health care benefits, 90 percent had retirement benefits and 83 percent had life insurance benefits.

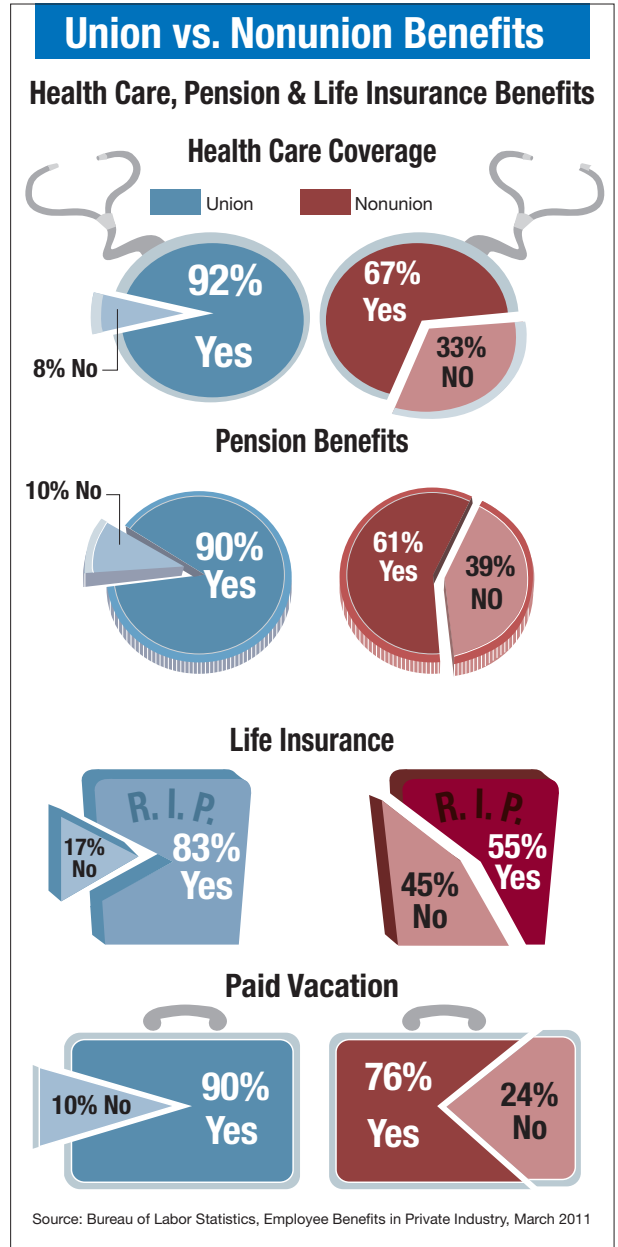
On the other hand, only 67 percent of non-union workers had health care benefits through their employer, only 61

percent had some kind of retirement plan, and only 55 percent had life insurance.

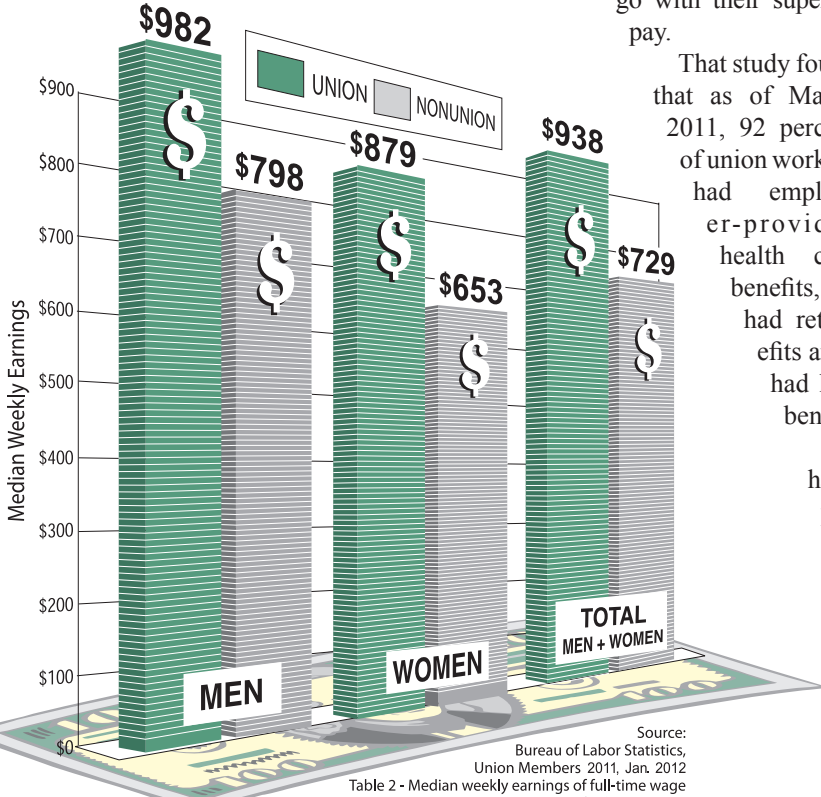
In addition:

- 84 percent of union members receive paid sick leave from their employers, compared to 64 percent of non-union workers; and
- 59 percent of union members receive paid personal leave days, compared to 38 percent of non-union workers.

"Having good benefits means you aren't paying huge sums out of pocket for things like routine medical expenses," said Wroblewski. "Good retirement benefits mean you'll be able to live comfortably after you decide to quit working. These things are important to our members, and they're priorities for us when we negotiate contracts."



Weekly Earnings, Union vs. Nonunion



Workshop Details ‘Structured Settlement’ Details

Union leaders in Eastern Washington took advantage of a seminar sponsored by the Washington State Labor Council and the Project Help program to explain the dramatic changes and answer questions about “structured settlements” in workers’ compensation.

Business Representative Steve Warren, Local 1123 Recording Secretary Bailey Olin and Eastern Washington Legislative Delegate Gary Swartz took advantage of the all-day seminar to learn more on this issue.

Last year, lawmakers in Olympia dramatically changed Washington’s workers’ compensation system with the passage of EHB2123. The biggest change was the legalization of “structured settlements,” also known as compromise-and-release buyouts, whereby employers can negotiate with injured workers to pay a series of lump-sum payments to settle claims. This new alternative dispute resolution tool is for injured workers who are over a statutorily-established threshold age. This seminar explained in detail the process for negotiating a structural settlement should workers want to go that route.

Although organized labor aggressively opposed this change, it has become the law. Therefore, it is in the interests of unions to



Above: Union leaders in Eastern Washington attended a workshop that detailed the process for negotiating a structured settlement under revised Workers’ Compensation laws.



Photo left: Local 86 Legislative Chair Gary Swartz and Eastern Washington Business Rep Steve Warren take notes on the process.

learn how this new system will work in order to best preserve the rights and protect the interests of workers injured on the job.

The seminar featured presentations from various perspectives and gave participants an overall picture of the new structured settlement options. Speakers participating in the seminar included:

- Wash. State Labor Council, AFL-CIO;
- Self-Insured Ombudsman’s office;
- Department of Labor and Industries;

- Board of Industrial Insurance;
- Wash State Association for Justice; and
- Project Help

The Project Help Program is a cooperative effort between the WSLC, the state’s business community, and the Department of Labor and Industries with the goal of facilitating early and successful resolution of workers’ compensation claims. If you need assistance with a Workers’ Comp claim, contact Project Help at 1-800-255-9752.

Moore Congratulated on Retirement

When Michael Moore retired from Quincy Irrigation District, he was proud of his years of Union membership. Michael joined the Machinists Union in November 1999, and it was his first experience as a Union member. Prior to hiring into Quincy Irrigation District, Michael had always worked for a private contractor and had no experience with Union representation.

Michael’s wife was active in the teacher’s union and glad he finally had representation at work. She encouraged him to get involved, and he did just that. Since joining the Machinists Union, he only missed one meeting and served two different times as the Union Steward.

“I’m real happy to be in the Union. They did a good job for us,” said Michael.

Staff Assistant Ken Howard recently delivered an IAM watch to Michael to commemorate his retirement at monthly union meeting.

Since retiring, he was elected Local Fire Commissioner, to help out in the community.



Staff Assistant Ken Howard (r) presents Michael Moore with his IAM watch following his retirement from Quincy Irrigation District.

RETIRES

Congratulations to the following members who retired from local lodges in Eastern Washington in the past year (local lodge and employer are noted):

- Guy Bommarito, Local 1951, Parsons (Hanford)
- Jack Clinton, Local 1951, Pexco
- Aleta Coombes, Local 86, Triumph
- Joe Gates, Local 1123, Alcoa
- Jane Goodrich, Local 86, Triumph
- Mike Lancaster, Local 1123, Alcoa
- Len Lewis, Local 1951, MSA (Hanford)
- James Lovell III, Local 1951, Rabanco
- John Matthews, Local 86, Triumph
- Scott Messmer, Local 86, Kenworth Sales
- Michael Moore, Local 1951, Quincy Irrigation Dist.
- Craig Nelson, Local 1123, Grand Coulee Dam
- Michael Parkison, Local 86, Triumph
- Linda Rivers, Local 86, Triumph
- Dale Ronquille, Local 86, Triumph
- Lucy Tran, Local 86, Triumph
- Robert Williams, Local 1951, Rabanco
- Leslie Woodcock, Local 1951, Battelle (Hanford)

Members at Triumph Learn More on IAM Pension Plans

Machinists Union members working at Triumph Composites have negotiated the IAM National Pension Plan into their contract. To help our 465 members there to better understand the plan and the various options, IAM Western Territories Rep Damien Anderson recently traveled to Spokane to host a series of meetings.

The meetings were conducted on two shifts so more members could participate, as well as in the quarterly brown bag lunch at Local 86 and the monthly membership meeting.

Information was presented on early retirement options, and vesting hours. He detailed the various payment options available, as well as the “pop-up” provision should the spouse die prior to the plan participant.

Damien explained to our veteran senior members the process for filing retirement pension benefits, as well as communicated to our new members the value of their pen-



IAM Western Territory Rep Damien Anderson (r) answers questions about the IAM National Pension Fund on a recent visit to Triumph Composites Systems.

sion benefit.

He suggested each participant utilize the online website to set up a profile so you can see individual information about you, utilize the pension calculator, view hours submitted on your behalf and explore beneficiary information.

The IAM National Pension Plan is the sixth largest Labor-Management Multi-Employer Pension Fund in the country with more than 1,750 contributing employer locations nationwide and more than 107,000 active employees and 82,000 pensioners. The National Pension Plan has approximately 8.3 billion dollars in assets and has been well funded for more than 50 years.

As the aerospace industry continues to grow, so will the new members coming in who benefit from the plan.

As the aerospace industry continues to grow, so will the new members coming in who benefit from the plan.



IAM Western Territory Rep Damien Anderson explained to our veteran senior members the process for filing retirement pension benefits under the IAM National Pension Fund, as well as communicated to our new members the value of their pension benefit.

Taking the Oath of Membership

Local 86 in Spokane regularly invites new members to attend the monthly Local Lodge meeting and take the membership oath of office. Business Rep Steve Warren (l) administers the oath of membership to Brenda Burton, who works at Triumph Composites.



Innovation Keeps Prompt Printery on Target

Continued from front in stone.

“To stay in business we had to diversify and wanted to go after something more mechanical than digital – this was a combination of both,” said Bruce. “This plotter can be used to create custom address rocks for a yard, property or business.”

In addition, Prompt Printery has been making Kokopelli figurines with stone that have also been popular.

Since they are located in the Yakima Valley, the print shop does a lot of work for the agriculture industry and is printing bin cards and other forms to manage the crops for area farms.

At the end of March, the two employees ratified a new two-year agreement with the IAM – ensuring they continue to carry the Union label.

For Glenn and Bruce, the creativity and innovation they deliver ensures Prompt Printery continues to be a vibrant business, as they continually learn additional skills and market new products. Visit them at 313 S 4th Avenue, Yakima for all your printing needs or call at 509-457-5848.



Staff Assistant Ken Howard (l) and Glenn Klingele sign a new two-year IAM agreement for Prompt Printery in Yakima.

Monthly Meeting Schedule

- All members are welcome

Local 1951 - Richland - 1st Tuesday of month 7:30 pm, 1305 Knight St.

Local 1123 - Wenatchee - 1st Thursday of month 7 pm, Aluminum Trades Council, 180 Rock Island Rd, E. Wenatchee

Local 86 - Spokane - 2nd Thursday of month 6 pm, Spokane Hall, 4226 E. Mission Ave.

Recognizing Safety Excellence in Goldendale

Continued from front

members must achieve a perfect record for the year with:

- No preventable accidents,
- No lost time injuries,
- No safety related warning letters.

Those meeting the criteria were presented with a jacket, patches for the jacket, a hat and other trinkets. The prizes are designed so members will stand out and be noticed both on and off the job and to build on that success in coming years. An impressive 76.5 percent of our members earned this award.

Management acknowledged the achievement stating, "It is our privilege to acknowledge and reward your achievement. Only the most conscientious employees reach this goal. Your diligent effort toward safety and customer service enables Republic Services to remain a leader in our industry."

The "Dedicated to Excellence" Award went one step further and recognizes people who excelled in all areas of job performance, including productivity, customer service, attendance and safety. This award included a ring that has room to add up to 14 diamond chips for any future years the person qualifies for the award. To receive the excellence awards, members must achieve a perfect record in the same categories as the safety award plus the following areas:

- Perfect attendance (does not include vacation, sick leave or FMLA),
- No tardies, and
- No warning letters.

Eleven members qualified for this prestigious award.

Steward Rick Porter stated, "We are serious about keeping everyone safe in these jobs. The programs are a nice reward and



Lewis White displays his Dedicated to Excellence ring as Justin Ramsay looks on.

help keep safety at the forefront while providing an incentive to stay safe and deliver excellence in all phases of our jobs."

IAM Staff Assistant Ken Howard was on hand to congratulate the members. "We are proud to help honor our members that are doing a great job on safety and appreciate Republic both recognizing and rewarding those efforts. With so much hazardous material and dangerous equipment, it is important that safety remain in the forefront for all workers at the site," Ken said.



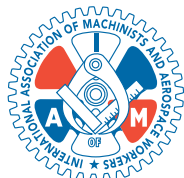
Ken Devries cooked the rib eye steaks for the luncheon.

Dedicated to Safety Awards

Javier Aguilar	Bobby Dean	Gail Hutchins	Larry Moss	Tony Spino
Jack Armstrong	Kenneth Devries	Craig Hylton	Joseph Nice	Corbin Strader
Tom Barrett	Dennis Dixon	John Jensen	David Niemela	John Tiffany
William Barthlow	Alan Doubravsky	Peter Johnson	Bert Oswald	William Troh
Darel Baumgarden	Patrick Douthit	Shawn Keffeler	Tom Parrish	Eugene Turner
Sue Bentley	Michael Dove	Michael Kessinger	Luis Perez	Carles Vickery
Cecil Bixler	Michael Elli	BillieJoe Kessinger Jr.	Rick Porter	Paul Vincent
Carol Blakey	Richard Fahlenkamp	Edward Krall	Justin Ramsay	Gordon Walsh
Devona Bly	Trampas Fahlenkamp	Richard Lattimer	Christopher Randall	Thomas Washburn
Jon Bowers	Virgil Faulconer	Gregory Lawrence	Howard Robb	Dustin Wells
Donald Bryan	Rudy Flock	Cody Loomis	Amy Roesli	Robert Wells
Jon Bryan	Janice Frailey	Wendy Lowe	Jeffrey Roesli	Travis Wells
Bryon Burgin	Janice Frisk	Richard Lowe	Robert Scharberg	Harry West
Steven Burns	Joe Garcia	Glynn Lucas	Donald Schell	Lewis White
Clint Bushnell	Jeffery Geary	Steven Luther	Garry Shane	Kenneth Whitner
Robert Butler	Michael Gilliland	Timothy Mains	Douglas Shewey	John Wilde
Robin Byram	Mitchell Ginn	William McGinnis	Larry Shupe	Casey Williams
Shawn Carty	James Goatley	William Mello	Brian Siebert	Eddie Wright
Jared Cooke	Travis Gray	Gerald Mickelson	Larry Smart	Devin Yeley
Kim Cooke	Jerry Griffith	Brett Miller	Robert Snyder	William Young
John Coons	James Hancock	Garry Morris	Mike Solomon	
Porter Cooper	Danny Hexum	Thomas Morris	Sylvester Spino	
Melvin Curtis	Mark Hurford			

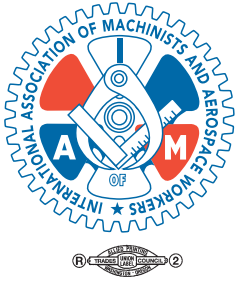
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AJAC Helps Ensure Our Region Has a Strong Aerospace Future

The Machinists Union continues to work closely with the Aerospace Joint Apprenticeship Committee (AJAC) to ensure we have trained aerospace workers long into the future.

Recently, Business Representative Steve Warren and staff assistant Ken Howard met with AJAC Lead Program Developer Kevin Quinn and Jesse Cote, who serves on the AJAC Board, to get an update on programs.

Only through apprenticeship programs

can you capture and directly transfer the knowledge and skills of the top workers in the industry. Some AJAC training occupations include: aircraft mechanics, machining, composites, aircraft interiors, and tool and die makers. AJAC continues to develop more occupations as they hear from aerospace industry members which occupations are in need of an apprenticeship program. This constant communication with both industry leaders and labor leaders make the program unique and successful.

If you would like more information on AJAC, visit www.ajactraining.org or contact its Spokane office at 509-533-8299 (2110 N. Fancher Way).



L to R: Staff Assistant Ken Howard, Kevin Quinn from AJAC, 751 Organizer Jesse Cote who serves on the AJAC Board, and Business Rep Steve Warren discuss the importance of attracting future workers to the aerospace industry jobs.



Staff Assistant Ken Howard (l) and Local 1951 President Craig Smoot (r) congratulated Len Lewis on his recent retirement from MSA at Hanford.

Retirement Recognition for Len Lewis

When Len Lewis retired from MSA at the Hanford site, the Machinists Union was there to wish him well.

Staff Assistant Ken Howard and Local 1951 President Craig Smoot not only offered congratulations, but also presented Len with an IAM watch. Each member who retires with the Union is presented a certificate to receive an IAM watch.

Len has been a member since 1977. During his time at Hanford, Len also served the membership as a Union Steward to ensure contractual rights for members were enforced.