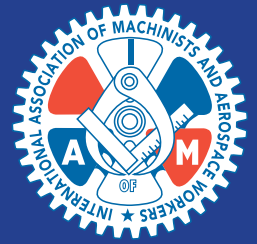


# Eastern Washington Machinists News



Volume 3, No. 5 Aug-Sept 2011

## Murray Promotes Workforce Development

In August, Senator Patty Murray toured factories around the state promoting jobs and workforce training. Murray has introduced legislation to reauthorize the Workforce Investment Act, which originally passed in 1998. The legislation is designed to help communities ensure local workers receive proper training for open jobs that require specific skills.

As part of the tour, the Senator visited Spokane's Triumph Composite plant to meet with aerospace managers, higher education leaders and elected officials to get their ideas on how to improve communication of job needs so training programs are better geared toward those skills. A state report showed there are currently more than 2,500 open jobs in the Spokane area, but not enough qualified candidates to fill them.

In touring the Triumph plant, the Senator engaged our members to help find ways to promote these jobs and recruit more skilled workers.



*Linda Louie (r), a 21-year Machinists Union member working at the Triumph plant, talks with Senator Murray about how to recruit more women into aerospace jobs.*

Linda Louie was one of the Machinists Union members interviewed by the Senator and local media. She hired into the plant when it was still owned by Boeing 21 years ago and has turned her job into a good career – one she hopes to retire from some day. Her story exemplifies the type of role models Senator Murray believes can attract more young people – especially

young women into careers in aerospace.

Linda has taken additional training over the years as the industry changed and materials evolved.

“I take a lot of pride in my work building airplane parts. When a plane flies over, I look up and have a feeling of accomplishment knowing I played a part,” said Linda. “It is re-

*Continued on back*

## Steward Training to Better Serve Eastern Washington

Union Stewards in Eastern Washington are better prepared to represent the members thanks to recent training provided by the Machinists Union. Business Rep Steve

Warren and Staff Assistant Ken Howard coordinated the training with IAM Western Territory Education Rep Marie Box. Sessions were held in Yakima, Tri-Cities and Spokane to reach more of the Stewards. While the training was voluntary, 85 percent of the Stewards were able to arrange their schedules to attend.

“The high participation rate demonstrates the commitment of our Stewards,” said Business Rep Warren. “All the feedback was very positive. To keep everyone engaged and involved, the training included lots of back and forth conversation and group activities. Stewards appreciated this interaction and found it more useful than

if the information had simply been presented in viewfoils.”

The in-depth workshop covered such topics as the roles and responsibilities of a Steward, which is often times the hardest and yet most thankless job in the union. Other subjects included training on conducting investigations, grievance handling, just cause for discipline, past practice and Weingarten rights. One segment that is critical for stewards to understand is their legal status under the NLRB, which makes them equal with management when representing employees on the shop floor, in the supervisor's office or in grievance meetings.

“I have been to several Union Steward training sessions in the past, but this was by far one of the best. All the Stewards agreed, the instructor did an excellent job,” said Steward Jerry Mikelson, who works at

*Continued inside*



*In one of the group sessions at the Tri-Cities training, members work together on a project.*

# Murray Promotes Workforce Development

*Continued from front*

warding to know I helped with the new 787 airplane and also the 777 when it was introduced.”

Linda’s experience with composites and hand skills make her sought after in today’s aerospace industry. However, there need to be more paths to these types of jobs for others in our communities.

“This Act would promote skills so we have more qualified people to fill the jobs locally. That is what we need,” Linda added. “Spokane needs that environment to keep manufacturing here. For this community, it is huge. I think aerospace offers endless possibilities for women in this field.”

Murray agreed and told reporters, “We need more role models like Linda who can go out into the community and talk to high schools and show young women what the



Senator Murray talks with a member on the shop floor at Triumph.



Senator Patty Murray (far left) listens as Machinists Union member Andy Pierson tells of his struggles before obtaining a job at Triumph. He hopes others will get the same opportunity.

pathways are to this type of career. If we want America positioned to compete in the coming century, we have to have workers with the required skills to fill these jobs in their own communities.”

At the formal meeting in the Triumph plant, Machinist member Andy Pierson was filled with emotion as he spoke at the podium and recounted his struggle to obtain his current job at Triumph – which included multiple layoffs and tremendous personal difficulty.

“I tell everyone you can achieve your goal if you stick with it and take advantage of services like WorkSource. Even though I lost everything and was basically out on the street, I remained focused on getting a job and went to WorkSource nearly every day,” said Andy, who has been at Triumph a little over a year building air ducts. “It took lots of hard work and effort to achieve what some employers might think of as gravel,

but I consider it a jewel. I love this job, look forward to coming to work each day and am proud to be an aerospace machinist.”

Andy hopes others will get a similar opportunity and believes it is critical to keep these kinds of jobs in the area and provide training so employers can fill them. He also praises WorkSource and regularly refers family and friends there for the many resources they offer.

In addition to the Workforce Investment Act, Senator Murray is also working on a bill called the Promoting Innovations to 21st Century Careers Act. This bill calls for \$912 million in federal grants to support state and regional partnerships in developing creative strategies to help high school age youth prepare for a full range of postsecondary options and 21st century careers. If enacted, this would help students gain real world job experience and acquire the skills they need to start a career.

## New Agreement for Members at Safeway Spokane

Members working at the Safeway Distribution Center in Spokane ratified a new five-year agreement in August.

These seven talented mechanics keep the facility and all its equipment in top running condition. This is not an easy task when you think about the volume of items passing through the warehouse weekly to stock all the Safeway stores in Eastern Washington, Northern Idaho and Montana.

The top issue for this contract was preserving the Automotive Pension Plan, which the new agreement did including all pension surcharges are covered by the employer.

The contract also maintained other benefits for the life of the agreement, including



L to R: Doug Way and Tom Rowland meet with Business Rep Steve Warren to discuss issues prior to negotiating the new agreement for members at the Safeway Distribution Center in Spokane.

maintaining health and welfare costs at a cap of six percent.

Safeway recently hired an additional individual into the bargaining unit - acknowl-

edging the importance of their role in maintaining the distribution center.

Members overwhelmingly voted to ratify the new agreement in late August.





Stewards drove from as far away as Grand Coulee to attend the training session at the Spokane Union Hall. Photo right: Stewards pose for a group photo upon completion of the course.

## Steward Training to Better Serve Eastern Washington

*Continued from front page*

Rabanco in Goldendale. “We learned a lot in a short period of time. Everyone was involved and it was a very positive session. I’ve been to other training that lasted three to four days, but this was better in one day. I would go to it again, it was that good.”

“I’ve been a Steward for four years, and this training helped me fine tune my Steward skills. I think it is really helpful for new Stewards and will point them in the right direction,” said Sam Jensen, a Steward at Pexco in Yakima. “I especially liked the segment on investigating grievances and the emphasis on listening to all different viewpoints and taking everyone’s input into consideration. As a Steward, we have all experienced moving ahead with only



The interactive format got everyone engaged in the training and made it fun.

hearing one side of the story.”

“I thought the training was really good and will help Stewards better represent the members. While some of it was a good review, I enjoyed hearing others’ experiences and learning about their issues,” said Steward

Troy Ritter, who works at Grand Coulee dam. “We should consider offering this every year so new Stewards get the training sooner. It is always good to be reminded of where your boundaries are and what you can and can’t do as a representative of the Machinists Union. It is a duty 24/7.”

Special thanks to Marie Box and the Western Territory Office for delivering such useful and educational training.



Business Rep Steve Warren (far left) and Staff Assistant Ken Howard (far right) congratulate Stewards who completed the training session in Yakima.



Stewards who completed the informative training at Tri-Cities. The session provided in-depth information on a number of topics to help Stewards better represent the membership.



# Family Appreciates Union Compassion

When member Tim Busch confided to a co-worker Doug Kinchloe the medical issues his son was experiencing, the co-worker wanted to find a way to help. The family had a flyer that had been distributed to area businesses, but response had been minimal.

Doug turned to the Union and contacted Business Rep Steve Warren. When Steve told District Secretary-Treasurer Susan Palmer, she suggested passing the hat at the June union meetings to give members in Puget Sound a chance to help. Members responded enthusiastically by giving \$2,300.

Tim and his wife Monique were speechless at the generosity and wanted a chance to express their appreciation. They wrote the following letter to all who helped.

*"Dear Union Brothers & Sisters:*

*We are writing today to express sincere and heartfelt thanks for the continued support that we have received from our Union. As many of you already know, our 11 year old son Seth has been in and out of the hospital since 2009 when he was initially diagnosed with Cerebral Palsy and Epilepsy.*

*After multiple tests that showed us our son was not only battling a severely atro-*



Seth has kept a positive attitude throughout the surgery and hospital stays.

*phied frontal lobe, we also discovered that he was resistant to the medications that could have helped with his seizures. His neurologist decided that it was time to "bring out the big guns." This past December, on the day after Christmas, we packed up and left for Seattle. There, Seth stayed at Seattle Children's Hospital where the doctors and nurses diligently ran tons of tests and completed multiple scans of his body. After the series of tests, it was decided that he was a candidate for surgery.*

*Our family rang in the New Year watching the fireworks shoot off the Space Needle and waiting for word of Seth's impending surgery. On January 5, we met with the neurosurgeon who decided that the severity of our son's illness was such that he needed surgery as soon as possible.*

*While waiting for the already rushed surgery date, Seth continued to decline and nearly needed emergency intervention. After 13 days in the hospital in Spokane, he was air lifted to Seattle Children's Hospital where he had his surgery.*

*After months of commuting back and forth from Seattle, and a long recovery period that continues to today, our family feels tremendously blessed to have received such an outpouring of support, both emotional and*



The Busch family (Tim, Seth and Monique) are so grateful to the generous outpouring from Union members who learned of their son's medical condition.

*monetary, from our Union brothers and sisters.*

*In June, fellow members of District 751 held "pass the hat" collections at each of the Local Lodge meetings from both here in Spokane as well as the Seattle area. Not only did that raise over \$2,300 to help our family begin to recover from our medical and travel expenses, but it also raised our spirits. That collection served as a wonderful surprise that showed just how much support was out there for Seth and our family.*

*Thank you all so much for your generous contributions and continued thoughts and prayers. He's got a long road to recovery still ahead of him, but Seth's spirits are still riding high – and our family feels grateful for that.*

*In Unity,*

**Timothy & Monique Busch**

If you would like to show your support for the Busch family as they continue working to recover from travel and medical expenses, as well as cover the continued medical expenses that Seth's recovery requires, donations can be made at any Spokane Teachers Credit Union (STCU) in the name of the "Seth E. Busch Epilepsy Fund" or stop by any of the union offices and drop off your donation to the 751 Hardship Fund with Seth Busch in the memo line.



At the Triumph Plant in Spokane, Tim Busch (l) was astounded by the generosity of union members and thanks co-worker Doug Kinchloe and Business Rep Steve Warren (r) for their help in spreading the word about his son's medical condition.

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# Summer Kids' Coloring & Essay Contest

## Writing Contest (Grades 7-12)

1) Answer one of the following questions, based on your current grade, in a maximum of two pages, double-spaced. Include your name, current grade, school name, family member's BEMS or CLOCK (last 4 of SSN), family member's place of work, and contact number on a cover page.

7-8 Grade: What does union membership mean to your family?

9-10 Grade: Why is solidarity important?

11-12 Grade: How will union membership benefit your generation as you prepare to enter the workforce?

2) Mail your entry to: IAM&AW District 751, Attn: Writing Contest, 9125 15th Pl. S., Seattle, WA 98108

3) Entries must be post-marked by **October 1, 2011**. Entries will be reviewed and awards granted to the top two essay writers in each grade group.

### Writing Contest Prizes:

**1st Place** - \$200 Visa Gift Card    **2nd Place** - \$100 Visa Gift Card

## Coloring Contest (Grades PreK-6)

1) Color the picture below indicating your current grade, school name, family member's name and BEMS or Clock number (last 4 SS#), family member's place of work and contact information.

2) Mail your entry to: IAM&AW District 751, Attn: Coloring Contest, 9125-15th Pl. S., Seattle, WA 98108

3) ALL entries must be post-marked by **October 1, 2011**.

Entries will be displayed at November Local Lodge meetings for members to vote on each grade category.

4) Three winners will be chosen from each grade PreK through 6th Grade and awarded at the December Local Lodge meetings.

### Coloring Contest Prizes: (top 3 in each grade PreK-6 awarded)

**1st Place** - Class Pizza Party & \$50 Toys 'R Us Gift Card

**2nd Place** - \$50 Toys 'R Us Gift Card

**3rd Place** - \$25 Toys 'R Us Gift Card

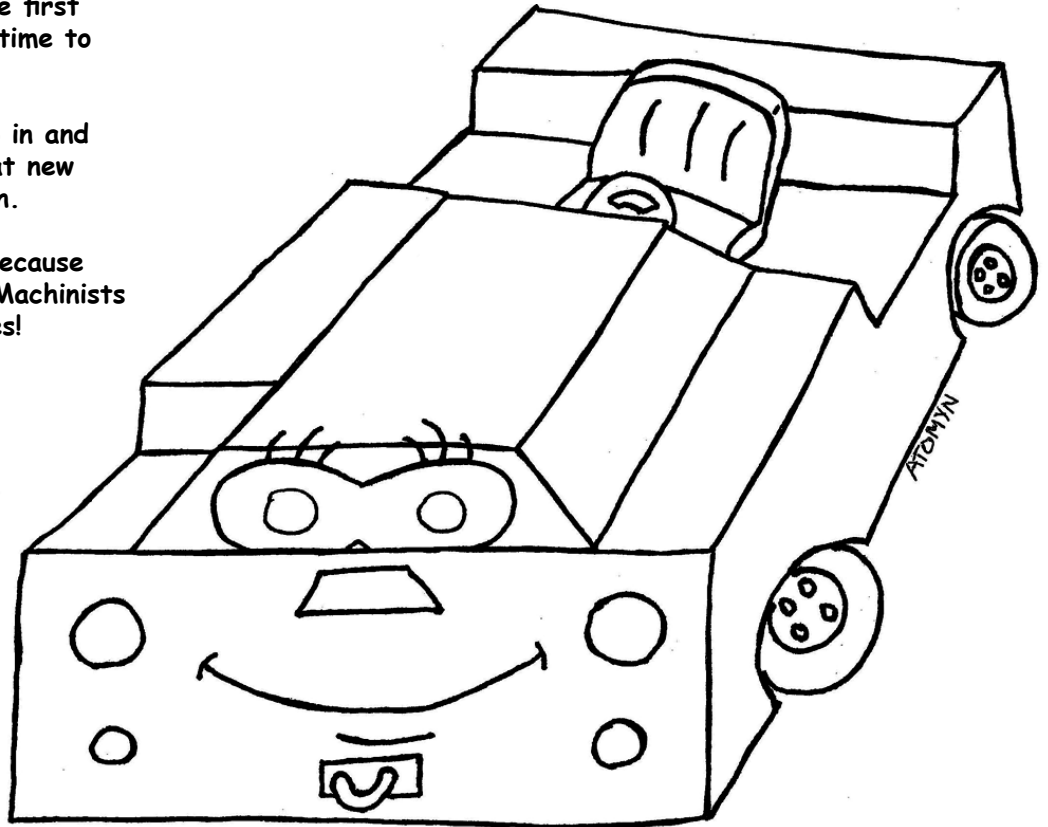
All entries must be related to an IAM member or retiree.

# Meet Tina Tug!

Tina the Airplane Tug is the first helper on the scene when it's time to move Machinists planes.

Machinist Union drivers hop in and Tina steers into the shops that new planes are stored safely within.

And the planes just smile because they know that Tina and the Machinists can drive them safely for miles!



Any questions can be directed to the Communications Department at 1-800-763-1301, ext. 3340

OR

send an e-mail to: [rosannet@iam751.org](mailto:rosannet@iam751.org).

Name: \_\_\_\_\_

Age: \_\_\_\_\_

School: \_\_\_\_\_

Current Grade (circle one):

PreK K 1st 2nd 3rd 4th 5th 6th

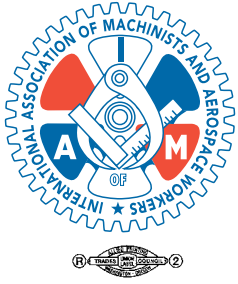
Member Relative's Name: \_\_\_\_\_

Member Relative's Workplace: \_\_\_\_\_

Member Relative's BEMS or Clock (last 4 digits of SS#): \_\_\_\_\_

Phone: \_\_\_\_\_





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# Union Barbecues Build Solidarity

This summer the Union held solidarity barbecues at several locations in Eastern Washington.

For the first time, Pexco in Yakima allowed the barbecue to be held on company property. This allowed members to drop by on lunch or before the start of their shift, bolstered attendance and demonstrated a cooperative effort between

the Union and company.

Members working at Grand Coulee Dam had the chance to enjoy a picnic for family and friends, as well as talk to Union Rep Steve Warren and Staff Assistant Ken Howard at Spring Canyon campground.



Above: The Grand Coulee barbecue included a raffle.



Left: Nice weather brought families to Grand Coulee.



Members at Pexco enjoyed the barbecues that were held on company property for the first time.



Members brought their families to the picnic at a campground near Grand Coulee.



Photo left & above: Members at Pexco enjoyed the barbecue which was held on company property.

Right: Staff assistant Ken Howard talks with a member.

