

## Persistence brings payoff for members

Persistence from our Union paid off for two heavy structures mechanics at Boeing in Everett. Union Steward Allen Neph and Business Rep Jason Redrup worked with the Company to get Grade 5 pay for these two individuals dating back to September 2011 when others performing the job were upgraded.

Between the two members, they will receive nearly \$14,000 in back pay and rights to the grade 5 job.

Jason continued to work the issue with Boeing to get resolution after Allen provided detailed documentation showing the two members were indeed performing grade 5 work.

"I'm happy about the outcome and surprised. It had been so long I assumed I wouldn't receive the grade 5 pay," said 751-member James Rainbolt. "The entire time I was working in the EMC, I was doing heavy structures work and believed I should have been receiving grade 5 pay. It was good to have the union there to pursue the issue and ensure proper pay was given."

Allen gathered all the documentation from his shop showing the work these two had performed. He also got two managers to write statements affirming the members were doing higher labor graded work. HR originally wanted to pay the members only a few days pay at grade 5, which didn't seem right, so Allen contacted Jason for assistance.

After extensive review and elevating the issue to the proper level, the Company agreed the members were performing grade 5 work. Then it took time to calculate the proper hours of back pay. The two also gained rights to the grade 5 jobs.

"I appreciate Boeing Labor Relations working with us on this issue, examining the work performed and doing the right thing by compensating them at grade 5 pay back to 2011. The structures jobs are hard work, and it is important to ensure members receive the proper pay," said Business Rep Jason Redrup. "I'm glad we were able to work with the Company and get him back pay to the original upgrade."

The initial upgrade in 2011 was a result of a memorandum of agreement stemming from the 2008 negotiations regarding a potential job upgrade. After multiple studies were completed, it was determined the heavy structures jobs (305 body structures and 310 wing structures and newly created 313 composite structures) should be grade 5 – with emphasis on critical drilling and fastening on complex structures and double contoured skin panels requiring the use of manual and automated/numerical controlled complex tools.

As a result, more than 2500 members received a one labor grade upgrade in what previously was the 30504, 31004 and newly created 31305 job. The job descriptions were revised to better clarify the complexity of the work.

These two members were overlooked because they worked in the EMC at the time, and it was assumed there was not heavy structures work being performed in the EMC.

Without the proper documentation, the workers would not have received the backpay and rights to the Grade 5 job.



751-member James Rainbolt (center) thanks Business Rep Jason Redrup (l) and Union Steward Allen Neph for efforts that delivered higher graded pay dating back to Sept. 2011.



Business Rep Dena Bartman (l) thanks Union Steward Mike Schmale for his diligence in getting a CAM removed for a member.

## Steward gets improper CAM removed

Every day Union Stewards are fighting for members' rights. Recently, Union Steward Mike Schmale got a Corrective Action Memo (CAM) removed for a member after he pursued the matter for seven months. Knowing it was unjust, Mike continued to elevate the issue and contact additional company reps until the CAM was removed. His refusal to simply accept the company's answer is one quality that makes him a good steward.

"Mike does a great job representing the members in his shop. When HR or a manager didn't get back to him, he followed up with yet another phone call or email. He had the documentation to show it was unjust corrective action and pushed until it was removed from the member's folder," said Business Rep Dena Bartman.

The member received the corrective action for "workmanship." As a Union Steward with many years in the 767 forward body section, Mike was present in the security interview and recognized the manager was trying to intimidate and target certain members under the ruse of "workmanship."

Mike researched the situation, provided documentation that determined the tool was made incorrectly – not operator error. He also showed previous discrepancies performed by other members that did not result in corrective action, which demonstrated a lack of consistency and fairness.

"Others did not follow the process and mislocated the tool to fix the problem, but the proper way was to initiate a non-conformance record and let engineering decide the proper location of the tool; however, the Company only wanted to discipline one employee," Mike said. "I completed the investigation right away and provided documentation to show the inconsistency, yet the issue was ignored and took six months to resolve."

Once the CAM was removed Mike didn't stop there and expressed concern at the lack of follow-up, communication and adherence to Boeing procedure. He took the matter to ethics noting management was harassing and discriminating against employees. As a result, the manager and HRG are subject to an EEO investigation for not following their process.

"Our members see action against them for not following a Boeing process; the same standard should apply to managers and HR, as well," Mike said.

This is just one of the many examples of how our Union is fighting daily to represent the members, enforce the contract and ensure Boeing is fair and consistent in their policies.

## Mobilizing the masses for maximum effect in negotiations at Triumph

Machinists Union members working at Triumph Composites in Spokane are united and strong in their efforts to obtain a fair contract in negotiations next year. A large number of members demonstrated their solidarity and determination by attending special meetings at the Spokane Union Hall on June 11 to prepare for their negotiations next year. The theme "One Equal Team 2016" reflects the determination to preserve the pension for all workers and get equal pay and benefits.

The meeting provided members an opportunity to speak with District 751 President Jon Holden, Business Rep Steve Warren and hear presentations on the IAM National Pension Fund, as well as ask questions, provide suggestions and criticism to improve in the next round of bargaining.

Holden addressed each meeting with a strong message of support, encouragement and determination



District 751 President Jon Holden delivered a strong message of support and determination to members from Triumph in their efforts to obtain a fair contract in 2016.

– emphasizing that pensions are reasonable for members today and those in the future. However, members must be willing to fight for their top issues, which won't be easy, but a united and strong membership is the key.

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### ECF Board helps members give back

Judy Morrison hopes her story will inspire others to contribute to ECF

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### AIMing to protect union members

Timely intervention at AIM-Sumner ensures member remains on the job

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REPORT FROM THE PRESIDENT

# The value of a union membership: Dollars and sense

**By JON HOLDEN**  
**District 751 President**

What would you do with \$579,000?

That's a pretty sizeable chunk of money, isn't it? You could buy a quality home for you and your family. You could afford college at a top-rated 4-year university for your children. You could save for a reasonable retirement making your family comfortable in your golden years.

That's the kind of money that can make a real difference in a family's quality of life, and the good news is that those of us who are union members are already receiving it.

A new report out last month, compiled by the Century Foundation, clearly shows the financial benefits we enjoy by being union members.

On average, the report showed, union members in manufacturing industries earn 27.7 percent more money each year



than non-union manufacturing workers. Add up that additional money each year over the length of an average working person's career, and that is the amount you would get over and above what your non-union counterparts make in a working career - \$579,000.

The difference for workers who do maintenance and repair work – like many of our members do – is even bigger: an additional 36.1 percent each year, or \$968,000 over a lifetime.

The authors of the report called this the "union premium." They said that once it is "translated into lifetime wealth differences, the cumulative effect of the union premium becomes staggering. ... Like buying a house or saving for retirement, joining a union is one of the most consequential financial decisions a worker can make."

The Century Foundation report – which you can read for yourself online

at [www.tcf.org](http://www.tcf.org) -- makes the argument that unions need to do new things to help more people join unions.

I have to agree. I grew up in a union family, and I've seen the benefit that generations of union membership can bring.

Washington State has one of the highest rates of union membership in America. It's an important reason why our communities are great places to live. Union workers have more money to spend at local businesses, and the taxes we pay go to support better schools, roads, parks and government services – like police and fire departments.

District 751 works hard to help workers form new unions, like we did at Cadence Aerospace-Giddens this spring. There are three main reasons why, No. 1 being – as we already know, when working people have more money to spend in their communities, that improves the prosperity and quality of life of everyone else who lives there too.

It's also in our own self-interest to do this: As long as there are workers getting paid rock-bottom wages to do manufacturing work, that's going to put downward pressure on the wages we can negotiate for ourselves as Machinists Union members.

And finally, it's just the right thing to do. Much of the work done by workers at non-union aerospace suppliers in our state is very similar to the work we do. In fact, in many cases, it's work our Machinists Union members used to do at Boeing, before the company decided to outsource it.

The work they do requires similar

*Continued on Page 10*

## Local lodge barbecues planned for August

District 751 members and their families are invited to the annual membership appreciation barbecues, held in conjunction with local lodge meetings in August at the Seattle Union Hall.

"This is a great opportunity to come out, have some fun and some food and get to know your fellow Machinists Union members from outside your shop or site, or even from another company," said District 751 President Jon Holden.

The schedule for the barbecues is:

**Local E** (electronics and avionics) – 10:30 a.m. and 4:30 p.m. Aug 5;

**Local A** (assembly mechanics, cranes, forklift, painters, flight line mechanics, wing line, structures and factory service)



Many members bring their families to the August barbecues and local lodge meetings.

– 5 p.m. Aug. 6 and 10 a.m. Aug. 13;

**Local F** (inspectors, tool room clerks and MPRFs) – 5 p.m. Aug. 12 and 10 a.m. Aug. 14; and

**Local C** (machinists, toolmakers, facilities) – 5 p.m. Aug. 13 and 10 a.m. Aug. 20.



Joel Hetland was one of the volunteers cooking at the Local A barbecue last year.

In addition, Local 86 Machinists in Spokane will hold their annual membership picnic from 4-9 p.m. Sunday, Aug. 2, at Valley Mission Park, 11123 E. Mission Ave., Spokane Valley.

Also, the IAM 751 Retirement Club will hold its annual picnic on Aug. 10, at the Seattle Union Hall. Music, entertainment and games will begin at 11 a.m., with a potluck picnic starting at noon.

Local 1951 is planning their picnic/barbecue for Sunday, Sept. 13 from 1:30 to 7 p.m. at Fulbright Park (4508 Main Street, Union Gap, WA).

## Summer school: Member education classes continue

District 751's membership education classes will continue this summer, with sessions in July and August in Auburn, Seattle and Everett.

The classes are free and are taught by educators from the Washington State Labor Education and Research Center at South Seattle College.

The classes are recommended for stewards and are open to all members who want to learn more about our union, our contract with Boeing in particular and the labor movement in general.

Union Class schedule for Unit 4 – Communication and Mobilization is now available and open to all members (see listing below). This class focuses on the steward as a leader in the workplace. The emphasis is on communication skills and how to get members engaged in the process of building union power and solving problems.



IAM 751 members take part in a discussion during membership education classes at the Seattle Union Hall.

**Seattle Union Hall**  
**(9135 15<sup>th</sup> Place S.)**  
Tuesday, July 28, 10:30 a.m. to 1:30 p.m. and 3 to 6 p.m.  
**Auburn Union Hall**  
**(201 A St. SW)**  
Thursday, July 30, 10:30 a.m. to 1:30 p.m. and 3 to 6 p.m.

**Everett Union Hall**  
**(8729 Airport Rd)**  
Tuesday, Aug. 4, 10:30 a.m. to 1:30 p.m. and 3 to 6 p.m.

Members can register for the classes online at [www.IAM751.org](http://www.IAM751.org). Look for the "Union Class Registration" button on the left-hand side of the home page.

- District Lodge 751,  
International Assn. of  
Machinists and  
Aerospace Workers**
- Jon Holden**  
*President, Directing  
Business Representative*
- Susan Palmer**  
*Secretary-Treasurer*
- Clark Fromong**  
*Sergeant-at-Arms*
- Tommy Wilson**  
**Don Morris**  
**Ray Baumgardner**  
**Brett Coty**  
**D. Joe Crockett**  
**Emerson Hamilton**  
**Charles G. Craft**  
**Steve Warren** (Eastern WA)  
**Richard McCabe**  
**Jason Redrup**  
**Wilson 'Fergie' Ferguson**  
**Dan Swank**  
**Dena Bartman**  
**Patrick Bertucci**  
**Grace Holland**  
**Greg Campos**  
*Union Business Representatives*

**Union Offices:**

- 9125 15th Pl S, Seattle; 206-763-1300
- 201 A St. SW, Auburn; 253-833-5590
- 233 Burnett N., Renton; 425-235-3777
- 8729 Airport Rd, Everett; 425-355-8821
- 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305

**Toll-free to Seattle from:**  
**Nationwide 1-800-763-1301**  
**Hotline: 1-800-763-1310**  
**Web site: [www.iam751.org](http://www.iam751.org)**



### 751 AERO MECHANIC

**Connie Kelliher, Editor**  
**Bryan Corliss, Editor**  
Member of The Newspaper Guild,  
CWA #37082

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POLITICAL ACTION

Congressmen Smith, Heck & McDermott say no to TPA

As pressure intensified on the Trade Promotion Authority (TPA) and the Trans Pacific Partnership (TPP), only Congressmen Adam Smith, Denny Heck and Jim McDermott backed workers by voting no on TPA.

Following is Congressman Adam Smith's statement opposing Trade Promotion Authority, which does a good job of pointing out the flaws in the legislation:

"Trade Promotion Authority (TPA) and the Trans Pacific Partnership (TPP), as they are currently being discussed, do not do enough to protect workers and the environment at home and abroad.

"The biggest problem facing our economy is a vanishing middle class. Corporations are incentivized to value customers, shareholders, and executives over their workers resulting in less take home pay and benefits. This is evidenced by the bottom 90 percent of Americans owning just 23 percent of total U.S. wealth. TPA and TPP are far from the only or even largest contributors, but they provide the wrong incentives allowing corporations to grow and benefit from undervaluing workers both here and abroad.

"This trade framework is skewed to benefit corporations; an example of this is the investor-state dispute settlement. This mechanism gives corporations the private right to sue countries directly for what they may deem to be discriminatory, unfair, or arbitrary treatment by the host government. Meanwhile, workers do not have the same right to action should a country violate its worker or environmental obligations under the agreement. For example, if a corporation perceives that it is negatively impacted by a country's enactment of a safety or environmental protection law it has the right to sue that country. However, violations brought by labor or environmental groups must go through a long and cumbersome process through the U.S. Government that can take several years.

"I believe in the benefits of trade and I have supported trade promotion authority



Congressman Adam Smith (standing), who voted against Trade Promotion Authority, talks with labor and community leaders, including District 751 President Jon Holden. Congressmen Jim McDermott and Denny Heck also voted no.

and many trade deals in the past. But I voted against the Central American Free Trade Agreement precisely because it lacked protections for labor and the environment. In 2007, the May 10th Agreement was reached and it provided enforceable protections for workers and the environment. However, the promises of this agreement have not yet been fully realized and much more work is left to be done. Although on paper enforcement standards have improved, our government has not demonstrated to American and international workers its commitment to fully doing the job.

"I often hear an argument in support of TPA and TPP that if we don't set the rules in Asia and the Pacific, China will do so. Although clearly better than China's, our record is not stellar either. The 2013 Rana Plaza collapse in Bangladesh killed over 1,100 garment workers and injured 2,000 more due to a failure to ensure safe working conditions for workers. There were several American companies whose products were made at that factory by subcontractors with terrible labor and safety practices. Corporations should not skirt their responsibilities by using willful ignorance or global supply chains as an excuse to absolve them of their responsibility to ensure the health and safety of workers.

"Currency manipulation is another

problem that remains unaddressed. Until we find an effective way to ensure that other countries cannot devalue their currency to boost their exports, U.S. gains from trade will be limited. Finding a solution to currency manipulation matters to American workers and businesses. This agreement does not address this issue in a meaningful way.

"These concerns aside, I would be more inclined to support a trade deal if I believed that American and global corporate culture was committed to paying workers fairly and ensuring their safety in the workplace. However, skyrocketing executive pay and huge stock buybacks at the expense of worker compensation convince me that there is an insufficient commitment to preserving the middle class. Too many businesses value executives, shareholders, and customers over workers, who today are not being adequately compensated for the work they do.

"I grew up in the SeaTac area where my father worked as a ramp serviceman for United Airlines and my mother stayed at home to raise the family. As a blue collar worker in the 1980s, my father was a member of the union and was paid \$16 an hour with benefits. His job allowed him to provide for my family and to support my educational and professional goals. Unfortunately, his job today would pay

only \$9.73, making it impossible for a family to enjoy the financial security and upward mobility mine did.

"Trade agreements should create sound incentives and reinforce business cultures that value workers, as they have the ability to help spread these practices worldwide. We must do more to support the companies in the 9th District and around the country that are doing so already. Unfortunately, Wall Street and trade deals too often reward these companies' competitors that improve their bottom line by shortchanging their employees--many of whom are not being adequately compensated for their work.

"In voting against TPA, it is my hope the Administration will take a step back and better engage on strengthening compliance with worker and environmental protections through trade agreements. When I supported trade agreements in the past, I believed the commitment to strong enforcement would result in tangible improvements. I want to be able to support future trade agreements, but until our record improves, these deals will fail to deliver on their promise of shared economic prosperity for American businesses and workers."

NOTE: Despite Smith, Heck and McDermott voting no, TPA was signed into law on June 29th.

751 Recommended Candidates

Vote in the Primary Election - Tuesday, August 4th

State Representative

30th District, Pos. 2

✓ Carol Gregory

King Co. Elections Director

✓ Zack Hudgins

Snohomish Co Assessor

✓ Linda Hjelle

Snohomish Co. Council

Position 2

✓ Brian Sullivan

Position 3

✓ Stephanie Wright

Bellevue City Council

Position 5

✓ Vandana Slatter

Everett City Council

Position 4

✓ Cassie Franklin

Fife City Council

Position 1

✓ Bryan Yambe

Olympia City Council

Position 2

✓ Jessica Bateman

Renton City Council

Position 6

✓ Ruth Perez-Madrigal

Seattle City Council

Position 1

✓ Brianna Thomas

Position 2 (dual endorsement)

✓ Tammy Morales

✓ Bruce Harrell

Position 3

✓ Kshama Sawant

Position 4

✓ Rob Johnson

Position 5

✓ Debora Juarez

Position 6

✓ Mike O'Brien

Position 7

✓ Sally Bagshaw

Position 8

✓ Tim Burgess

Seattle Port Comm

Pos. 5 (dual endorsement)

✓ Ken Rogers

✓ Herb Krohn

Seattle School Director

✓ Leslie Harris

Shoreline City Council

Position 6

✓ Jesse Salomon

South King County Fire and Rescue, Pos. 2.

✓ Roger Flygare



# AIM-Sumner steward helps union member keep his job

A Machinists Union member at AIM Aerospace-Sumner is still on the job, thanks to the timely intervention of his union steward.

Without Union Steward Greg Clark, the union member would likely have been fired, Business Rep Brett Coty explained. "He prevented the member from losing his job."

The situation arose in April.

Machinists at AIM work under a performance and attendance policy based on "infractions." Piling up five infractions in a six-month period results in termination.

In this case, the worker – who already had used up all his sick leave – called in sick. That should have resulted in him receiving his fourth infraction. His supervisor, in fact, wrote him up for it and submitted the paperwork to Human Resources.

But the HR staff didn't act on the paperwork for two weeks, until the worker called in sick again. At that point, the staffers processed both the fourth and fifth infractions, and it looked as if the worker would be fired when he came in the next day.

But Clark argued that HR had dragged its feet processing



*Business Rep Brett Coty (right) congratulates Union Steward Greg Clark from AIM Aerospace-Sumner.*

he said. "But sometimes all it takes is for a steward to go to management and say 'Hey, what's happening to my union brother isn't fair.'"

"That's what Greg did in this situation and it resulted in a union member keeping his job."

the paperwork, which meant it was unclear to the union member how many infractions he actually had.

"We're expected to do our jobs in a timely fashion," Clark said. "Why can't we expect HR to do its job in a timely fashion too?"

To her credit, the HR director listened and agreed with the union steward. The fourth infraction was removed from the file, and the fifth infraction went into the workers file as his fourth – allowing him to keep his job.

"She's pretty good to work with," Clark said. "She'll listen to both sides of the story."

Clark did a good job of working with AIM's HR leadership to solve the problem in a way that was good for the union member, Coty said.

"As a union, we have formal grievance processes that we can use when a member is unfairly disciplined,"

## IAM-Boeing Apprentice Applications Accepted

The IAM/Boeing Joint Apprenticeship Committee will accept applications for new apprentices beginning July 20, 2015 for the following trades:

- Blue Streak Mechanic
- Composite Manufacturing Tech
- Manufacturing Machinist

All Boeing and non-Boeing candidates may apply for open positions that are posted through the Boeing Global Staffing on-line requisition system at <http://www.boeing.com/careers> during the advertised application acceptance period. Applicant minimum qualification requirements will be clearly stated on the requisitions. Applicants may apply for one or more apprenticeship program.

All applicants for an apprenticeship must be at least 18 years of age; be eligible for hire or rehire at Boeing; have never been enrolled in or completed an IAM/Boeing Joint Apprenticeship program; have a GED or a high school diploma; have US person status; meet specific defined vocational training or trade related work experience requirements for the apprenticeship program being applied for; and be able to perform the physical requirements of the apprenticeship. For the Industrial Electronic Maintenance Technician Program applicants must be able to distinguish between primary colors.

Please visit the <http://www.iam-boeing-apprenticeship.com> website for specifics on minimum requirements and help with the application process.

## Negotiations begin for URS members at NAS Whidbey

Negotiations for a new contract for IAM members working for URS at NAS Whidbey began in late June. After numerous meetings and surveys of the membership, the IAM presented a comprehensive proposal designed to address issues members have identified as important.

While some tentative agreements have been reached, additional negotiations were needed. The next bargaining session is scheduled for July 21.

These workers originally voted for the Union in 2011 when URS was the employer, got a follow-on contract with L3 and now are again employed by URS. They perform maintenance on U.S. Navy EA-18G Growler electronic warfare jets.



*The Union negotiating team for URS Whidbey discuss proposals during a caucus from meeting with the Company. District President Jon Holden is leading the talks, along with Chief of Staff Richard Jackson and members from the bargaining unit.*

## AFL-CIO organizing workshops train new group of recruiters

Union officers and members from across the Northwest -- including British Columbia -- attended a three-day AFL-CIO organizing workshop at the 751 Seattle Hall. Officers from all four District 751 local lodges in Puget Sound, plus some from Eastern Washington, took part. Union members learned one-on-one communication skills, had role playing for unionizing campaigns, practiced house calling scenarios, and took part in leadership building workshops.

District 751 Organizers Jesse Cote and Loren Guzzone led several of the sessions. 751 members taking part in the session: Melissa Allen, Charles Cesmat, Jason Chan, Matt Hardy, Ira Carterman, Chris Baker, Pam Harris, Greg Oden, Mark Shear, and Darrin Truitt.



*Local 86 Steward Darren Truitt (l) gives advice from his experience doorbelling.*

*Union Steward Charles Cesmat (2nd from right) takes part in group discussion.*



*IAM 751 Organizer Jesse Cote addresses one of the sessions.*



*Local A Vice President Jason Chan (standing) shares his experience from organizing drives with members from other unions throughout the region. The sharing of information was a big part of the training.*



*Local A Steward Matt Hardy takes part in a group exercise.*



# Stephanie Coons honored with IAM Scholarship

In June, 751-Member Su-Hong Coons beamed with pride as her daughter, Stephanie, was graduating from Kamiak High School in Mukilteo. Yet she had more than just graduation to celebrate. Stephanie was one of just 17 people across the U.S. and Canada to win the IAM Scholarship, which is based on scholastic achievement and community involvement.

Thanks to her hard work and determination, Stephanie will receive \$4,000 from the IAM to help pay for her four years at prestigious Vassar College in New York where she is planning to study neuroscience. She also received the Vassar Scholarship as a result of her hard work.

When she leaves for Vassar in August, it will be the first time she has been to the campus or in the state of New York. Simply applying there was a leap of faith and will be a great adventure. When asked about future goals, she noted it would be great to find a cure for Alzheimer’s.

Her mother, Su-Hong, has worked at Boeing since October 2012 as a Grade 6 shipping and receiving inspector, and provided continual support and encouragement for her daughter to pursue her dreams.

Stephanie is impressive by any measure, pursuing tough academic courses. She took all available honors and AP classes throughout high school and maintained a cumulative grade point of 3.68. Her enthusiasm and commitment are evident in all her activities.

Along with her strong academic achievements, she believes in helping others – one of the core values of the union. Stephanie has tutored peers in algebra and



Stephanie Coons poses with her mom Su-Hong Coons at her graduation from Kamiak High School. Stephanie is one of 17 nationwide winners of the IAM Scholarship.

trigonometry. She took part in the multicultural club for the past three years.

Stephanie has a great interest in the arts – taking an active role in drama all four years of high school and serving as secretary of the Drama Club. During her junior year, she auditioned and was accepted into a performance class where she wrote and directed a

one-act play for Dramafest entitled Brooklyn Sophia Brown. Her play was about a girl’s life and the different characters in her head such as at age 10 empathy was introduced; and rebel arrived at 13 to wreak havoc. The play showed how different aspects of your personality intertwine and work together to make up the entire person. Stephanie selected the cast of the play, as well.

Her Drama Club also put on a traveling children’s show at local elementary schools in an effort to promote theater, reading and fine arts in younger students. The students took a popular book and performed it for the elementary age kids.

The summer after 8<sup>th</sup> grade Stephanie became involved with the American Cancer Society. Her team would raise money throughout the year, then take part in the Relay for Life, which is a 24 hour walk around a track – symbolic of how the fight never ends. Her team has raised more than \$10,000 to help the cause and continues to take part each year.

In March, she began working at KinderKaravan watching over young kids while earning money before she heads off to New York in August.

Stephanie is driven, determined and exudes a positive energy that shows she will succeed at any task she sets her sights on.

The IAM scholarships are given out every year and are available to a handful of members and their children, stepchildren, and adoptive children. You can learn more about the scholarship programs by visiting goiam.org. Applications for the 2016 IAM Scholarship will be available in October.

# Nomination and Election Schedule for Union Offices

Nominations and elections for Local Lodge Officers in 751-E, 751-F, 86 and 1123 shall be made as described in the table below (nominations in each first Local Lodge meeting in September, 2015 and elections in each first Local Lodge meeting in October, 2015), per the IAM Constitution.

**QUALIFICATIONS:**  
Candidates for all Union positions must be in good standing and free from delinquencies of any nature to the Grand Lodge, District or Local Lodge of the IAM.

In Local Lodges 751-E, 86, and 1123, a nominee shall be required to have attended at least 50% of the Local Lodge meetings during the 12-month period ending the date of the close of nominations (per requirements of the Local bylaws).

In Local Lodge 751-F, candidates are encouraged to have attended at least 50% of the Local Lodge meetings during the 12-month period ending the date of the close of nominations.

Candidates must be a member of the respective Local at the time of nomination and have been a member of the Local for one year at the time of nomination (or of a Local affiliated with District 751 for Locals 751-E & 751-F). Candidates shall be working at the trade as defined in the IAM Constitution in Sec. 4, Art. II for six months prior to the nomination. In

addition, all L.L. officers and editors of L.L. publications must qualify under Sec. 5, Art. I (IAM Constitution).

**NOMINEES ACCEPTANCE:**  
All nominations must be made from the floor by a member in good standing. All nominees, who are nominated at the meeting, must sign an acceptance card or letter for the position nominated for, and it must be returned to the Recording Secretary of their Local before the close of that meeting. Members not present at nominating meeting may have their names placed in nomination only if a member nominates them from the floor and the member nominating them submits a letter from the candidate, signifying the candidate’s acceptance of the nomination to the office, to the Recording Secretary at the nominating meeting. The letter must set forth the candidate’s name and card number with candidate’s personal handwritten signature. (NOTE: since it must be signed, e-mail notification is not accepted).

**ELIGIBILITY TO VOTE:**  
All members in good standing, whose dues are paid through August 2015, and retired Union members, are eligible to vote in their respective Local Lodge election.

**ABSENTEE BALLOTS:**  
Absentee ballots are issued in accordance with the IAM Constitution (can use form above right). Any member entitled to receive an absentee ballot (per the reasons listed on form) shall make a

Request for Absentee Ballot

In accordance with the Constitution of the IAM & AW, I hereby request an absentee ballot for the election date of \_\_\_\_\_. I qualify under the IAM Constitution for an absentee ballot for the following reason (must qualify under one of the below – check appropriate box):

☐ I reside more than 25 miles from the designated balloting place.

☐ I am confined with a verified illness.

☐ I will be on vacation (per IAM International not a valid reason for retirees)

☐ I will be on IAM business approved by the Local, District or Grand Lodge.

☐ I am on approved employer travel assignment outside the area.

☐ I will be on Reserve Military Leave

☐ I will be on approved Family Medical Leave of absence

NAME: (printed) \_\_\_\_\_ Local Lodge: \_\_\_\_\_

NAME: (signature) \_\_\_\_\_ Union Book #: \_\_\_\_\_

Address: \_\_\_\_\_

Social Security Number or BEMSID: \_\_\_\_\_

All absentee ballot requests must be received no later than 30 days prior to the election. Requests must be made singly or personally delivered by the member requesting the absentee ballot. Send this form to the appropriate address. Locals E & F, send requests to IAM Absentee Ballot, 9125 15th Pl. S., Seattle, WA 98108. Locals 86 & 1123 send requests to IAM Absentee Ballot, 4226 E. Mission, Spokane, WA 99202.

written request, stating the reason. Such request must be mailed singly or personally delivered by the member requesting the absentee ballot no later than 30 days before the election.

For Locals 751-E & 751-F: Direct absentee ballot requests to: District Secretary-Treasurer, 9125 15th Pl. S., Seattle, WA 98108 or personally deliver to one of the following offices: Auburn - 201 A Street SW; Everett - 8729 Airport Road; Renton - 233 Burnett N; Seattle - 9125 15th Pl. S. Office hours are 8 a.m. to 5 p.m. NOTE: Auburn, Everett & Renton halls are

closed for lunch from noon to 1 p.m. For Locals 86 and 1123: Mail or personally deliver absentee ballot requests to: IAM & AW Ballot Request, 4226 E. Mission, Spokane, WA 99202. Office hours are 7:30 a.m. to 4:30 p.m. and closed for lunch from 1 to 2 p.m.

Members can pick up a copy of Local Lodge bylaws or the IAM Constitution at any Union office. If you have questions regarding the election, call Secretary-Treasurer Susan Palmer on 1-800-763-1301, ext. 3310.

LOCAL	NOMIN. DATE	NOM LOCATION	POSITIONS TO BE ELECTED	ELECTION DATE	VOTING LOCATION
751-E	Sept. 2 5:30 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	Local Lodge Officers 3 year term: President, Vice President, Rec. Secretary, Sec-Treas., Conductor-Sentinel, 3 Trustees, 3 Audit	Oct. 7 6 a.m. to 7 p.m. or 1/2 hour after close of mtg (whichever is latest)	Seattle: 9135 15th Pl. S.
751-F	Sept. 9 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	Local Lodge Officers 3 year term: President Vice President, Rec. Secretary, Sec-Treas., Conductor-Sentinel, 3 Trustees, 3 Audit	Oct. 14 5 a.m. to 8 p.m.	Auburn: 201 A St. SW    Seattle: 9135 15th Pl. S. Everett: 8729 Airport Rd. Renton: 233 Burnett Ave. N. Frederickson: Pierce County Skills Center, 16117 Canyon Rd. E., Puyallup
86	Sept. 10 6 p.m.	4226 E. Mission Spokane, WA	Local Lodge Officers 3 year term: President, Vice President, Rec. Secretary, Sec-Treasurer, Conductor-Sentinel, 3 Trustees, 3 Audit,	Oct. 8 Noon to 7 p.m.	Spokane Union Hall 4226 E. Mission, Spokane
1123	Sept. 3 7 p.m.	Aluminum Trades Coun. 180 Rock Island Rd. E. Wenatchee, WA	Local Lodge Officers 3 year term: President Vice President, Rec. Secretary, Sec-Treas. Conductor-Sentinel, 3 Trustee, 3 Audit Wenatchee Alum. Trades Council Rep	Oct. 1 7 p.m. until close of meeting	Aluminum Trades Council 180 Rock Island Rd. E. Wenatchee, WA



COMMUNITY SERVICE

# ECF board member ‘having time of my life’ giving back

**Morrison relates to people in need: ‘I’ve been there; I’ve been that’**

Judy Morrison knows what it’s like to wake up in the morning wondering whether there will be anything for her – or her children – to eat that day. She also knows how powerful it can be when a stranger steps up to offer a helping hand.

“I’ve been there,” Morrison explained. “I’ve been that.”

Today, Morrison is one of the trustees of the Employees Community Fund at Boeing, where she helps direct grant money to the kinds of social service agencies that help people living the kind of life that she used to live.

She lists some of the major grants that the fund has made this year: Agencies that provide housing and recovery services for mothers with substance abuse issues, training programs to give homeless teens job skills and stable housing.

“I wish these kinds of groups had been around for me,” she said. “Or that I had known about them.”

Morrison, now 53 and working for Boeing Emergent Operations North in the Everett Blanket Shop, describes a life that’s as hardscrabble as it gets. Her parents divorced when she was 14, she was in foster care at 15, and by the time she was 16, she was on her own and living on the streets.

She was in a dead end life until she got pregnant, which motivated her to start making changes in her life.

Morrison settled down a bit, marrying a man who treated her well – at first. But as more children came into the picture, he became abusive. One morning, her youngest baby not yet old enough to sleep through the night, she realized it was time to leave.

Morrison said she scraped together all the loose change she could find in the house, took the keys to their battered green Nova, loaded up her kids and a few belongings and never went back.

She was a single mom trying to go to school to learn a trade, and it was hard, Morrison said.

“I know what it’s like to wake up in the morning and think ‘Wow, how am I going to feed my kids?’” she said. “There were times when we needed food and we went to food banks. We went to clothing banks.”

Morrison also sewed a lot of her family’s clothes. She trained as a tailor, which was a career path she loved – but one she couldn’t rely on, as one after another, of the Seattle-area apparel companies she worked for moved her jobs overseas.

She worked sewing boat covers and furniture upholstery and everything from sweaters to men’s suits to rain gear, but the jobs were anything but secure. She was laid off at least a dozen times.



Everett blanket shop worker Judy Morrison is one of four hourly workers on the board of trustees for ECF at Boeing.

airplanes. We also have to troubleshoot and fix blankets from other suppliers.”

Last year, Morrison heard about the Employees Community Fund at Boeing.

ECF, as it’s commonly called, has been supported by members of District 751 ever since its founding in 1951 and the union has always encouraged our members to participate. Four hourly and four salaried employees serve on the ECF Board of Trustees and decide how money donated by Boeing employees is allocated. All the overhead for ECF is paid by Boeing, so 100% of employee dollars goes to community organizations.

Today, it is one of the largest employee-giving programs of its kind, having given more than \$500 million to local nonprofits since the beginning. For decades, ECF has provided a way for employees to combine their contributions for lasting impact in the communities where we live and work.

Despite all this, Morrison said she hadn’t heard about ECF until Tommy-Dee Walker – an Everett wire shop Machinist who also sits on the ECF board told her about it at a diversity meeting where they both served as focals.

Walker told her about some of the programs ECF funds – groups like Phoebe’s House, which provides help to single mothers with drug or alcohol addiction, helping them to get sober and enroll in school or job training.

Morrison was moved – she went online at TotalAccess and signed up to start giving to ECF “within the hour,” she said.

But Morrison went a step beyond that and got involved. She ran for election to the ECF board and was elected to a two-year term, which she started serving in January.

“I had to keep a waitress job on the side,” she said. “I never knew when I was going to get a pink slip.”

In time, she landed a job as a wine steward at Trader Joe’s, which was a good job, but one that didn’t offer full-time hours. Three years ago, she found her way to Boeing, which put her tailoring skills to work in the blanket shop.

“I’m grateful for it,” Morrison said. “We work at a fast pace building and sewing blankets for all Boeing

ECF Payroll Deduction Card

Join ECF Today!

EMPLOYEES  
COMMUNITY  
FUND  
OF BOEING

Print Name

BEMSID

Amount to be deducted from every paycheck.  
Please check one:  
☐ \$5.00      ☐ \$10.00  
☐ \$7.51      ☐ \$20.00  
☐ Other

I hereby authorize The Boeing Company to deduct the above dollar amount from each of my future paychecks

Signature

Date

If you already donate to ECF, this form will override your current ECF pooled fund deduction.  
Questions? Call 206-544-9246

CUT OUT & SEND TO MAILCODE: 1F-93

“It was time,” she said. “My kids are grown. I want to give back.”

Morrison said one of her big goals is to increase awareness of all the good ECF does in the community – buying wheelchair-accessible vans for Volunteers of America in Everett, for example, or \$335,000 for a new USO center at SeaTac, where members of the Armed Forces and their families can relax for a while traveling to and from deployments or assignments to new duty stations.

Only 12 percent of Machinists Union members who work at Boeing currently donate to ECF, Morrison said.

“We could do a lot better,” she said. “I’d love to see it at 80 or 100 percent. If we did that, we could see the end of the cycle of poverty in our area, in our lifetimes.” Morrison encourages others to join ECF and take advantage of this unique opportunity to give back. Simply fill out the payroll deduction card above and return it to Mailcode: 1F-93.

Morrison goes to crew meetings to talk up ECF – all it takes is a commitment of \$5 or more (or even \$7.51!) a paycheck. In her role as a trustee, she goes to meetings, reviews grant proposals and visits nonprofits that are helping people who need help today, just like she needed help decades ago – and then she goes to work at the Blanket Shop.

“I’m having the time of my life,” Morrison said.

# MVPs offering helping hand throughout the region



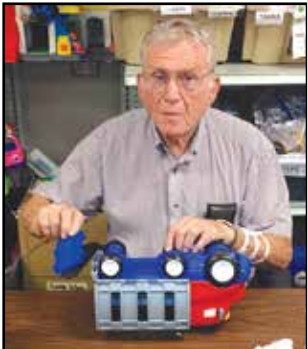
751 volunteers help prepare and serve breakfast at the Rescue Mission the second and fourth weekends each month.



Above: John Kussy helps with the Everett road clean up.



Everett MVPs clean up our stretch of road. L to R: John Kussy, Brian Butler, Don Myers, Bob McMurray and Adrian Camez.



Left: George Braun works on fixing a truck at the Toy Rescue Mission.

Photo left: MVPs built a ramp for a retired member in Tacoma.



Helping on a recent Auburn road clean up L to R: Rob Curran, George Braun, Dave Henry, Terri Myette and Clark Fromong.



## COMMUNITY SERVICE

# Flight for Sight runners jog for a good cause

More than 110 runners took part in this year's Flight for Sight Fun Run, which raised more than \$14,000 for Guide Dogs of America.

The 14th annual run was held June 6 on a new course that left the Everett Union Hall, ran parallel to the Paine Field flight line, wound through the streets around the Bomarc complex, then headed back to the Everett Hall along Airport Road.

"We had a great group of volunteers. Thanks to them and our sponsors, we had a very successful event," said Business Rep Grace Holland. "This event is great for families and folks of all ages. We had participants as young as 3 years old up to 85 years old. Jim Hages has celebrated his birthday week with us the past two years and at 85 years young he ran the 10K – way to go Jim! Over the 14 years the event has raised over \$165,000 for Guide Dogs of America."

Ray Meduna, Monico Bretana and Paul Bartman were honored as the top fundraisers for the race. Ray has consistently been one of the top fundraisers each year, raising more than \$20,000 for Guide Dogs since the fun run began.

### Course Sponsors:

Jon Holden  
Susan Palmer  
Grace Holland  
Dena Bartman  
Brett Coty  
Dan Swank  
Greg Campos  
Jason Redrup  
Wilson 'Fergie' Ferguson  
Garth Luark  
Rod Sigvartson  
Paul Veltkamp  
Jesse Cote  
Loren Guzzone  
Terri Myette  
Everett BR's  
Rick McCabe  
Jackie Boschok  
Connie Kelliher  
Robley Evans

### Corporate Sponsors:

IAM District 160  
Sheet Metal Workers Local 66  
Schwerin Campbell Barnard  
Iglitzin & Lavitt, LLP  
Scott Wealth Management Group  
Teamsters Local 174  
IAM District W24  
IFPTE, Local 17  
IBEW, Local 191  
Robblee Detwiler & Black  
Deluxe Barbecue  
Massage Envy  
Service Printing  
American Federation of Teachers  
CWA  
Laborers Local 1239  
Unite HERE Local 8



Flight for Sight award winners pose at the start/finish line at the Everett Union Hall.



More than 110 runners took part in this year's 5-kilometer and 10-kilometer run and walk.



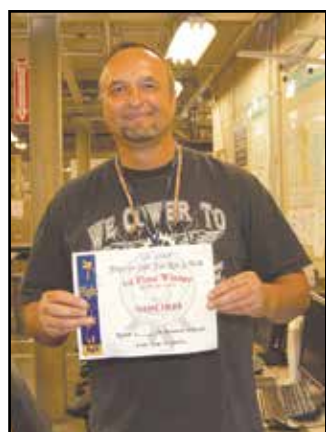
District 751 Secretary-Treasurer Susan Palmer sells raffle tickets to Steward Steve Parsley, who was one of the many volunteers, while Business Rep Fergie (far right) narrates the countdown to race start.



Renton Union Steward Darry Woodson was one of the many members taking part in this year's run.



This year's run featured a new route along Airport Road.



Ray Meduna finished first in fundraising again this year and has raised more than \$20,000 for Guide Dogs since the first fun run.



Paul Bartman collected \$910 for Guide Dogs.



Monico Bretana finished third in fundraising with \$725.

## Eyeglass recycling drive continues

District 751 MVPs are joining with the Bonney Lake Lions Club this summer to collect used eyeglasses for people in need.

Collection boxes have been placed at all IAM 751 union halls in Puget Sound. The drive will run through September.

The collected glasses will be cleaned and repaired, if need be, and then sorted by prescription type.

Then, volunteer vision professionals take the donated eyeglasses to people in remote parts of developing countries, where they either don't have access to eye doctors or can't afford to buy glasses.

The Lions Clubs also collect reading glasses and non-prescription sunglasses to give to homeless people in the Northwest.



# Guide Dogs fundraisers: Good times for a great cause

District 751 – the leading fundraiser for Guide Dogs of America across the United States and Canada – has announced dates for a series of fundraising events.

Each promises to be a good time, while also raising money for a great cause.

## Puppy Putt

The 13<sup>th</sup> annual Puppy Putt motorcycle ride to benefit Guide Dogs of America will be Saturday, July 11 at locations around Puget Sound.

Riders will leave between 8 and 10 a.m. from Sound Harley-Davidson at 16212 Smokey Point Blvd. in Marysville and from Northwest Harley-Davidson at 8000 Freedom Lane in Lacey.

The separate groups will meet at District 751's Seattle Union Hall -- 9135 15<sup>th</sup> Place S. — for an afternoon of food, music, games and fun.

Puget Sound Harley-Davidson dealers are primary sponsors, but organizers stress that Puppy Putt is an “all breed” event, open to owners of all motorcycle makes and models.



Advanced registration is \$15 for a rider, and \$5 for passengers. Registration will cost \$20 for a rider after July 6. Registration forms are available at all District 751 union halls in Puget Sound or online at [www.PuppyPutt.com](http://www.PuppyPutt.com).

Each rider will receive an event t-shirt, a commemorative patch and a Guide Dogs of America pin. Passengers will receive t-shirts.

## Your Chance to Win a Harley

Puppy Putt 13 is raffling off a XG750 Harley Davidson. Tickets are \$5 each and you need not be present to win the bike. Tickets are available at the Union Halls, local lodge meetings and from any Puppy Putt Committee member.

For details, go online at [www.PuppyPutt.com](http://www.PuppyPutt.com) or call the Everett Union Hall at (425) 355-8821.

## Guide Dogs Golf Tourney

The annual Guide Dogs of America Golf Tournament will be Sunday, July 19, at the Willows Run Golf Course in Redmond.

The tournament will be a scramble format with a shotgun start at 8 a.m.

The cost is \$100, which covers green

fees, cart rental, tournament t-shirts, prizes and a buffet at the end of play. The field is limited to 280 players.

Entry forms are available at all District 751 union halls in Puget Sound. Entries are due by July 10. Information is also available by calling the Everett Union Hall at (425) 355-8821.

## Shoes for Puppies

The 12<sup>th</sup> annual Shoes for Puppies horseshoe tournament will return to Maple Valley on Saturday, Aug. 8.

The tournament, which is sponsored by Local E, will start at noon Aug. 8 at the Red Dog Saloon, 18606 Renton-Maple Valley Rd. SE.

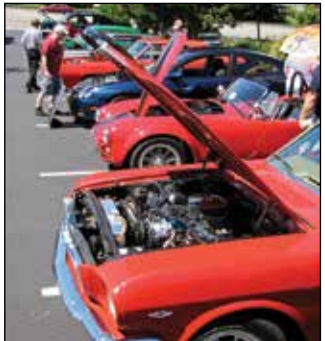
The cost is \$50 per player. Entry forms are available at all IAM 751 union halls around Puget Sound. Pit sponsorships are also available for \$50.

Raffle tickets for a big screen TV are available from Local E officers (need not be present to win for \$5 each).

## Local A car show

The Bill Baker Memorial Steel & Wheel SuperShow is coming back to Everett on Saturday, August 15.

The annual hot rod and motorcycle show will be from 10 a.m. to 3 p.m. at IAM 751's Everett Union Hall, 8729 Airport Rd.



There will be live music and food during the show, along with displays of classic cars, hot rods and custom motorcycles - anything on wheels.

Check-in for exhibitors will be from 8



to 9:30 a.m. The cost is \$20 per vehicle if done in advance, or \$25 on the day of the show. Pre-registration forms are available at all IAM 751 union halls in Puget Sound.

An LG 60-inch flat screen TV will be raffled off as part of the fundraiser and you need not be present to win. Tickets are \$5 per ticket or 5 for \$20. You can purchase tickets at any Union hall, at the Local A monthly lodge meetings, or from Local A officers.

## Spokane Trap Shoot

Local 86 will hold its second annual Guide Dogs Charity Trap Shoot this summer.

The event will start with registration at 9 a.m. Saturday, Aug. 22 at the Spokane Gun Club, 19615 E. Sprague Ave. in Greenacres. Shooting will begin at 10 a.m.

Registration costs \$70 per shooter, which covers targets, lunch, trophies and prizes.

Last year's first-ever Local 86 trap shoot raised more than \$3,800.



## Pacific Raceways

District 751 is teaming up once again with Pacific Raceways for our 10<sup>th</sup> annual joint charity fundraising event.

Our union is selling discount \$5 tickets for drag racing on Aug. 21-23 at the track, which is at 31001 144<sup>th</sup> Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at 9 a.m. all three days and will feature racing in the Lucas Oil Regional Drag Race Series and Harley Davidson motorcycle series.

All proceeds from the sale will go to benefit Guide Dogs of America.

This will be the 10<sup>th</sup> year that District 751 and Pacific Raceways have

teamed up for the “Dog Days” event. The previous nine race weekends have raised more than \$53,000.

“A lot of Machinists Union members come out to race at this event, and with the help of the folks at Pacific Raceways, we have a whole lot of fun raising money for a great cause,” said event chairman Robley Evans.

## Local F Karting Challenge

Local F will hold its third annual Guide Dogs Karting Challenge on Sept. 12 at PGP Motorsports Park at Pacific Raceways in Kent.

The event will be from 2 to 6 p.m. and will feature teams of drivers racing for two hours around the PGP track, which is at 31001 144<sup>th</sup> Ave SE. Prizes will go to the teams that complete the most overall laps in the time allowed.

The cost is \$400 per team, and each team can have up to four drivers. Lunch is included in the registration fee.

Last year's Karting Challenge raised more than \$14,000.

“We’ve had lots of success and a lot of fun with this event,” said Local F President Robley Evans.

For registration information, call Evans at (253) 350-6725.



751's Pacific Raceways fundraiser for Guide Dogs raised more than \$53,000 in the last 10 years. Above: Local F President Robley Evans (center) along with raceway officials John Ramsey (l) and Jason Fiorito who have helped with the event. Tickets are \$5 for races Aug 21-23 with all proceeds going to Guide Dogs.



A guide dog puppy-in-training.

# Puppy raisers needed

“Love isn’t love until you give it away.”

Make a difference in someone’s life and raise a guide dog puppy.

We are looking for families, retirees and single people to raise a guide dog puppy for the first 18 months.

We have great groups here in Washington!

For more information, please contact Guide Dogs of America at 818-833-6441 or visit [www.guidedogsofamerica.org](http://www.guidedogsofamerica.org)

# Machinists at NAS Whidbey plan third annual charity golf tourney

Machinists Union members who work for contractors at Whidbey Island Naval Air Station will host their third-annual charity golf tournament in August.

The four-man scramble tournament will begin with an 8 a.m. shotgun start on Aug. 29 at the Navy Gallery Golf Course, 3065 N. Cowpens Road, Oak Harbor.

The cost is \$85 per player, which includes cart rental, lunch and 18 holes of golf. Entry forms are available at all IAM 751 union halls in Puget Sound. To request a form, call the Everett Union Hall at (425) 355-8821, or e-mail [richardj@IAM751.org](mailto:richardj@IAM751.org).

The event is a fundraiser for North Whidbey Help House, a community-based food bank that serves northern Whidbey Island. Help House provides supplemental and emergency food, Salvation Army prescription vouchers and telephone health and welfare checkups.

Last year’s event drew 48 golfers and raised some \$2,100. District 751 represents nearly 200 civilian workers at NAS Whidbey who are employed by URS Corp., Delaware Resources Group and Doss Aviation. All have joined the union since 2010.





RETIREMENT NEWS

June Retirement Club business meeting minutes

The June 8 meeting was called to order by President Jackie Boschok. John Guevarra led the prayer which was followed by the flag salute and the singing of God Bless America.

**Roll Call of Officers:** All officers were present or excused.

**Minutes:** It was **M/S/P** to approve the May minutes.

President Boschok suspended the regular order of business to welcome District 751 Secretary-Treasurer Sue Palmer. She asked John Guevarra to join her on the stage and then thanked him and recognized him for his 65 years of union membership. She then presented John with a certificate and 65-year pin. John received a round of applause.

**Financial Report:** Tom Lux gave the report and announced that 16 people have signed up for the Argosy cruise in July. The report was **M/S/P**.

**Health and Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased 751 members: Roland Bass, Stephen Marcus and Orvin Reitz. Sympathy cards were sent to the next of kin.

**Health & Benefits Report:** none

**Business Rep Report:** none

**Legislative Report:** Carl Schwartz gave the report. He said our state legislature is still in double overtime. There are reports that they are meeting in the governor's office and making some progress. Republicans are opposed to ANY new revenue. Democrats are trying to close some "loopholes" and enact a capital gains tax to bring in some needed revenue.

The National Alliance of Retired Americans (ARA) has released this year's "report card" on how members

of Congress voted on issues impacting seniors. It is available on the Alliance website. It is a fact that generally Republicans were rated lower, in many cases much lower than Democrats on these issues.

Our delegates are looking forward to attending the national conference of the ARA in Washington D.C. from July 7 to July 10. Our chair, Jackie Boschok will be leading the delegation of five from our club.

A lot of people have announced that they are running for President of the United States. The election is still quite a ways away but the candidates need to be informed about the issues that impact seniors and asked to make their positions clear so that voters can make informed choices. Our club, the Machinists Retiree Department and the ARA will all make every effort to get these candidates to make their positions clear. Also we are still working on a proposal that would permit Medicare to negotiate lower drug prices.

Representative Dave Reichert (R-8<sup>th</sup> District) has introduced a bill (HR 1892) that would fund Foreign Trade Assistance by taking \$700 million from Medicare. It doesn't make sense but is an attack on medical care for all senior citizens. This is outrageous! Carl suggested contacting Reichert about this.

**Executive Board:** Lucia Raum read a motion put forward by the Executive Board requesting the approval to spend up to \$400 to hire union musicians for the Retirement Club picnic on August 10. **M/S/P** President Boschok then led discussion about whether to have the musicians play inside or outside and it was **M/S/P** to have them play inside.



Jim and Betty Hutchins celebrated a June anniversary while Ron McGaha and Tom Lux celebrated June birthdays.

**President's Report:** President Jackie Boschok spoke about the Argosy cruise on Thursday, July 16. The deadline to register has been extended to June 15.

She also spoke about Fast Track saying it is a big issue and the AFL-CIO is making it a priority. Representatives Suzan DelBene, Denny Heck and Adam Smith have not taken a position on this yet. Efforts are being taken to persuade them to vote no.

Jackie said the Washington State Labor Council telecasts information every Wednesday at 3 p.m. aimed at preventing Fast Track from passing in the House. There is a Fast Track 24 hour readiness team formed to act when we find out that the bill will be voted on. Let Jackie know if you want to be involved.

The adult CPR class has been rescheduled to Monday, July 27 from 1 to 3 p.m. at the Seattle Union Hall. Medic 2 Seattle Fire Department is offering the class for free but they do take donations. Previously \$200 was authorized to give to the fire department. Class size is 12 and participants must be able to kneel on the ground to practice CPR with the dummy.

Jackie commented on reports in the *Aero Mechanic*

about organizing successes. She thanked District President Jon Holden and the Organizing Department and volunteers for the good job they have been doing to organize new companies.

**Good & Welfare:**

John Guevarra read a statement that former President Lyndon Johnson made about Medicare in 1966 when the program was implemented. Medicare is now 50 years old. It has been an important safety net for seniors and must be protected.

**Old Business:** None.

**New Business:** None.

**Birthdays:** Tom Lux and Ron McGaha celebrated birthdays. Jim and Betty Hutchins celebrated their anniversary. The Club sang Happy Birthday to them.

Dan Stachlowski won the drawing for the Fred Meyer gift card.

Meeting adjourned at noon.

District Secretary-Treasurer Susan Palmer (l) and Retirement Club President Jackie Boschok (r) present John Guevarra with his 65-year service pin.



RETIREEES

Congratulations to the following who recently retired from the Union

- |                      |                    |                    |
|----------------------|--------------------|--------------------|
| Timothy Aungst       | Theolyn Hall       | Thomas Nelson      |
| Karla Baines         | Robert Hawk        | Gerald Ness        |
| Gerald Bartlett      | Jay Hawks          | Michael Newman     |
| Gordon Bennett       | Hunter Hicks III   | Kim Nguyen         |
| Russell Berleen      | Lawrence Hillman   | Reuel Parrilla     |
| Gilbert Brynildsen   | Scott Hoisington   | Jerry Payne        |
| Stanley Buchmiller   | Kim Humphreys      | Richard Potter     |
| Charles Cain         | Ana Hutchinson     | Kenneth Rash       |
| Mark Case            | Lawrence Ingalls   | William Rhotehamel |
| Craig Christeson     | Rick Inman         | Kendall Roth       |
| Billiejo Clyde       | Darrell Johnson    | Gregory Schultz    |
| Ronnie Craig         | Michael Kennard    | Sandra Scribner    |
| Joann Curtis         | Karl Keppeler      | Dorothy Smysor     |
| Willie Curtis        | Bruce Landenberger | Randy Songstad     |
| Scot Dankel          | Gordon Larson      | Carroll Stroud     |
| Michael Deweese      | Stig Larsson       | Brenda Taylor      |
| Francis Driscoll     | John Latham        | Diana Tepley       |
| Clyde Emilson        | Don Lee            | Gerald Thompson    |
| James Engelson       | Christopher Millan | Cezar Tiongeo      |
| Roy Eriksen          | Debra Miller       | Ricky Tost         |
| William Foley        | William Miller     | Karen Whitney      |
| Patrick Giard        | Michael Mori       |                    |
| William Grosskrueger | Guy Mosley         |                    |

Local 1951

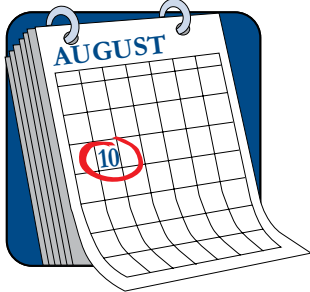
- Monica Benscoter, Pexco LLC  
Chris Mercer, CHPRC  
Thomas Morris, Rabanco  
Kenneth DeVries, Rabanco  
John Walkup, CHPRC  
Cary Withers, MSA  
Patrick Kirby, MSA  
Craig Smoot, MSA  
Patrick Kurby, MSA

Local 86

- Hanh Mattox, Triumph  
Fred Detierle, ASC  
Erin Blashill, Triumph  
Mike Blashill, Triumph  
Lee Hirschel, Triumph  
Linda Sanchez, Triumph  
Kim Mortamer, Triumph  
Terry Thoren, ASC

Plan to attend:  
Retirement Club  
Picnic Monday,  
August 10  
Seattle Union Hall  
(9135 15th Pl. S.)

11 a.m. with lunch at noon  
Please bring a side dish or dessert to  
share! All retirees & guests are welcome.  
Hope to see you there on Aug. 10th!



The potluck at the Retirement Club picnic ensures a great variety of home cooking for all.



FREE

WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

4 MOUNTED STUDDED TRUCK TIRES off a Ford Ranger \$100 Wild Cat ext Lt.253/75R15 - 360-435-8745

FORD TORINO PARTS, 64-65 Comet parts, 66 Mustang parts. Some new, several 427 FE blocks, one 428 FE all standard bore, 1960 Ford Truck door R.H. OEM new 360-563-2422

BOATS

1988 TROPHY MODEL 2110 (hard top), 1995 Merc 125 hp, 1997 Merc 15 hp, good fishing & crabbing, “many extras,” \$5,000 obo 360-629-3875

COTTAGE INDUSTRIES

BUY A HOME OR SELL A HOME. Call Skyline properties broker Von Provo. Call, text or email [von@skylineproperties.com](mailto:von@skylineproperties.com) or 425-359-0165

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MISCELLANEOUS

TOOL GRINDERS of AUBURN. Have lunch at Old Country Buffet in Federal Way across from the mall, every 2<sup>nd</sup> Wednesday of each month at 11 a.m. 253-249-4483

PASSAP DUOMATIC 80 KNITTING MACHINE 4 color changer, computer. \$400 cash only. You pick up. 360-297-6565

RV PLATFORM STEP folds to 3 ½ inches high. Camping World, paid \$90 our price \$45 OBO 253-833-4018

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ANTIQUE COPPER PAIL at least 100 years old. \$400 OBO no checks 360-579-5436

HARLEY DAVIDSON LADIES 1X winter jacket. Black and turquoise. Reversible, removable hood, machine washable. Hardly worn. \$110 206-735-8939

ETAGERE 5 SHELVES glass brass finish, frame 5’10” tall, 15” deep, 29 ½” wide. Very good condition \$150 no checks 360-579-5436

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 July 22nd

FREE CONSULTATIONS. Home care for seniors, veterans, new mothers. 206-805-6771 [www.burienhomecare.com](http://www.burienhomecare.com)

IF YOU COULD CHANGE YOUR WHOLE FINANCIAL SITUATION FOR \$40 WOULD U? Recorded message: 641-715-3900 pin 744451# [www.totallifechanges.com/4everchg](http://www.totallifechanges.com/4everchg)

LOG CHAINS – heavy duty, various sizes \$12 to \$25. 253-852-6809

MULTI-FAMILY YARD SALE at the Auburn Eagles on “M” Street from 10 a.m. to 4 p.m. July 24 and 25. Lots of misc. items, great bargains.

BEE SUPPLIES: 6 new water bottle trays and regular covers for sugar water. \$10 for all. Nice Pampas grass plumes have 60 at 50 cents each. 253-852-6809

CESSNA 150 excellent condition, hangared at Enumclaw Airport. Has car gas permit for fuel. Have medical problems. Asking \$10,000 OBO 360-829-0719

CLEAN PLASTIC CONTAINERS 20-80 oz. containers with lids – peanut butter ones 25 cents each. 5 metal gallon coffee cans and lids 25 cents each. 25 round plastic ice cream buckets, lids clean. 4 are square 25 cents each. 253-852-6809

HOUSING

VIEW HOME CULBERTSON MT. 4 bedroom, 3 bath, 4 car garage, 30x40 shop on 14 acres. Consider home in Renton or Issaquah as part payment. George 406-787-5242 or 4-06-790-0383

BEAUTIFUL HOME & VIEW 1,730 sq. ft., 3 bed, 2.5 bath, bonus room, heat pump, A/C, .51 acre near Lake Tapps. MLS# 790756 Ask for Kelsey at 253-709-2430

1972 14 x 70 MOBILE on ¾ ACRE on creek on peninsula in Allyn WA. Well, sewer, power. Leave message 360-753-7534

OCEAN FRONT 2 BDRM/2BATH, Kona Hawaii. Enjoy luxurious view on top floor, 2 bdrm, 2 bath fully equipped condo. See [www.banyantreecondo.com](http://www.banyantreecondo.com). Amenities: Parking, elevator, DSL for wi-fi, pool, Jacuzzi & much more. Sleeps 4. Discount to Boeing employees pays taxes. \$1,050-1,250/wk. 206-459-3444

10 ACRES COLVILLE WA new framed 2,900 sq. ft, home, shop, mountain & valley views. Possible owe & much more. Call for more info. 425-327-2514

PROPERTY

2 CEMETARY PLOTS at Greenwood Memorial Park, Renton in the Veteran’s Garden, next to the flag. Space 2 and 3. \$3,000 each or best offer. 425-922-1541

3 CEMETERY PLOTS at Washingotn Memorial Park, Section Garden of Flowers Location. SeaTac, WA. \$2,500 each. 623-556-2662

2 BURIAL PLOTS in Greenwood Memorial Cemetery, Renton in the Rhododendron Garden. Space 1 and 2. \$4,000 each or best offer. 509-445-0337

2 BURIAL PLOTS in Greenwood Memorial Park, Renton in the Azalea Garden, plot 127 & block 10, spaces 1 and 2. List price \$8,000 per space, asking \$6,000 or best offer. 253-852-6809

BEAUTIFUL VIEW, 1,730 sq. ft. 3 bedroom, 2.5 bath, bonus room, heat pump, A/C, .51 acre near Lake Tapps. 253-709-2430

REC MEMBERSHIP

LOT AT LAKE EASTON RESORT (membership) \$450 or best offer. 928-342-7218

REC VEHICLES

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1985 WINNEBAGO 26’ New carb, radiator, shocks,brakes,runswell.\$5,500253-838-7565

CESSNA 150 excellent condition, hangared at Enumclaw Airport. Has car gas permit for fuel. Have medical problems. Asking \$10,000 OBO 360-829-0719

2008 DAMON TUSCANY 40’ Class A motorhome, 7,000 miles, 360 Cummins diesel, 4 slide outs, automatic level jacks. 8000 watt generator. Exc. condition. \$147,000 253-732-1984

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YOWZA TREADMILL used little – now disabled. \$1,100 new \$750 negotiable. No checks. 360-579-5436

FREE TUNTURI TREADMILL no longer used. U pick up. 425-432-0976

MEN’S BICYCLE & CARRIER FELT 620. 3 main,8reargears,caliperdiscbrakes.\$750cash. Never ridden since assembled. 360-579-5436

5 SPEED GIRL’S BICYCLE 1974 from J.C. Penney, nice padded seat, manual, water bottle, perfect condition \$550 OBO 253-852-6809

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2007 HARLEY DAVIDSON Road King Classic 96 C.I. 6 speed, 28,000 miles. New blue pearl paint. Choice of 2 different wheels. \$9,999 206-265-0654

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VEHICLES  
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 July 22nd!

The value of a union membership: Dollars and sense

Continued from Page 2

skill and similar experience to the work we do, so it’s only fair and just for these workers to have the same rights that we do, to bargain collectively for better wages, benefits and working conditions – the same rights our union has used to improve the quality of life of its members for nearly 80 years.

The report focuses on wages, and clearly that’s very important. That’s why we work in the first place – to get paid so we

can support ourselves, and our families.

But the report overlooks a key benefit of union membership, and that’s a sense of respect.

When you belong to a union, you have support on the job. When there’s a problem with your paycheck, your union steward can go with you to help you get it straightened out. When you believe you’ve been treated unfairly by a manager, your union can help get that resolved. And when you have a collective

bargaining agreement, there are rules in place that make sure workers can’t be fired for random or arbitrary reasons.

All these are very important benefits to being part of a union – benefits fought for and established by previous generations of District 751 members and benefits that we have to fight to maintain today.

As this month’s *Aero Mechanic* was going to press, Boeing announced Jim McNerney would formally step down as CEO in July, and would leave Boeing al-

together in February 2016. As expected, Dennis Muilenberg is replacing him.

I’m sure Wall Street has lots of thoughts and anlysis on the new CEO, but for District...no matter who the CEO is the massive profits generated have come from the hard work and sacrifice of generations of talented Machinists members, SPEEA members and other Boeing workers who go to work every-day to build one of the most important products our country produces.



# FINANCIAL \$ENSE: Get ready for the 'What-Ifs'

The future holds many uncertainties, and your retirement is no exception: "What age should I retire?" "How long will I live in retirement?" "When should I start taking Social Security?" "How will rising medical costs affect me?"

That's why planning is so critical, and a good plan will take into account many of the possible uncertainties. In the process of developing your personal retirement plan, it's important to map out these "what-ifs" — the scenarios, priorities, and choices that you'll build into your strategy.

For example, you may have realized that your retirement priorities include spending as much time on the water as possible or staying in your lifelong home. Each represents a significant expense — perhaps a new cabin cruiser, or extensive aging-in-place upgrades and a long-term care policy — that would affect not only your retirement lifestyle but also your retirement finances.

Each priority generates questions: What if you paid up front? What if you chose financing? How would one or the other affect your monthly income, investments, and legacy plans? Other unexpected developments may arise,

## SCOTT

WEALTH MANAGEMENT GROUP

of Wells Fargo Advisors

such as your company offering you an early retirement package. You may then need to decide whether you can afford to accept the early retirement package or forgo it and continue with your predetermined retirement date. Or perhaps you can reprioritize certain goals so that you can afford to take the early retirement package.

### Turning What-ifs into a Plan

"Exploring the what-ifs allows you to try on decisions before you actually have to make them," says Greg Shiveley, first vice president of the Strategic Solutions Group at Wells Fargo Advisors. "You're able not only to design a retirement lifestyle that reflects your priorities but also to have added confidence that you'll be able to achieve it."

The process starts with narrowing down the list of what-ifs to those scenarios most applicable to your circumstances. A couple for whom assisting family is a

priority might explore the repercussions of offering financial assistance to an adult child or having an older relative move in — or both. A single person for whom independence is a priority and who has a family history of living to age 95-plus will have a very different "what-if" conversation with his or her Financial Advisor.

Shiveley notes that exploring what-if scenarios can be especially useful when a couple or individual has multiple high priorities, which may have come to light during a priority-setting exercise with their Financial Advisor. "It's an opportunity to examine the implications of giving one goal higher priority than the other, as well as what would be required to achieve both priorities," he explains. One outcome may prove vastly preferable to another — or small trade-offs or strategy changes could make achieving both goals possible.

Working through the options with someone you trust who also happens to be familiar with your finances and personal preferences — namely, your Financial Advisor — greatly simplifies the process. Regardless of the strength of that relationship, however, you remain

in the driver's seat. "While your advisor is there to provide insight and support, ultimately you make decisions about how to proceed," Shiveley emphasizes.

What's more, you can return to the what-if process whenever you're faced with a major decision or a change in your circumstances. "The reports and plans that come out of this exploration are not something you just put on a shelf," Shiveley points out. "They're living, breathing documents that can adapt with you."

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## Graduating apprentices look forward to aerospace careers

Young people entering the aerospace manufacturing industry face strong job prospects over the next decade, this year's graduates of the Aerospace Joint Apprenticeship Committee apprenticeship programs were told.

Tens of thousands of Baby Boomers are poised to retire in the next few years, creating a huge demand for skilled and motivated workers, IAM 751 Legislative Director Larry Brown and other speakers said.

"It appears that the sky is the limit for you," Brown told the apprenticeship graduates at the ceremony where they received their journeyman cards. "Old folks like me, we're getting out, and we need you to get in."

AJAC graduated its second apprenticeship class in June. The 38 graduates included 10 from Eastern Washington aerospace companies, and while the majority of the new journeymen are headed into aerospace careers, a handful plan to work for advanced manufacturing companies that support the motorcycle and maritime industries.

AJAC is strongly supported by District 751. Union Organizer Jesse Cote and retired IAM 751 activist Tom Lux serve on its board of directors.

"Having a highly skilled workforce is our state's competitive advantage," Cote said. "Through AJAC, we help ensure companies in our state have the workers they need, so that Washington remains the global leader in the aerospace industry."

The new journeymen machinists are "well-positioned for a lifetime of earning success," said Elizabeth Smith, the secretary for the Washington State Apprenticeship and Training Council.

On average, apprentices earn \$19,000 a year more than workers doing similar jobs who don't have the advanced training, she said. In addition, apprentices earn paychecks while they train for their careers, which means they graduate without having run up a significant amount of debt, unlike many young people who decide to go to college.

"This piece of paper you receive tonight will change your life; it will change your family's lives," Smith said. "You'll put this piece of paper on your resume' and you'll get jobs, good jobs, for the rest of your life."

In the short-term, there are lots of opportunities for people with the right skills and motivation, Brown said.

A recent state survey showed that 92 percent of Washington aerospace companies hired new workers in the past year, and state agencies project that as many as 30,000 new workers will be needed in the next decade to replace the generation of workers now about to retire — from airframe mechanics to CNC machinists to engineering support techs.

AJAC is doing its part to meet the demand, said Lynn Strickland, the program's executive



IAM 751 Legislative Director Larry Brown was one of the speakers at the AJAC graduation event on June 19.

director. There are now 330 apprentices training at 27 companies statewide, she said — getting the skills they need to advance from entry-level workers to master shop-floor aerospace workers. Each graduate of AJAC's four-year program completes 576 hours of classroom training, on top of 8,000 hours of work under the supervision of an experienced co-worker.

The veteran machinists who trained you gave you a gift, Brown told the graduates.

"Never forget that the knowledge you have was passed on from one journeyman to you," Brown said. "When it's your turn, share that knowledge with others."



Retired IAM 751 activist and AJAC Steering Committee member Tom Lux helped present journeyman's cards to the graduating apprentices.

## Solidarity night at Everett Aquasox

Join IAM members for a Solidarity Night at the Everett AquaSox, Thursday, Aug. 6. Free tickets for the minor league baseball game against the Tri-City Dust Devils are coming to the IAM 751 union halls by mid-July.

**Thursday, Aug. 6**

Game at 7:05 p.m. — Doors open at 6:05 p.m. Everett Memorial Stadium

Again, free tickets will be at IAM 751 halls for members/families by mid-July.

Remember to wear an IAM shirt in solidarity!



## Accepting the oath of office at council

District President Jon Holden (l) administers the oath of office to Local F Council Alternate Jeremy Coty at the June 9 District Council meeting.





EASTERN WASHINGTON

# Mobilizing the masses for maximum effect in negotiations

Continued from Page 1

Open discussion on the last round of contract talks in 2013 was held, including how members accepted Triumph’s last, best and final offer by default (falling just short of the required two-thirds) to call a strike. Members there are focused on turning around many of the concessions made in that contract. Candid discussion took place about what each member and the Union can do differently to have a better outcome, suggestions were made and ideas were brainstormed.

After that last contract was implemented, the Union learned that in the 2016 negotiations, if the new contract fails to offer the IAM Pension Plan to all employees (current and future), then the pension will be eliminated for all members at Triumph. Currently, the IAM National Pension Plan made dispensation to allow an exception since this information was not known when members were voting the offer in 2013.

“As a membership, we have to be willing to strive for more and believe we deserve more for the profits we generate. Every member must communicate to Triumph that pensions are important, and you are willing to take action to maintain it,” said Holden. “Reach out to those members who didn’t attend today and bring them closer. Stand up as a group and don’t let the company divide you further. Educate all your co-workers on why it’s important to fight for these benefits. The Company will use fear and intimidation, but armed with information and solidarity, we can succeed.”

Representatives from the IAM National Pension Plan educated members on the tremendous value of having the IAM Pension. In a time of increasing financial insecurity, the IAM NPP can provide retirement security. Damien Anderson and Tim Holt gave an in-depth presentation explaining how the plan operates, it’s history, rules governing the plan and other pertinent information. The plan is the fifth largest labor management fund in the country and is 103 percent funded as of January



Machinist Union members from Triumph packed the Spokane Hall to talk strategy, issues and solidarity in preparing for contract talks next year.

Below: Business Rep Steve Warren addresses the members.

1, 2015 with \$11 billion in assets.

All members are encouraged to visit the IAM National Pension Fund site and to check out their pension calculator and see the pension amounts for this plan. Those at Triumph currently covered by the NPP are at a contribution rate of \$1.75 an hour.



Many were surprised to learn just how valuable the IAM pension is. Contributions at Triumph began at 80 cents an hour and incrementally increased to the current \$1.75 an hour. “The \$1.75 an hour figure is a wage diversion from past negotiations. It was choices you made as a group to have a pension and you can do it in this round of bargaining as well. Triumph caused this current situation and

see collective action as the only way to improve their situation. Members here in Spokane should be bolstered by their courage and start preparing now in case we wind up in a strike situation to improve the benefits in our contract,” said one member. “While no one likes to strike, if it is the only way to get a fair and reasonable contract, we must be prepared to take that step. If Triumph workers in Mexico can do it, we can too, if necessary.”

“Be prepared for fear and intimidation from the Company, which will include the threat of layoff. Your efforts generated 15 percent more profit this year over last year; shouldn’t you share in the prosperity you generated?” Holden added. “You are our communication army so take the message back to your co-workers. Talk about the importance of getting these issues addressed and stay focused.”

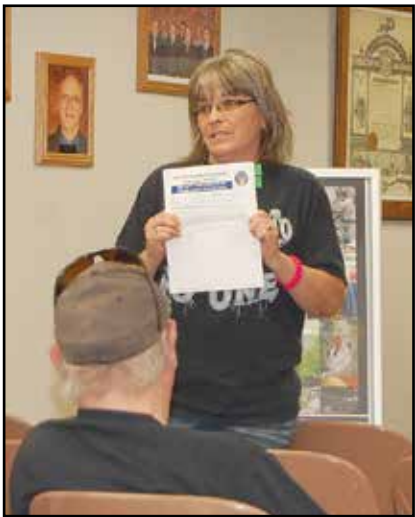


Members took educational materials on the IAM National Pension Plan. To keep the pension, current and future members must be part of the plan, which will be a tough fight in negotiations.

“When you lose something, it is never easy to get it back. It takes solidarity, determination and a commitment to make the goal a reality,” Holden added.

Holden noted that 751 has focused on organizing other aerospace suppliers to raise their wages and benefits to reduce the downward pressure on our members.

Following the 6 p.m. meeting, Union leaders visited the Triumph factory to talk to other workers on current issues in the plant. The message from members echoed the negotiation theme “One equal team 2016.”



Ida Auckerman, who serves on the inplant committee, explains communication strategies for the coming year.

is making millions in profits because of your hard work. Participate in these events, stay unified and let management know you are serious about securing more of the profits you helped create,” said Business Rep Steve Warren.

Discussion also took place on the Triumph facility in Mexico, where workers are risking their lives to strike. “Workers at Triumph in Mexico are taking a huge risk by striking, but they



Wanda Joyce talks with IAM National Pension Plan representative Damien Anderson on the value of the plan and how members can calculate their potential retirement benefit online.

To learn more about the IAM National Pension Fund and use their online pension calculator, visit [www.iamnppf.org](http://www.iamnppf.org)



Business Rep Steve Warren (l) and District President Jon Holden (r) talk with members from the rotomold group about how members can prepare for the negotiations with Triumph next year, as well as hearing their issues and concerns.