

You Have the Right to Union Representation

Security interviews and meetings with management can be frightening. Even if you have done nothing wrong, members faced with one or more of these experienced questioners will often feel intimidated or nervous.

What you should know is that federal law gives Union members rights in these interviews.

Recently, Union Business Reps reported several members were unaware of their right to request Union representation.

This article is designed to help educate members on their rights in such instances.

In 1975, the Supreme Court ruled

that an employee has the right to be accompanied by a union representative when being questioned by the employer regarding an issue that **MAY** lead to discipline. This is often referred to as

“Weingarten Rights” and was named after one of the parties in the case. **Union members working at any company that has union representation are guaranteed this**

right under federal law.

While you have this right to representation, the National Labor Relations Act does not require an employer to inform

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Tom Wroblewski, District President & Directing Business Representative



Jason Biehner (l), a machinist at Hytek, talks with IAM Grand Lodge Rep Kevin Cummings outside the Hytek plant in Kent.

Negotiations at Hytek Enter Into Mediation

The IAM and Hytek Finishes are in mediation, trying to achieve a first contract for nearly 180 workers in Kent.

The negotiations have been difficult, union negotiators report. The Union has filed multiple unfair labor practice charges with the National Labor Relations Board, and union volunteers staged informational picketing in March in a show of solidarity for the workers at Hytek.

Union negotiators say they are pleased that the offer for mediation was accepted, more than two months after managers at the Kent aerospace parts plant had rejected the idea.

“The company has dug in its heels on some issues that make no sense,” said Grand Lodge Rep Kevin Cummings, the union’s lead negotiator. “A fresh set of eyes and ears might help the company move forward.”

The two sides met with the mediator on May 23. Additional sessions are set for June 6 and June 21.

Hytek Finishes, is a subsidiary of Bellevue-based Esterline Corp. The workers perform critical metal finishing and plating on aerospace parts. Boeing, Lockheed Martin and Bell Helicopters are major customers, and Hytek is an important supplier for the Pentagon’s Joint Strike Fighter.

The workers at Hytek voted by a 2-to-1 margin in August to join District 751, and talks on a first contract started in October.

Cummings said some progress has been made at the table in the past month. The two sides have come to terms on language covering holidays and leaves of absence, and are closer to an agreement on improvements to paid vacation

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Dental Open Enrollment at Boeing Extended to June 29



Boeing has agreed to extend until June 29 the open enrollment period during which IAM members in Washington, Oregon, California and Kansas can change dental plans or enroll if not currently enrolled. This applies to members of Districts 751, W24 and 70 for dental benefits that take effect on July 1, and gives you extra time to make your selection.

You can expect to hear more about

dental coverage in June, which will help you in making informed coverage decisions.

If you have already made your selection and wish to change it before the end of the extended enrollment period, please call Boeing Total Access at 1-866-473-2016. You will need your BEMSID and your Total Access password available.

Agreement Reached on IAM Incentive Plan at Boeing

When IAM members at Boeing ratified the contract extension last December, it included the outline for an incentive pay program. Since then a committee of both union and company representatives have been meeting regularly to finalize the specifics on the plan.

Working together, the IAM and Boeing have agreed upon the structure of that program – the Aerospace Machinists Performance Program (AMPP). This program will give employees represented by IAM Districts 751, W24 and 70 an opportunity to share in Boeing’s financial success.

“Our top goal was to ensure this plan paid out for the contribution our members make every day. We emphasized the targets had to be obtainable so members see the value in participating and striving to continually improve performance,” said District 751 President Tom Wroblewski. “This gives members an opportunity to take more control of the shop and their work processes, give them more input on workplace decisions while sharing in the added success they help to create.”

Stewards and first-line supervisors will be presenting additional information on the plan in crew meetings

during mid-June.

As outlined in the contract extension summary, the plan measures performance on safety, quality and productivity.



District President Tom Wroblewski and Admin. Assistant Jim Bearden review plans for the Aerospace Machinists Performance Program.

- For the 2012 program period, which begins June 29 and runs through Dec. 27, a payment of up to 4 percent would be made based on earnings from June 22 through Dec. 20, 2012. Targets reflect a half-year performance period. AMPP payouts from 2012 targets would be made no later than the Feb. 21, 2013, paycheck.

- All employees covered by the program will be paid the same percentage payout.

- Employees have access to a website that includes regular progress updates on the AMPP, information on the metrics used to measure performance, a link to ask questions, as well as a tool to help estimate payouts.

- Payouts from the program will be between 0 and 4 percent of eligible earnings in one-tenth increments.

- Safety, quality and productivity will be measured independently, and performance in each measure will be rolled up into one payout percentage.

- Therefore, improvement in only one measure would still generate a payout. Improvements in all three would be added together up to the total maximum payout percentage.

- Total payout will be weighted as follows: **safety 20**

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REPORT FROM THE PRESIDENT

Incentive Plan: Your Hard Work Can Pay Off

by Tom Wroblewski, District President



In the coming weeks, District 751 members who work for Boeing will get briefed on how our new incentive plan will work.

As you know, the contract extension we approved last winter called for adopting an incentive plan. The idea was that it would pay at a target rate of 2 percent of your earnings in most years, with the potential for paying out as much as 4 percent.

But the details were left for later discussions.

A joint IAM/Boeing committee has been meeting for a couple months now to work out those details, and you can expect to hear about them more this month.

Going in, our side had several goals:

- We wanted to make sure the incentive plan's targets were achievable. We didn't want to set up a program with unrealistic targets.

- We wanted a plan that factored in safety. We didn't want to create pressure for our members to take production shortcuts in order to qualify for a higher payout.

- We wanted a plan that was transparent, and that makes sense to you. We wanted you to be able to look at the numbers and say "If I do X over the next six months – and everybody else does too – then all of us will receive a payout of Y."

Frankly, it was challenging, because Boeing's workforce today is the most productive in the company's history. We've also been performing at record levels in terms of safety and quality. Since we're already the best we've ever been, we wanted to make sure the incentive plan took that into account.

This incentive plan can achieve what we set out to accomplish.

It is one more benefit that we as union members are getting as a result of our contract extension with Boeing, and our

changing relationship with the company.

One of the areas where Boeing and the Machinists Union have always worked well together is the Employees Community Fund. Our union was instrumental in setting up the original Boeing Good Neighbor Fund in 1951, and our union representatives to the ECF board of trustees have played a big role in revitalizing the fund in recent years.

Your shop stewards are going to be coming around to ask you to donate to the Employees Community Fund. The money you give – even if it's just \$5 a paycheck – will help out people in the Puget Sound communities where we live, work and play. It'll go to groups that help our families and neighbors get through tough times, and it will help build better communities.

The Employees Community Fund is one more example of what we can accomplish when labor and management work together at Boeing, and I encourage all of you to support it. I have been since 1978 when I hired in.

Finally, Boeing has committed to making \$100 contributions to Guide Dogs of America for everyone who runs – or even walks – the 5-kilometer or 10-kilometer courses at this month's Flight for Sight fun run, which will be June 9 in Everett. Every Boeing employee who finishes will be able to log on to their TotalAccess accounts at work to ensure that the company's matching funds get sent to Guide Dogs.

The fun run is sponsored by our District 751 Women's Committee and is always a great event. This cooperative effort with Boeing on fundraising is going to make it that much more successful.

COLA Generates 19¢ to Guard Against Inflation

Effective June 1, 2012, a 19 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing.

The 19 cents was generated for the quarter February, March and April 2012.

COLA is designed to protect your paycheck by adding extra money to protect our families from losing ground to inflation.

COLA is different from general wage increases, which are designed to raise your standard of living. Without COLA, if our pay stays the same when prices rise for food, gas and other essentials, our standard of living sinks and our purchasing power goes down.

The chart below shows a brief history of COLA in the IAM/Boeing contract.

Over the past 20 years, our COLA language has resulted in \$6.77 of the current base rate for employees on the payroll during that time. Currently, the 19 cents is being carried as floating COLA since the last fold-in last September.

Cost-of-Living Adjustments were first negotiated in the IAM/Boeing contract in 1963.

Cost-of-Living Adjustments are generated quarterly under the IAM contract and are based on the federal government's Consumer Price Index. COLA is paid to those employees who are on the active payroll or approved leave of absence (LOA) for less than 90 days, on the effective date of the adjustment as defined in Article 6.4(b)(2).

Throughout a given year any positive generated COLA is paid as an "additive" or "float" to your base wage such as shift differentials / premiums.

Each September whatever COLA has



District President Tom Wroblewski (l) and Grievance Coordinator Emerson Hamilton calculate the quarterly COLA at Boeing. The June 1 COLA generated 19¢.

been earned in the previous year becomes a permanent part of your base rate and is "folded" into your base wages. COLA may be added or subtracted from your base rate depending on the CPI fluctuations each quarter if there was a previous COLA float. However, once COLA is folded into your base rate each September, no negative can be subtracted from the accumulated COLA (see Section 6.4(c)).

A negative COLA can never go below the COLA already earned since the last September fold-in so when COLA generated negative numbers throughout 2009 and 2010, no money was subtracted from your paycheck since there was no previous COLA float during that time.

"COLA raises have made important contributions to our members' wages. When gas prices rise and trigger other price increases, the quarterly COLA is essential to ensure we do not lose buying power," said District President Tom Wroblewski.

COLA Over the Years

<p>1963 - The Start</p> <p>COLA first negotiated in the contract as a yearly payment and could be taken away if the CPI* went down. COLA formula generated 1¢ for every .4 change in CPI.</p>	<p>1974 - Quarterly</p> <p>COLA calculation changed from yearly to quarterly, but still could be taken away if the CPI was negative. Formula changed to generate 1¢ for every .3 change in the CPI.</p>	<p>1989 - To Now</p> <p>COLA formula revised to current language of 1¢ for every .075 change in CPI.</p>
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Over the last 20 years, our COLA language has resulted in \$6.77 of your current base rate, with 19¢ being carried as floating COLA since the last fold-in in September 2011.

1986 - Yearly

COLA folded in yearly and cannot be taken away once folded in. Prior to this, COLA was a "float" above your base wages. Folding in ensures it is a permanent part of your base rate.

*Consumer Price Index

Save the Date - Saturday, July 14

District 751 is holding a member appreciation day on Saturday, July 14, at both the Evergreen Fairgrounds in Monroe and Western Washington Fairgrounds in Puyallup. It will be a day of fun for members and their families.

Both locations will provides rides, games, music – all for free from 10 a.m. to 7 p.m.

Look for additional details in the July *AeroMechanic* newspaper, but plan now for a day of fun and solidarity with your Union.

District Lodge 751, International Assn. of Machinists and Aerospace Workers

Tom Wroblewski
President, Directing Business Representative

Wilson 'Fergie' Ferguson
Vice President

Susan Palmer
Secretary-Treasurer

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POLITICAL ACTION

COPE Conference Determines Workers' Candidates

Stressing his working-class roots and commitment to a progressive economic agenda, Democratic gubernatorial candidate Jay Inslee thanked Washington's labor unions for their support on May 5. "All labor has dignity," Inslee said, quoting Dr. Martin Luther King. "It's time we have a governor who understands that."

Inslee was the kick-off speaker when the Washington State Labor Council's Committee on Political Education met to decide on which candidates to endorse in the 2012 elections.

More than 400 delegates from unions across the state attended the convention, which District 751 hosted at the Seattle Union Hall.



Suzan DelBene, our endorsed candidate in the 1st Congressional District.

Before the convention even started, Inslee had won the backing of the state's labor unions in his race against conservative Republican Rob McKenna.

Inslee's record in Congress shows he understands and supports issues important to working people in Washington, said Larry Brown, District 751's Legislative Director.

"He has demonstrated a commitment to family wage jobs, developing an economy through investing in workforce education and developing sustainable clean industries," Brown said. "His opponent has done none of that."

At the Political Education committee's convention, Inslee said economic issues would be his priority as governor.

"What you are about, I am about," he told the union delegates. "Job creation is my No. 1 priority."

Inslee said there are two competing theories about how to grow an economy. Advocates of the "low road," he said, be-



Machinists Delegates applaud Inslee's commitment to family-wage jobs. The annual Council on Political Education (COPE) conference brought union members from across the state together to determine candidate endorsements.

lieve you can somehow create prosperity by cutting workers' wages, benefits and retirement plans and eliminating their collective bargaining rights.

He vowed to take a "highroad" instead: investing public money in education and workforce development to ensure Washington companies have "the most skilled workers and the best-educated workforce," which will allow them to compete and win worldwide — and in the process create high-wage jobs that can drive local economies.

Washington workers have led high-tech revolutions in aerospace and software because of their skill and innovation, Inslee said. To ensure the state continues that leadership, he promised to "make sure every child has access to a good education."



Inslee believes we must invest in education and workforce development to create high-wage jobs.

That includes access to vocational skills centers and apprenticeships, he said, as well as "college if you want it."

Inslee painted himself as the only candidate in the race who truly understands what it's like to work for a living, Inslee said he's driven bulldozers and



L to R: Dwyane Johnson, Paul Veltkamp and Robley Evans gave a warm welcome as Jay Inslee took the stage at the Conference on Political Education (COPE) at the Seattle Union Hall on May 5.

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Legislative Conference Lobbies for Ex-Im Bank

Hundreds of IAM members and activists gathered in Washington, DC, in May for the 2012 Legislative Conference.

The annual conference — which involves four days of legislative planning and grassroots lobbying on Capitol Hill — focused on an array of topics including countering Republican and corporate attacks on unions, collective bargaining rights, immigration and voter suppression laws.

For the first time in over a decade, the IAM National Legislative Conference focused on something other than the Air Force air refueling tanker. With the tanker contract in hand and those jobs secured, the main work of our delegation of Machinists from District 751 instead was to secure passage of the Export-Import Bank reauthorization bill.

The Ex-Im Bank plays a very important role in the sale of Boeing aircraft to foreign customers and creates thousands of jobs in Washington State. Your union was asking both the House and the Senate to take immediate action to prevent the expiration of the authority of the Bank to secure sales.

We informed members of Congress that the U.S. Ex-Im Bank supports manufacturing jobs here at home with loan guarantees for the export of products made by U.S. workers. Nationwide, the National Association of Manufacturers estimates the Ex-Im Bank helps create 229,000 manufacturing jobs in America.

Congress needed to approve the Bank's loan guarantee authority immediately and to give it adequate funding to ensure that the growing demands for planes and other U.S. built products could be financed.

There are members of Congress (none from Washington) who believe that there is no place for government in granting loan guarantees for the financing of U.S. built products and the jobs they produce. It is



Senator Maria Cantwell invited District 751 delegates to the Capitol while she was voting on reauthorization of the Ex-Im Bank. Above L to R: Local 86 Legislative Chair Gary Swartz, Dist. President Tom Wroblewski, and Local C Rec. Secretary Dave Henry, thank Senator Cantwell for her work on the Ex-Im Bank.

undeniable that our foreign competitors are doing the same thing and they would gladly take the jobs from American workers if we refused to fund the Ex-Im Bank. The most ludicrous aspect of this argument is the fact that the loan guarantees made by the Ex-Im Bank have returned a nice little profit for the U.S. taxpayer.

Thankfully, reason prevailed and the reauthorization has passed both the Senate, the House and now awaits the President's signature. Once again, your legislative committee comes home with jobs for our members.

"Senator Cantwell invited us all to the Capitol while she was voting on getting the Ex-Im bank reauthorization passed," said Local E Legislative Chair Roy Wilkinson. "We usually meet in her office. It shows what kind of pull we have in politics."

IAM International President Tom Buffenbarger said

the bottom line to winning the war on working and middle-class families is politics. "We can't organize healthcare workers without having laws that make that possible," said Buffenbarger during his opening day keynote address. "We can't do anything for our members in the airline industry unless we have the laws to make it possible. We can't represent workers in any industry we want to organize if we don't have the laws to work in our favor. That's why we bring everybody in this time of year to go to work on Capitol Hill."

Speakers included Sen. Sherrod Brown (D-OH); Rep. Marcy Kaptur (D-OH); Rep. Joe Donnelly (D-IN); Rep. Marcia Fudge (D-OH); Rep. George Miller (D-CA); House Minority Leader Nancy Pelosi (D-CA); Hilda Solis, Secretary of the U.S. Department of Labor; Charles Cook, Editor and Publisher of the Cook Political Report and Timothy Keating, Senior Vice President of Government Operations for Boeing, among others.

"I've never seen in my 38 years here, a more comprehensive and better-funded campaign against organized labor," said Miller in his remarks regarding recent House Republican attempts to defund the National Labor Relations Board (NLRB). "The Republican party has been overtaken by a radical, anti-government, anti-worker ideology. These ideologues do not believe that economic freedom for working families lies in the freedom to organize. They don't believe in the social foundations that have made this country strong and powerful."

President Buffenbarger also spoke about the significance of immigration reform. "Maybe you don't know what to think about it. Maybe you think stricter immigration laws are the way this country ought to go," said Buffenbarger. "But immigration reform is now simply

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POLITICAL ACTION

751 Continues Role in Growing Aerospace Here

District 751 has been playing an increasingly important role in the mission of retaining and growing the aerospace business sector and the resulting jobs for the state of Washington. Our union is represented on the Governor's appointed Council on Aerospace and the Washington Aerospace Partnership. Both of these bodies serve complimentary but different roles in support of our industry.

The Washington Aerospace Partnership or WAP is primarily focused on rallying support in the community for public policies that benefit the growth of engineering, manufacturing, maintenance and operations for civil, defense and space related aerospace activities. WAP is co-chaired by labor, business and government. The labor co-chair is Washington State Labor Council President Jeff Johnson. The government co-chair is Bob Drewel, Executive Director

for the Puget Sound Regional Council of Governments. Currently the business co-chair position is vacant.

Recently, Bob Drewel, Alex Pietsch, the Governor's Director of the Office of Aerospace, and SPEEA's Stan Sorscher took the time to meet with District 751 President Tom Wroblewski and 751 Legislative Director Larry Brown to discuss the post-737 MAX decision role for WAP and explore how to fill the WAP business co-chair position. The subject of the next new airplane, the 777X was also discussed.

The WAP and the new Governor's Office of Aerospace will serve our industry well into the future. Both will advocate for good public policy to strengthen our area's competitive position to retain and attract new aerospace businesses and the jobs they create. That is why your union is involved with these organizations.



District 751 President Tom Wroblewski (2nd from right) and 751 Legislative Director Larry Brown (far right) met in May with Alex Pietsch (Governor's Director of the Office of Aerospace), SPEEA's Stan Sorscher and Washington Aerospace Partnership co-chair Bob Drewel to discuss Boeing's plan for the 777X. District 751 is actively involved in the Washington Aerospace Partnership and the Governor's Council on Aerospace to help grow aerospace jobs in this state.

Retirees Meet with Larsen

by Carl Schwartz,
Retired Club Legislative Chair

On Tuesday, May 21st a group of our Retired Club members met with Congressman Rick Larsen of the second Congressional District in our Everett Union Hall.

We discussed some of the concerns that we have about Social Security and Medicare. Representative Larsen agreed with us that the "cap" on taxed earnings for Social Security should be increased or eliminated and that the Social Security retirement age should not be raised.

We noted that letting senior workers retire opens jobs for recent school graduates.

Larsen noted that the Social Security program is sound, is not facing any crisis, and with minor adjustments will be funded well into the future.

Larsen also noted that with the expiration of the Bush tax rates at the end of this year, major tax revisions will take place and hopefully a new fairer tax structure will be enacted.

We discussed some of the Medicare provisions and our hope that the so-called doughnut hole (which is an area of uncovered medical expenses) would be eliminated.

We are glad that Congressman Larsen met with us and that he responded favorably to our concerns.

Retirees who met with Larsen were Retired Club



751 retirees met with Congressman Rick Larsen to discuss preserving Social Security. L to R: Arlis Hust, Carl Schwartz, Congressman Larsen, Lois Holton, T.J. Seibert, Helen Lowe, Jose Gongora, Tom Lux and Stan Barns.

President T.J. Seibert, Vice President Helen Lowe, and members Carl Schwartz, Tom Lux, Lois Holton, Stanley Barns, Arlis Hust, Jose Gongora, Karl Knust, Garth Luaritsen, and Dick Eisenbarth.



751 delegates from across the state helped decide which candidates would be endorsed by the Washington State Labor Council at the COPE Convention on May 5.

COPE Conference Determines Workers' Candidates

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concrete trucks, waited on tables and bailed hay and alfalfa on Eastern Washington farms.

"I know the business end of a jackhammer," he said.

That working-class background "informs what I am about as a person and a public servant," Inslee said, and motivates him to "make sure we have in Washington what we need — middle-class, well-paying jobs."

Inslee attacked conservatives like McKenna who blame working people — and unions in particular — for the nation's slow recovery from the Bush-era economic collapse.

The banking crisis was created on Wall Street, he said. "Don't point your finger at first grade teachers. Don't point your finger at firefighters. Don't point your finger at steel workers. The virus of Wisconsin is not going to come to the state of Washington."

After a morning of speeches from candidates, the Washington State Labor Council convention concluded with unions debating, and then voting on, whom to endorse.

District 751 was represented by a group of 42 delegates who were chosen by their Local Lodges on both sides of the Cascades. They endorsed candidates who had been interviewed by the District's Legislative Committee, which is also made up of shop-floor members who are elected to represent their Locals.

Union endorsements are worth more than just money, said District 751 President Tom Wroblewski.

"We invest our time and energy," he said. "We knock on doors, we hand-deliver fliers and we make personal calls to our friends to remind them to get out and vote. That's what makes a labor endorsement valuable to a candidate — and that's why our opponents fear us."

Legislative Conference Lobbies for Ex-Im Bank

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voter suppression. And that isn't suppressing the vote of some immigrant who found their way into this country, legally or illegally. They're coming after you."

"It's so important that we stay vigilant because anything we negotiate can be taken away through legislation," said Local A President Wilson "Fergie" Ferguson. "The right wing is attacking all the things that pull people out of poverty — unions, Social Security and Medicare. The politicians on the left don't have the political will or backbone to stand up to them so it defaults to us."

"All of Congress definitely knew the Machinists were in town!" said Local 86 Legislative Chair Gary Swartz.



751 delegates met with Senator Murray and the rest of the Washington Congressional delegation in conjunction with the IAM Legislative Conference. Murray has been a champion in helping secure funding for the Ex-Im Bank, which is critical to Boeing airplane sales overseas.

Talks Begin on Second Contract for Woodinville Employees

Contract talks began in May between the city of Woodinville management and city workers represented by the Machinists Union.

"We feel negotiations started in a positive direction," said Jon Holden, the District 751 Business Rep who leads the union bargaining team. "We've been able to reach several tentative agreements on specific articles in the contract."

Based on input from members, the union negotiators are looking for a contract that — among other things — improves wages, pensions and work rules; holds the line on medical insurance cost increases while eliminating co-premiums for dental care; and provides for severance packages in case of layoffs.

Pay is a big issue, said Ron Braun, a city employee who is on the union's bargaining team. So is ensuring

employees are treated fairly by management.

"I'm hopeful that this process goes by fairly quickly and we come to an understanding where we make the improvements to pay and benefits that we deserve," he said.

This would be the second union contract for the roughly two dozen Woodinville city workers who belong to the union. They voted to join the IAM in 2008, and ratified their first contract in 2009.

The Woodinville workers gained some important rights under the first contract, including the ability to challenge disciplinary actions and the right to bargain for wages and benefits.

With the contract in place, the union has been able to overturn an unjust suspension, and to change the classification of two workers, which ensured they had a right to overtime pay. The contract also ended the city's former practice of forcing workers to sometimes reapply for their jobs and compete against outside applicants.

In the past, city managers were able to change policies and working conditions without considering the impacts on employees. The union contract means managers now must negotiate the effects of these changes on workers.

The union also was able to fight back on a proposal that would have dramatically raised the cost of workers' health insurance benefits, and was able to gain a \$500-a-year increase in dental benefits. The contract also granted workers bereavement leave.

The goal with the second contract is to make improvements on the first one, Holden said.

Braun agreed. "We're going to do our best," he said. "It's just a matter of staying strong."

Along with Holden and Braun, the Woodinville negotiating team includes District 751 Business Rep Richard Jackson and staff members Jesse Cote and Ed Lutgen.



Union leaders are currently negotiating the second contract for City of Woodinville employees. L to R: Jesse Cote, Ron Braun, Jon Holden and Richard Jackson.

You've Got a Right to Union Representation

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an employee of his/her Weingarten rights.

It's Your Right

Every member should carry an "It's Your Right" card, which explains their Weingarten Rights. Keep the card in your wallet or badge holder so it is convenient should you need it. You can obtain these cards at any Union office or from a Steward. As soon as a member knows he or she is going to be questioned by security or by a supervisor about something that MIGHT lead to discipline, the member should immediately ask to have a Union Steward present. **If no union representation is in the room when questioning begins, the member should again ask for a Union Steward.**

To make it easier, the member can simply hand over the "It's Your Right" card, which says it all.

Supervision must contact a Steward from another area if the area Steward is not available. A Steward, as an employee, has the same right as other members to be represented at such interviews by another Steward.

A Steward's job at these type of interviews is to serve as a witness for the member and to make sure the member is given a chance to tell his/her side of the story. The Company representative must tell the Steward why a member is being questioned. The Steward must also be given a chance to talk to the member privately before the interview. Stewards also have the right to ask for a break if the member becomes emotionally upset or ill. In some instances, it may be appropriate to ask for an interpreter.

Obey Now, Grieve Later

Although members have a right to Union representation both members and Stewards should remember

one of the most important rules of grievance handling — "Obey now, grieve later." If security or management refuses to allow Union representation in a security interview or refuses to allow a Steward to participate, a member should proceed under protest. **A grievance should be promptly filed.**

Tips to Remember

Below are guidelines to remember in such an interview. A member should:

- Request union representation at all security interviews and disciplinary meetings.
- Listen to the questions asked. If a member does not understand a question, the member should ask the questioner to explain it.
- Only give information the member **knows**. Inaccurate answers can get members into trouble. "I don't know"

or "I don't remember" are legitimate answers.

- Never sign a written statement summarizing the interview without reading it. A member will usually be held to signed statements.

- Never sign a written statement that does not accurately state what the member said during the interview. A member should explain what is wrong with the written statement and sign it only after changes are made. This is an exception to the "obey now, grieve later" rule.

Again, every Union member has the right to request Union representation. Unlike Miranda rights, another landmark Supreme Court case, Weingarten does not require the employer to inform the employee that he or she has a right to Union representation.

So get the card from your Steward or a Union hall and keep the "It's Your Right" card handy in case you find yourself in this situation. Remember, it's your right as a Union member so don't hesitate to use it.



If you are interested in the IAM/Boeing Apprenticeships, begin preparing now for the program. "Prep packets" are available online at <http://apprenticeship.web.boeing.com>

IAM/Boeing Apprenticeships Offer Future Career Path

When you see the word "Apprenticeship," it may call up images of a dirty, old-fashioned job in a dark factory setting. Times have changed though, and so have apprenticeships.

An IAM/Boeing apprenticeship features real world, on-the-job work assignments under the instruction of qualified employees. It includes mandatory off-hour trade related classroom instruction in specific highly skilled trades. Apprenticeship differs from other training by not limiting the training to a single objective. The program instructs the apprentice in a wide range of equipment, processes, and operations.

Apprenticeships offered through the IAM/Boeing Joint Apprenticeship Program in Puget Sound are challenging, exciting and fast paced. The 10 fields of apprenticeship include NC Spar Mill Operator, Industrial Electronics Maintenance Technician, and Composite Manufacturing Technician, just to name a few. Even more exciting is that the starting wage for an apprentice at Boeing is more than \$27 an hour!

It's not an easy path to follow; however, it takes commitment and dedication. Apprenticeship programs offered at Boeing are four or five years in length and include a 20 percent probation period at the start of each program. Apprentices may work first and second shift on a rotating schedule. Off-hour instruction requires 160 unpaid classroom hours per school year.

The skills of a graduate apprentice are consistently in high demand by industry. Learning trade skills is only part of an apprenticeship program. You will also learn to think for yourself, to work with and cooperate with other workers and to develop learning skills that can be applied to any other form of education.

Graduate apprentices are certified as Journey Level Craftspeople in their selected trades by the International Association of Machinists & Aerospace Workers and the Washington State Apprenticeship and Training Council. This certification is recognized throughout the United States and in most parts of the world.

Start preparing now for an exciting career in your future. IAM/Boeing Joint Programs Career Advisors are available to help current and eligible laid off Boeing employees who are interested in pursuing an apprenticeship.

Visit the IAM/Boeing Joint Apprenticeship website at <http://apprenticeship.web.boeing.com/> for an official "prep packet" and for notification of openings. Future candidates will need to apply through Boeing Global Staffing (BESS). Requisitions are planned to open for new apprentices in mid to late June, 2012.

Agreement Reached on IAM Incentive Plan at Boeing

Continued on page 1

percent; quality 30 percent; productivity 50 percent.

- Beginning in 2013 and continuing in subsequent years, targets and payouts will be based on full-year performance.

- For more information on AMPP, including 2012 targets, answers to frequently asked questions, a link to ask questions and status on progress as the year goes on, prior to June 15 visit, <http://bcag.web.boeing.com/ampp>, after June 15 go to: <http://iam.boeing.web.com/AMPP>.

COMMUNITY SERVICE



751's Rob Curran (r) received Pierce County Central Labor Council's George Ginnis Memorial Community Service Award from Council President Vance Lelli. It is the Council's top community service award.

Curran Honored in Pierce County

District 751 Machinist Rob Curran has been honored by the Pierce County Central Labor Council with its top award for community service.

Council President Vance Lelli recently presented Curran with the council's George Ginnis Memorial Community Service Award.

The award is given in the name of Ginnis, a long-time Tacoma longshoreman who was a dedicated union officer and tireless community volunteer. It is presented by the council to a Pierce County union member who does the most to support community service activities and embodies the values that Ginnis lived by.

Curran was a natural choice for the award, said Patty Rose, the Pierce County Labor Council's Secretary-Treasurer. "Just look at your own *AeroMechanic* newspaper to see all that he does in our communities."

Curran, who lives in Graham, was particularly active as a volunteer for the Tacoma Rescue Mission.

He donated 350 hours of his time to preparing and serving meals for homeless people at the mission in 2011, and also was one of the leaders of a District 751 food drive that collected 58 turkeys, seven hams and \$1,458 to allow the mission to provide Thanksgiving and Christmas dinners.

The holiday meal drive was a classic ex-

ample of what Curran and his fellow members of the Machinists Volunteer Program are all about, said District 751 President Tom Wroblewski.

"Rob and the others saw a need and acted," Wroblewski said. "They didn't wait to be asked. That kind of community service really is something to admire."

Curran also spent 140 hours volunteering at Northwest Harvest's warehouse in Kent, where he helped sort and package food that is distributed to food banks in Pierce County and around western Washington. He also took part in Tacoma Connect's homeless outreach program, and was an active volunteer raising money for Guide Dogs of America.

In all, Curran was credited with giving 708 hours of his own time to volunteer service in 2011.

This is the third time this year that Curran, who lives in Graham, has been honored for his community service.

In February, the White House honored Curran with a gold-level President's Volunteer Service Award, the nation's top honor for community service. And in March, District 751's MVP Committee honored him as the top volunteer among the union's officers.



751 was the top contributor of peanut butter to the Emergency Food Network in Pierce County. L to R: Rob Curran, Dave Henry, Wilson 'Fergie' Ferguson, and Helen McGovern, Executive Director of the food network.

Machinists Lead Drive that Collects 2 Tons of Peanut Butter for Food Banks

Hungry Pierce County residents – particularly PB&J-loving children – will eat a little bit better this summer thanks to members of District 751 and other local unions.

The Pierce County Central Labor Council recently donated nearly 2 tons of peanut butter to the Emergency Food Network in Pierce County, all of it collected by members of unions affiliated with the council.

The peanut butter – 2,031 jars weighing a precisely tabulated 3,904 pounds – will be distributed through the 67 food banks, hot meal sites and shelters that the Emergency Food Network supports countywide.

District 751 was the top donor organization for the peanut butter drive. Members collected 552 jars, or 27 percent of the total.

Peanut butter and jelly sandwiches are an American staple, but peanut butter has been disappearing from food bank shelves this year, said Patty Rose, who is the Pierce County Labor Council's Sec-Treasurer.

A drought in the Southeast United States last year created a shortage that has led to a 40-

percent spike in peanut butter prices, she said.

As a result, organizations like the Emergency Food Network "don't buy peanut butter, because it is so expensive," Rose said. "They actually haven't had peanut butter in the food banks since the federal government stopped giving it to them."

But peanut butter is an essential source of protein for many people and children in particular, said David Henry, Local 751-C's recording secretary, who spearheaded the union's effort.

"Peanut butter is something every kid will eat," he said. "It's a simple way to provide good nutrition, and it's something that food banks really need – especially as we get closer to summer, when the low-income kids who have been getting free lunches at school won't have access to that one good meal each day."

Last year, the Pierce County Central Labor Council collected 173 jars of peanut butter for the Emergency Food Network, but this year's drive far surpassed that, despite the jump in prices, Rose said.

Machinists Offer Helping Hands Throughout the Community



Helping at the Paine Field Postal Station with the Letter Carriers' Food Drive in May L to R: Brian Pelland, Mark Hartman, Belinda Swank, Kaelyn Swank and Lindsey Swank. Dan Swank and Chris Louie also helped at this location. Members helping at other postal stations, included Bob Nesbit, Mark Ryan and his son Anthony Ryan.



L to R: Rob Curran, George Braun and Tom Lindberg bag rice at the Northwest Harvest Warehouse in Kent.



Chris Louie fills cupcake tins at the Tacoma Rescue Mission.

L to R: George Braun, Rob Curran and Tom Lindberg prepare food at the Tacoma Rescue Mission.



751 volunteers helped prepare meals at the Everett Mission on May 13 L to R: Noel Naranjo, Dee Dee Oen and Chris Louie.



Kim Lavender (r) thanks Dave Henry after he installed a handrail for her husband who was medically laid-off and required a railing to be steady enough to get down the stairs.

Emerging Leaders Conference Energizes New Members

The next generation of Washington state union leaders came together recently to learn more about the ties between the labor movement's past – and present.

Seven District 751 Machinists were among the activists from more than 25 unions, community organizations and colleges who took part in the second Washington Young Emerging Labor Leaders conference.

The group – which calls itself "WA YELL" – is an effort by the Washington State Labor Council to get young adults involved in the labor movement, and broader social justice causes.

"It was mind-blowing, to me," said Gabrielle Rogano, one of the District 751 representatives. "I liked what everybody had to say when they came together, about how they're spreading the word about how we are the 99 percent, and how crazy it is out in the world."

Along with Rogano, The Machinists who attended were Kent Christian, Kevin Karnes, Jason Schmelzer, Susanna Thomas, Robert Villegas and Roman Yarosh.

The conference was April 13-14 at the Georgetown campus of South Seattle Community College.

The conference participants learned about the Bread & Roses Strike of 1912 and the lessons from the past that apply today, particularly in the areas of labor rights and immigrant rights.

They then worked on a float commemorating the 100th



The Second Annual Emerging Leaders Conference held at the Georgetown Campus of South Seattle Community College provided a series of hands-on activities. 751 members who took part included: Gabrielle Rogano, Kent Christian, Kevin Karnes, Jason Schmelzer, Susanna Thomas, Robert Villegas and Roman Yarosh.

anniversary of the strike. That float was part of the 2012 Immigrants Rights May Day March in Seattle, and was

also displayed at the Northwest Folklife Festival in Seattle over Memorial Day weekend.



751 Organizer Loren Guzzone (second from left) took part in the Emerging Leaders conference and was encouraged to see so many new faces getting involved and willing to promote and organize other workers.



751's Gabrielle Rogano (front second from left) took part in one of the group activities at the Emerging Leaders conference with delegates from other unions across the region.

Sarzynski Honored for Life Saving Action

A District 751 Union Steward who works for Boeing in Everett has been honored for her quick actions that helped save the life of a co-worker.

Recently, Rachel Sarzynski received a plaque from the chief of Boeing's Fire Department, Danny Johnson, for her "selfless service and quick response."

Two other Boeing employees who work with Sarzynski were also recognized.

"It says a lot about the people of Boeing and the Boeing family that so many people were willing to step up to help one of their co-workers in need," Johnson said.

The three of them were honored for their actions. One of their co-workers had a seizure and collapsed on Nov. 21, 2011. When Sarzynski and the others went to his aid, they discovered that his tongue had slipped back in his mouth and was blocking his airway, slowly suffocating him.

While others called Boeing's Fire Department for assistance, Sarzynski did her part.

"I got his tongue out of the way so he could resume breathing, and held him until the Fire Department got there," she said. "It was crazy."

The quick response by Sarzynski and the others made all the difference, Johnson said.

For her part, Sarzynski downplayed her role. "I just did what they teach us to do," she said.

But District 751 officers disagreed.

"A lot of people sit through safety training at Boeing," said Everett Business Rep Jason Redrup, who attended the award presentation.

"But it's one thing to just sit there," Redrup continued. "It's a whole other thing to really learn these life-saving techniques well enough to be able to put them into action in an emergency. That's what Rachel did, and it saved someone's life."

Union Steward Rachel Sarzynski (2nd from right) was honored along with two other Boeing employees for quick action that saved a co-workers life. Boeing's Fire Department recognized the three for their "selfless service and quick action."



Negotiations at Hytek Enter Into Mediation

Continued from page 1

benefits and on a better system for raises, he said.

But on the key issues – health insurance, safety and pay – the two sides remain far apart, Cummings said.

Hytek workers now are saddled with an insurance plan that forces them to pay as much as \$7,200 a year out of pocket for health care, Cummings said. "It bankrupts as many people as it benefits."

The Machinists at Hytek said improving those benefits is a priority for them, and the bargaining team has offered several alternatives that would improve their health care benefits without raising Hytek's costs, Cummings said. The union has even proposed an alternative that would have cut the company's benefit costs by as much as 10 percent.

Hytek has refused to consider any of the options, Cummings said. Management's response was "we'd rather have a strike than fix the medical."

And while some progress has been made on pay, Hytek management continues to try to misclassify many of their workers, in an effort to keep their pay low and avoid paying fair market wages, Cummings said.

"They're ignoring the skills our members bring to the table," he said. "They're comparing precision aerospace processors and specialists with house and bridge painters, who paint with rollers and brushes. They might as well just survey their Facebook friends."

The difference in pay between these skilled workers and production workers is about \$5 an hour, Cummings said, citing data from the Federal Bureau of Labor Statistics, which tracks local wage rates.

"It's in everybody's best interest – the customers, the shareholders, managers and especially our members – to get this resolved," Cummings said. "The only ones who benefit from dragging this out are Esterline's lawyers. I'd rather see that money go to the workers and shareholders."

ROLLIN' IN THE MONEY

Participants in the Local F Unity Bowl had fun to spare, but the real winner was the Machinists Non-Partisan Political League (MNPL). The event raised \$6,400 for the Union's political arm.

Nearly every bowler took home a prize. Trophies were given to the top two teams. First place team was comprised of Steve Johnson, Steve Reid, Scott Groby, Ron Baker, and Dennis Hoppe, while the second place team was Nelson Apostol, Paul Marcello, Desiree Barnett, Willis Roth and Rick Quintana (see photos below right). 'We Tried' trophies went to Jeff Rose, Addy Rose, Beth Fromong, Tricia Fromong and Denise Mount. Prizes were also given for both men's and women's high game and high series (see photos below).

Participants got the chance to bowl a strike when their name was drawn to win a \$50 VISA gift card. This added a bit more excitement to the game.

Thanks to Mitchell Christian and Paul Veltkamp who organized the event and to all the sponsors and volunteers that ensured it was a day of fun for everyone.



Joyce Wray won a gift certificate for her third place finish with women's high series.



Jeff Nianekeo puts spin on the ball.



Jeff Tutton attempts a strike.



Sajhra Williams was one of many kids taking part in the tournament.



Rick Charaba throws a strike, while Gloria Millsaps and Tom Murphy (in next lanes) try to pick up a spare.



Lise Corbin shows his bowling follow-thru.

Thanks to Our Lane Sponsors:

- Tom Wroblewski
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- Garth Luark
- Jesse Cate
- Paul Grasher
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- Renton BR's - Heather Barstow & Tommy Wilson
- Pat Bertucci/Fergie Wilson
- Everett BR's - Ray Baumgardner, Ron Bradley, Chuck Craft, Jon Holden, Richard Jackson, Rich McCabe, Jason Redrup
- Central Site Joint Programs (Dena Bartman, Tracy Smith, Connie Morris, Pat Kinsella)
- Connie Kelliher/Ed Lutgen/Bryan Corliss
- Dave Brueher & Kathy Budzeak - Joint Programs



Dan Mulder attempts to pick up a split.



Robyn Scott won women's high game with 171 and finished second in women's high series competition.



Local F President Dwyane Johnson, Dist. Sec-Treasurer Susan Palmer, and Mitchell Christian (standing in back) congratulate the first place team of Steve Johnson, Steve Reid, Scott Groby, Ron Baker, Dennis Hoppe.



Paul Marcello took men's high game with 233.



Desiree Barnett won high women's series with 455.



Nelson Apostol won high series with 597.



Local F President Dwyane Johnson, Dist. Sec-Treasurer Susan Palmer, Tournament Organizer Mitchell Christian and Dist. President Tom Wroblewski (far right) congratulate the second place team of Nelson Apostol, Paul Marcello, Desiree Barnett, Willis Roth, and Rick Quintana.

Patch.com Delivers Union News to Our Neighborhoods

District 751 members – and their neighbors – can find even more news about their union online, thanks to a partnership with Patch.com.

Patch.com is a network of local news websites owned by AOL. Much like local community newspapers, the Patch sites specialize in "hyperlocal" news of interest to people living in towns like Edmonds and Renton – the difference being that Patch doesn't have printed versions and that its websites are updated constantly.

District 751 staff writes the Machinists News blog. The blog is an online supplement to the *AeroMechanic* and *Eastern Washington Machinists News*, the Union's two official publications.

For the past nine months, editors of the Edmonds Patch have posted Machinists News blog items on their web site, with a particular emphasis on union news from Snohomish County.

Now, that arrangement has expanded so that other Patch.com editors around Puget Sound can publish the items on their sites as well.

As a result, the Renton Patch site is now regularly publishing Machinists News blog items about union activities in King County, and editors of the Patch sites for Redmond and Bonney Lake-Summer have also published blog items on topics of interest to readers in their communities as well.

"We're trying all kinds of ways to get the word out to our communities about what our union does and what it stands for," said District 751 President Tom Wroblewski. "I'm glad that the Patch.com editors see that our union doesn't just make news every few years when the Boeing contract expires, but that we're out there every day trying to make life better for our members and our neighbors."

To find District 751 news on Patch.com, check these sites:

- edmonds.patch.com
- renton.patch.com
- bonneylake-summer.patch.com
- redmond.patch.com

To read the Machinists News blog in its entirety, go online at iam751.wordpress.com.

751 Leaders in Labor History Association

Four people with ties to District 751 are serving in leadership positions with the Pacific Northwest Labor History Association.

District 751 retiree Tom Lux was re-elected as the Association's vice president for Washington State at the group's conference on May 20 in Tacoma.

In addition, District 751 member Dave Swan was re-elected as a trustee for the Association, representing our state, while Chris Louie and Thong Trang also were elected to serve as trustees.



Chris Louie

Dave Swan

Thong Trang

Tom Lux

RETIREMENT NEWS

Retiree Conference Activates Seniors for Fall Elections

by John Guevarra

Several hundred retiree activists gathered in Las Vegas for an educational and invigorating Western-Southern Regional IAM Retiree Conference. 751 was well represented with Lois Holton, Darrell Wallis, Lucia Raum, John Guevarra, Helen Lowe, Mike Keller, Jim Hutchins, Diane Blondin, Tom Lux, Ron McGaha, Retired Business Rep Don Clemens, A. Buchanan, J. Clemons, D. Buchanan, L. Charles and B. Edwards.

The conference kicked off with a viewing of "Scrap the Cap," a rap skit featuring 751 retiree Ron McGaha, that brought down the house with laughter. The video showed seniors moving in with their son because of proposed cuts to Social Security.



Helen Lowe and Lois Holton were two of the 751 retirees at the IAM Retiree Conference.



Darrell Wallis and John Guevarra discuss Medicare and prescription drug coverage.

rity. View the video on the web at www.JustScrapTheCap.com.

The conference featured a number of dynamic speakers including IAM member and California Congresswoman Laura Richardson, who is a legislative power for workers – especially women on the job. She pointed out that women's pay is still 77¢ versus men's \$1 for the same job.

IAM General Vice President Mark Blondin reported on a current strike at Lockheed Martin in Texas. Senior members there voted to strike even though they were getting a good deal so they could help the new hires because the proposal would have established a two-tier retirement system. Union members care about new employees' rights and

will fight for them.

MNPL Director Matt McKinnon emphasized the importance of supporting political action to protect all workers. We all need to understand why we are involved and that right-to-work laws create second-class workers.

In addition to covering health care and retirement issues, speakers also discussed safety on the job, apprenticeships, continuing education, and reviewed labor history and noted the correlation between the growth of unions and the growth of the middle class.

Executive Director for Alliance for Retired Americans Ed Coyle warned seniors to be wary of politicians who use reports as political cover for radical changes, putting seniors at risk while enriching Wall Street and big insurance companies. He noted that Social Security, according to its trustees, has \$2.7 trillion surplus and is good through 2033 without any action needed from Congress. He supports Senator Tom Harkin's effort to scrap the cap so everyone pays into Social Security on their entire wages rather than stopping after they have earned \$110,000 (the current cap). The highest wage earners should pay Social



Left: Charlie Micallef, Director of IAM Retirees, Community and Membership Services asked for ideas to improve seniors' effectiveness.

Right: Mike Keller looks forward to sharing the information with more seniors.



Security taxes at the same rate as middle class workers.

Charlie Micallef asked for ideas to improve seniors' effectiveness. Input included distribution of ARA Friday Alert hard copies since many do not have computers and must go to libraries to get it online. Be involved with COPE activities, create discussion groups, plan advocate activities to meet with our elected legislators, and get to know them on a first name basis. Encourage letters to the

Continued on page 11

May Retired Club Meeting Minutes

by Ruth Render, Retired Club Secretary

The meeting was called to order by President T.J. Seibert on May 14.

Roll Call of Officers: All officers were present.
Minutes: It was M/S/P to accept the April meeting minutes as printed.

Financial Report: The April expense report was read by Treasurer Betty Ness. A motion was made to accept the reports as read. M/S/P.

Communications: Ruth Render read a card received from Helen Lowe thanking the Retiree Club for sending her to the IAM&AW Machinists Union Retiree Regional Conference in Las Vegas, NV.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Ivo Bannister, Claudia Biederstedt, Harold Lewallen, David Michal, Loi Nguyen, Sarah Parke, Terry Pitzer, Roy Scott, Lucylle Stender, J.J. Swartzwelder, Richard Ulrich, John Wise, Sr., Al Wydick. Sympathy cards were sent to the next of kin. T.J. Seibert said he worked with Roy Scott, he was a good person and T.J. went to Roy's memorial. T.J. said that Roy was also a union steward when he worked at Boeing.

T.J. and Carl Schwartz both spoke about Al Wydick stating how much he meant to them.

Business Rep report: Seattle Business Representative Ernest McCarthy gave the report.

Legislative Report: Carl Schwartz gave the report. Several Retiree Club members attended the IAM&AW Machinists Union Retiree Regional Conference in Las Vegas, NV in late April. Carl asked each of them to give a brief report. Helen Lowe, Jim Hutchins, Mike Keller and John Guevarra each spoke about what they learned and what impressed them at the conference.

Carl reminded everyone that the District 751 Retiree Conference pertaining to Social Security and Medicare will take place Monday, June 11. Ron McGaha and Tom Lux along with the Retiree Club committee and officers are working to make it a successful conference. Notices have been sent out and Carl encouraged everyone to attend and to bring a friend.

Our state's political calendar is moving forward.



Dean Dickinson and Helen Miller celebrated May birthdays at the Retired Club meeting.

Many of us participated in the legislative district caucuses and the King County Democratic convention. The Democratic State Convention will be held June 1-3. Labor issues and many of our endorsed candidates will be part of the activity. Republicans are also putting together their proposals and candidates. Carl said to be sure to read and keep up with the news regarding these events.

At Helen Lowe's request Carl read a letter he wrote to the editor that was published in his local paper the *Issaquah Reporter*. He expressed his opinion about the news that the Romney campaign spent up to \$12,000 per vote in some of the primary contests. Carl said he has always voted for principles but since he and his wife are on Social Security if he was offered that kind of money for his vote he would have to swallow hard to turn it down.

Carl announced we will try to tie in with the Everett retiree group that meets at the Everett Union Hall and work with them to build up their group.

Our legislative committee will meet with Congressman Rick Larsen on Tuesday, May 22, at the Everett Union Hall to talk about Social Security and other

Continued on page 11

RETIRED CLUB OFFICERS

President	T.J. Seibert	206-329-0160
Vice President	Helen Lowe	206-523-9526
Secretary	Ruth Render	206-324-4055
Treasurer	Betty Ness	206-762-0725
Srnt-at-Arms	Leroy Miller	253-736-2756
Trustees:	Louise Burns	206-242-5878
	John Guevarra	206-762-3848
	Mike Keller	206-723-4973
Union Office:	(1-800-763-1301) or 206-763-1300	

Union Retirees:

Congratulations to the following members who retired from the Union:

Reinhold K Abb	Howard C Kamke
Richard A Atkinson	Stanley J Lackor
John P Biggar	Michael J Lavender
Donald Brandenburger	Mary N Leigh
James F Brandt	Toniene L Link
Roberta S Branscome	Monica M Mecklenburg
Barry L Brown Sr	Connie L Morris
Dennis E Canaday	Kenneth L Mueller
Noel B Chea	David M Murdock
Jack R Cinotto	Vennie B Murphy
Rebecca L Coffey	Lorie E Negaard
John W Cook	Jonathan D Ost
Roger D Cramer	Lawrence H Peterson
Sok K Dang	Anthony E Pouliot
Lawrence C Dawson	Douglas F Reed
Edward C Dial Sr	Paul A Reynolds
Marion D Eaton	Joey R Riley
John A Eilertsen	Michael D Robertson
Fred Eims	Kim L Schloer
Joseph C Francis	James Spears
Ginny L Garcia	Donna Sterbinsky
Mary J Glowner	Camilla Sumowski
Roland J Haberler	Thomas Taylor
Rickie Hall	Cheryl Tucker
Dale C Hansen	Sydney Tungeate-Burke
Stephen A Henshaw	Theresa Tyo-Moore
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FIBERGLASS CANOE with teak gun'ales, \$500. Also 11.5 ft Livingston boat, \$250. 509-968-3060

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ATTENTION TO 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. 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 June 18th

HOUSING

KONA, HAWAII OCEANFRONT condo, enjoy spectacular views from lanai, 2BD/2BA condo, pool, Jacuzzi, DSL, see www.banyantreecondo.com for more info, \$1025-\$1175/wk. Boeing discount pay for taxes. Sleeps 4. 206-459-0706 or 206-938-9214.

1 BDRM BEACHFRONT CABIN on Hood Canal features shorebirds, shellfish and scenic peace and quiet. Check us out at www.SistersPointCabin.com 360-275-6816

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GOT BACK PROBLEMS? My inversion table will help, it helped me. Selling mine at \$70 - less than half price! 360-829-0719

TWO TOILET RISERS with arms. \$30 ea. 253-833-4018

MOSSBERG & SONS 12-GAUGE SHOT GUN w/choke. First \$100. 253-714-8287

BOEING SERVICE PINS - 5, 10, 15, 20, and 25 year. Some tie-tac screw back. All totem pole; some with original cases. Reasonable. Sell separately. 206-550-5657

TRANSPORT CHAIR, new - never used. Paid \$200, selling for \$100. 360-387-6904

FREE - 40 ONE-GALLON GLASS WINE JUGS. Clean, excellent for emergency water storage. Take one or all. 206-824-1396

FIREWOOD - 6 cords hem-fir split and dry, 16 in length. \$200 per cord. 253-208-5910

HITCH CARGO CARRIER, aluminum; \$40. Men's bike; \$20. 206-372-4810

OLHAUSEN POOL TABLE, overhead light and accessories. 8' x 4'5", 3-piece slate, American-Made, solid wood, like new condition, tight rails. \$600. Email teri.rongen@weyerhaeuser.com or call Home 253-952-6538 after 4 pm. Peder at 206-755-7202 or Teri at 253-924-3218

SLANT BOARD to lay on. \$35. Good condition. 253-852-6809

NIKKEN KENKOPAD, the thinner style that goes over your mattress. \$300, new in original box, queen size 60x80. 253-852-6809

1979 SPORTSCOACH MOTORHOME window screens, \$15 both, good condition. 253-852-6809

NIKKEN MATTRESS, Kenkopad deluxe, thick all new material, consisting of polyurethane foam 100%, queen 60x80, 6" thick. \$300. 253-852-6809

PLATE GLASS SHELVING, 4, 17 x 23.5, \$5 ea. 253-852-6809

VINTAGE KERR JELLY GLASS JARS with original gold tin lid. Jar free of cracks or mass. \$8 ea. 253-852-6809

OLD FARMHOUSE FRUIT DIAMONDS JARS, quart storage vase. The jars had coffee in them, 3 sides are quilted. \$9.99 ea, several sizes. 253-852-6809

ANTIQUE BLUE JARS, set of 3 glass. \$22 or \$6.50 ea. Half-gallon Ball Ideal regular jar with glass snap on top. \$15. 253-852-6809

HOUSE PLANTS, African violets, dumb cane African milk tree. \$5 to \$25. Nice house grown plants - purple heart also. 253-852-6809

REGULAR GLASS BALL, Atlas, Kerr, etc., collectable jars. Nice, heavy, clean. \$2.50. Also quart snap on jars. 253-852-6809

10 LITTLE WOOD BOXES, 9" x 12" x 3", great little drawers, etc. \$2 ea. 253-852-6809

COLLECTOR SHOE BOX, cardboard, holds 9 pairs of shoes, real neat, has different sayings on it. \$20. 253-852-6809

CUB INTERNATIONAL TRACTOR manual of general contents, fuel system, steering, etc., 9 sections electrical, \$20 OBO. 253-852-6809

10 FT METAL HAND BRAKE, Pro II by Tapco, in great cond. \$1,000. 253-852-6809

26 PAIR plus worn jeans, men's and women's, for quilting. \$15. 253-852-6809

COLLECTIBLE CHANDELIER, all brass with painted flowers, 6 electric bulbs, plus big bottom one. \$100. 253-852-6809

HAPPY BIRTHDAY WINDMILL, 21.5" high candles to keep windmill turning, 18 #s for all birthdays over 100. \$50. 253-852-6809

WOOD BASKETS, several big and small, \$5 to \$35. Good cond. Ball of twine \$2. Jars - quart, half-gallon, old collectibles; Atlas, Ball, Kerr, Drey - regular mouth. Can be used for solar lights for around hot tub, etc. \$20 each; quarts \$10 to \$15. Blue ones also. 253-852-6809

VENETIAN WINDOW BLIND (light colored), 5'10"W. Good condition, hardware also. \$25. 253-852-6809

WINDOW SCREENS, 14.5"W, opens up to 3'8"L. Close up to 26". Good condition. \$5 each. Vinyl window shade - pull down, white. \$5. 253-852-6809

VENETIAN WINDOW BLIND (light colored), 3'6" plus hardware, good condition. \$15. 253-852-6809

PICTURE FRAME, oak, 38"H x 14.5"W. \$10. Plastic CocaCola bottle, 23' H, \$10. 253-852-6809

THIGHMASTER exerciser, \$5. 253-852-6809

PICTURE FRAME AND PAINTING by Russell Arts. Orange painted flowers. 33"L x 11"W. \$15. 253-852-6809

KITCHEN LIGHT, 25"L x 10"W, oak frame and two fluorescent bulbs. \$10. 253-852-6809

CAST IRON WOOD STOVE for sale, 33.5"W x 21"H x 21"D. \$300 firm, CASH only. 206-523-9526

WEATHER AND CHIMES - regular price \$90, 1/2 off. Must see to appreciate. Still in box. 206-523-9526

HERITAGEFAN 44" white ceiling fan, never used, steel. \$40. 206-523-9526

PROPERTY

LOT FOR SALE in Lake Cushman premier Division 4. Ready for RV use. Storage shed, power and water. \$29,000/make offer. 206-293-0597

COULD BE A "DIAMOND IN THE ROUGH" or multi-zoning. 1,450 sq ft, 15 min. to Renton or Seattle. \$149,950. 206-498-2637

BEAUTIFUL LAKE CHELAN LOT in lakefront community in Chelan city limits. All utilities in place. Community tennis, swimming and boat slip is available. 360-668-9695

TWO CEMETARY LOTS, side-by-side, in Summer. Call Emilia at 253-804-0885

HOUSE FOR SALE in Royal Estates subdivision, Bulihan, Malolos Bulacan. Call 253-804-0885

BRING YOUR FISHING POLE! .29 acre private lot backing up to Canyon Creek. Electricity and water in street. Great price and terms. \$27,921. 360-435-2430

RECREATIONAL VEHICLES

2003 DUTCHSTAR DIESEL, 8,500 miles, full paint, triple slides, double pane windows, freightliner full air ride airbags, auto leveling jacks, power awnings, hardwood cabinets, washer/dryer, 2 TV's, AM/FM 10 disc CD stereo. 253-677-7489

1988 30' CARRI-LITE 5TH WHEEL, good condition, solar panels and inverter/converter. Always covered, hitch for truck and wind deflector. Ready to roll! \$5,000. 206-697-4661 or 253-952-6662

2001 FLEETWOOD MOTORHOME for sale. Ford chassis, Triton V10 6.8L, Onan generator 5500 watt, two slide outs, length 32', 2 TV's, leveling jacks. \$28,985. 206-595-4317

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

Ad (25 word limit. Please print) _____

Phone (or Address) _____

The following information must be filled in for your ad to appear:

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is June 18th!

2000 MOTORHOME TIOGA 23B, only 36,595 miles, sleeps 5-6, in excellent condition. \$19,500. 206-824-2587

1997 30 FT PINNACLE MOTORHOME, wide body with slide out, 55,000 miles, runs great, with extras. \$18,000. 206-242-0153

SPORTING GOODS

NAZI SA DAGGER with complete leather strap on scabbard. Original - not a replica! Good shape. \$500. 360-275-5562

VEHICLES

1993 FORD RANGER 2dr hard top. Canopy, mileage 54,420, stick transmission, hook up for towing. \$2,000. Must see. 206-323-6829

THE GRAND TRUCK SALE. Ford pick-up trucks for sale, extra parts too! Hoods, cabs, motor blocks, F-250s, 1970-1972, 1969-1971 Ford F-250 4x4s. Please call for details! Call Greg at 360-466-3071 or Lu at 360-722-2858

1981 SUZUKI GS850G, good condition, runs good. \$2,000 OBO. 360-872-0432

2001 APRILIA MILLE 1000C SPORTBIKE. Needs head gasket and base gaskets, tires and battery. Other than that, no other known problems. Was one of NW cleanest examples of this bike. Always services at Moto International. Will have Micha open file on every service since first service at 400 miles. 17,000 miles now. Complete bike with very few abrasions (its 10+ years old). \$2,500 as is. 253-709-1799

1977 CHEVY SCOTTSDALE SHORT BOX, all original besides motor/tranny. 15,000 on motor and tranny. Interior and body in nice shape. Only asking \$2,000. 253-847-1804 or 253-254-9281

1991 1-TON DUALY CHEVROLET SILVERADO. 454 4L80E both rebuilt w/ 20k. Has Banks kit on motor, 5 receivers mounted/gooseneck in box. Trailer tow package. 12k bumper/winch (Ramsey) power windows/locks, tires have less than 5k. Has dented hood, bent box rail, broken pc of rear window slider. Has not been licensed this year; passed emission last time. Will tow anything...just won't go by gas station, 10 mpg on highway. 253-709-1799

1957 FORD FAIRLANE 500 2-dr hard top. Partially restored - have parts to finish recovered seats. Runs good. 1979 351 Windsor-AT-V8. 253-770-0666

WANTED

WANTED: ROSETTA STONE SPANISH for high school student who will be taking Spanish. Hoping to get a head start over the summer before starting next fall. 206-755-8575

Guide Dog Charity Golf Tournament: July 15

The 21st annual Guide Dogs of America Charity Golf Tournament will be on Sunday, July 15 at Willows Run Golf Course in Redmond. The annual event is sponsored by District 751, and is a fundraiser for Guide Dogs of America.



This year's tournament will be a scramble format with an 8 a.m. shotgun start. The winning team will get a trophy, along with \$100 for each person on the team. Individual prizes will be offered for the longest drive and any holes-in-one, and KP with a 50/50 payout. All other prizes will be raffled off at the end.

Registration is \$90 per person, which covers greens fees, cart rental, a tournament T-shirt and a buffet at the end of play. The event is capped at 280 entrants, and the deadline for entry is June 17. Entry forms are available at District 751 union halls in Auburn, Everett, Renton and Seattle. You can also register by calling Lori Dorsey at the Everett Hall (425-355-8821).

Puppy Putt Motorcycle Ride June 16

Puppy Putt 10, District 751's annual motorcycle fundraiser to benefit charity, has been scheduled for June 16. The event will feature two groups of riders, one leaving from Sound Harley-Davidson, at 16212 Smokey Point Blvd. in Marysville, and the other from Northwest Harley-Davidson at 8000 Freedom Lane NE in Lacey.

The two groups will take part in a poker run that will wind up at the Seattle Hall, at 9125 15th Place S. in Seattle, for an afternoon of motorcycle-themed fun, food and music.

Harley-Davidson dealerships around Puget Sound are major sponsors, but organizers stress that Puppy Putt is an "all breed" event, open to riders of all makes of motorcycles. Details can be found online at www.PuppyPutt.com or by calling the Everett Union Hall at 425-355-8821. District 751 organizes the annual ride as a fund-raiser for Guide Dogs of America.



Steel & Wheel Car Show - Saturday, Aug. 11

The eighth annual Bill Baker Memorial Steel & Wheels SuperShow is coming to Everett again this year.

The annual show for hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, Aug. 11, at the Everett Union Hall, 8729 Airport Road.

The annual event is sponsored by Local 751-A and is a fundraiser for Guide Dogs of America.

Along with the car show, there will be food and music. Entries are \$20 for those who pre-register, or \$25 on the day of the event. Forms are available at District 751 halls in Auburn, Everett, Renton and Seattle.

Last year's SuperShow attracted more than 60 custom cars and bikes and raised more than \$4,922.



Retiree Conference Activates Seniors for Fall Elections

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newspapers in all communities on labor views and issues concerning social and economic justice.

"The conference was very informative. A lot of points were brought out that we have seen before but emphasized that you have to reinforce the message and get involved," said Jim Hutchins. "I was also impressed with the number of members from 751 who paid their own way to attend and get involved."

One workshop discussed the issue of bridging the gap between our young members and seasoned/mature members. The younger members got a chance to question the seniors. Questions included why do we need unions and what is the value of a strike? These are questions that have been asked before but it was good to see younger members wanting to find out about these things.

Tom Lux helped out at the registration table at the conference in Las Vegas.



Ron McGaha encouraged seniors to write letters to elected officials, as well as newspapers, to promote "Scrap the Cap" on Social Security.

"They brought up good points about educating seniors and how to talk to younger people about the issues, said Mike Keller. "There was great input on how to get seniors out to vote. We have to go to war with the pen - write your legislators because those who have the gold make the rules unless they hear from you."

Much of the material from the conference will be presented at the one-day workshop on June 11th at the Seattle Union Hall. To reserve a place, please call 1-800-763-1301, ext. 3302 or call 206-764-0302 to ensure we have enough food for all.

May Retired Club Business Meeting Minutes

Continued from page 9

senior issues.

Carl said he received a mailing from his Congressman, Dave Reichert promising to keep Social Security the same for those over 55. Carl said his son is 54 and has been paying into Social Security for approximately 30 years. Carl said it would be better to lower the age for Social Security not raise it so older workers could retire and create job openings for college graduates.

Good and Welfare: John Guevarra spoke about the Friday Alert. In particular he mentioned a two-page "cheat sheet" created by the Alliance for Retired Americans with suggestions on questions to ask your member of Congress to find out what they think about Social Security and Medicare.

Tom Lux encouraged everyone to attend the Pacific NW Labor History Assoc. Conference May 18-20. He also said the club had been loaned the DVD "Age of Champions" about seniors that are active in sports. The plan is to show portions of the 1 1/2 hour video at non-business club meetings in the next few months.

Helen Lowe thanked Legislative Director, Larry Brown and the District for her ticket to see President Obama when he was in Seattle recently. She was able to bring a friend and Jim Hutchins was also able to attend. Helen said it was wonderful to meet the President.

John Guevarra noted that informed

citizens are necessary for Democracy to work well so let's all do our best to keep abreast of the issues.

President's Report: President T. J. Seibert thanked Vice President Helen Lowe for chairing the April meeting when he was on vacation.

The retiree picnic will be Monday, August 13 and planning is already taking place. Volunteers are needed to help.

T.J. also reported that Irene Telford and Margaret Galacher who have been helping in the kitchen will not be able to do so any longer. We need one more person to help out now that they are leaving. A stipend is paid for those who help in the kitchen. Let him know if you would like to help out. Thanks Irene and Margaret!

Birthdays & Anniversaries: The following celebrated birthdays in May: Helen Miller and Dean Dickinson. There were no anniversaries. The club sang Happy Birthday.

Unfinished Business: None
New Business: Mike Keller suggested reimbursing President Seibert for his gavel so it would belong to the club. When Helen chaired the meeting in April she did not have a gavel and used a spoon instead. President Seibert said he paid for his gavel and would prefer to keep it. Then Ron McGaha made a motion for the club to buy a gavel. It was **M/S/P** to purchase a gavel for the club.

Adjournment: A motion was made to adjourn at 11:50 p.m. **M/S/P**

EASTERN WASHINGTON

Machinists Part of Annual Bloomsday Run

Labor is an integral part of the Spokane community, and Local 86 members played a highly visible role in Spokane's biggest event – the annual Lilac Bloomsday Run.

A total of 38 Machinists Union members – including two officially sponsored teams racing in the Bloomsday Corporate Cup – ran in the race. One of the Machinists Union teams finished second in its division; the other finished 20th.

But it might have been the group of union members at the top of the infamous "Doomsday Hill" – cheering for racers and brandishing a banner reading "Machinists Support Bloomsday Runners" – who made the biggest impact,

said District 751 Business Rep Steve Warren.

"We wanted to let people know that we're part of the community and we're there for them," said Allen Eveland, a union steward at ASC Machine in Spokane who was one of the lead organizers for the Local 86 Bloomsday effort. "It was a lot of fun."

"They got a lot of positive feedback from runners," Warren said. "It's a good way for us to be more visible in the community."

This is the second year in a row that District 751 and Local 86 have participated in Bloomsday.

More than 53,000 people took part in this year's Bloomsday run. Typically,



Machinists cheered racers on at the infamous Doomsday Hill on the run. L to R: Local 86 volunteer Kenya Conway with her son, Dale Ronquille, John Kofol, Bob Six and Mckenzie Hawkins.



L to R: Business Rep Steve Warren, Local 1951 President Craig Smoot, Jodi Swartz and Gary Swartz were among the volunteers staffing the Machinists booth at the annual Bloomsday event.

twice as many people wait in Riverfront Park in downtown Spokane to greet the runners after they finish. It's one of the three largest timed foot races in North America, and it's a huge part of the Spokane community.

"A lot of our members run Bloomsday," Warren said. "The membership wanted to see more of a union presence at Bloomsday, because so many of them were already participating."

So last year, District 751 sponsored one team in the race, and a group of volunteers handed out Machinists Union information at the finish line in Riverfront.

This year, the effort grew. A volunteer committee spent six months preparing for the day. Local 86 sponsored a second team of runners. "They all wore IAM t-shirts," Warren said. "We supplied them."

The "Machinists" team – Pete Armstrong, Deb Bauer, Nick Bauer, Joe Marek and John Warren – finished second in its division and 22nd overall in the Corporate Cup race. The "Machinists 86" team – Jim Mode, Cheryl Ann Nalls, Mark Quick, Darrin Truitt and Jim Wilson – finished 20th in the same Corporate Cup division and 229th overall.

And this year more volunteers took part, handing out more than 5,000 packets of information about the benefits of joining a union. Curious runners snapped them up in about two hours, Eveland said.

The response was everything the Lo-

cal 86 volunteers had hoped for, Warren said.

Union workers from across Spokane came up to the Machinists Union booth to say "it's really nice to see labor in the park, being part of this event," he said. "It's good to have a presence in the park, and be visible, for union and non-union people to see that we're part of their community."

It's important for the union to remind their neighbors of that fact, Eveland said.

"The more we're out there, the more we're seen, the more we try to organize here on the east side of the state, the better it will be," he said. "If we're more in the community, more people will be attracted to come be part of the union and be part of what we do."



Mckenzie Hawkins and Allen Eveland were two of the volunteers who handed out thousands of Machinists Union bags to the runners.



Joe Marek, Local 86 Team Runner from Durham School with volunteer Jodi Swartz.

Local 1123 Officers Examine Workers' Comp Changes

Officers from Local Lodge 1123 in Wenatchee took advantage of a seminar in May that explained the dramatic changes in Washington State's workers' compensation system.

Local 1123 Conductor/Sentinel Adam Focht and Bailey Olin, the Lodge's Recording Secretary and delegate to the Wenatchee Aluminum Trades Council, attended the seminar on behalf of the local.

"It was great that Local 1123 took the initiative to send some officers to the seminar," said Eastern Washington Business Rep Steve Warren, who also attended. "The changes are pretty significant, and it's important for us as union officers to understand them, so we can help the general membership."

The Washington State Labor Council and Project Help sponsored the Wenatchee seminar.

Speakers spent a lot of time focused on the new "structured settlements," Warren said.

Last year, lawmakers in Olympia passed legislation that dramatically changed Washington's comp system.

The biggest change was the legaliza-



Adam Focht and Bailey Olin, both officers from Local 1123, learn about changes to Washington's workers' compensation laws.

tion of structured settlements, also known as "compromise-and-release" buyouts.

Under these settlements, employers can negotiate with injured workers to pay a series of lump-sum benefits to settle claims. This is an alternative to the traditional settlement that pays injured workers ongoing benefits. Structured settlements are only for injured workers who are over threshold ages that are spelled out in the law.

The seminar explained in detail the process for negotiating a structured settlement, should workers opt for the lump sum payment.

Organized labor in Washington aggressively opposed the legislation that allowed for structured settlements. However, now that it has become the law, it's in the best interests of unions to learn how this new system will work, so that union officers can help preserve the rights

and protect the interests of union members injured on the job.

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

Organizations that made presentations on the conference included:

- The Washington State Labor Council;
- The state's Self-Insured Ombudsman's Office;
- The state's Department of Labor & Industries;
- The state's Board of Industrial Insurance;
- The Washington State Association for Justice; and
- Project Help.

Project Help is a cooperative effort between the Washington State Labor Council, the business community and the state's Labor & Industries department. Its goal is facilitating early and successful resolution of workers' comp claims.

If you need help with a workers' comp claim, you can call Project Help at (800) 255-9752.