

DISTRICT 751 AERO MECHANIC

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Members at Triumph Composites in Spokane voted 93% to authorize a strike. Pickets went up on May 11. Members from the National Association of Letter Carriers join our line!

To donate to help the strikers in Spokane, simply text **STRIKE** to 91999, you will then be directed to a form to donate!

Standing strong on the line in Spokane!

Machinists Union members are holding strong in Spokane in their battle against Triumph Composites (the former Boeing plant). Despite Triumph's intimidation and fear tactics, our 403 members remain determined to obtain a fair contract that resolves many of the injustices implemented in a destructive contract in 2013.

Throughout this round of bargaining, Triumph has continued to disregard the law. In fact, they actually locked our members out before the expiration of our contract. Triumph failed to bargain in good faith by not providing information required to bargain, direct dealing with members on the shop floor using intimidation and coercion, while knowingly presenting incorrect information to the floor, and the list goes on. As a result, the Machinists

Union filed multiple Unfair Labor Practice charges against Triumph. The National Labor Relations Board was interviewing witnesses and taking affidavits as the *AeroMechanic* went to print.

For these members, the fight really began three years ago when Triumph implemented a divisive and destructive contract that 71 percent of the members rejected; however, they missed the strike vote by just six votes – meaning it was accepted by default.

Knowing a majority clearly rejected the contract and now had a two-tier wage system with the maximum pay being lowered by 12.5 percent for those hired after May 2006 and new hires being

excluded from the IAM National Pension Plan, members there set out with a strategy to unite and push back in this round of bargaining.

For three years since they backed into a destructive contract, members

worked to unite their individual shops and stand together to achieve One Equal Team 2016, which is their contract slogan. They have talked tough, educated everyone on the importance of having

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IAM International President Bob Martinez (4th from left) joined members on the line.

Steward ensures back pay for flight line license premium

With assistance from his union, IAM 751-member Kevin Flynn received \$3,100 to correct a back pay issue. Kevin works third shift on the Everett flight line and the compensation was for his Airframe license premium of 56 cents an hour.

Credit goes to Union Steward Chip Thom who presented the information to Boeing Human Resources, outlined the issue, and ensured Kevin was properly compensated.

The issue arose when Kevin accepted an upgrade to a Grade 9 flight line job about two-and-a-half years ago. He had his airframe certificate when he transferred to Puget Sound from Boeing Wichita. Upon moving to the flight line job from the factory, Kevin should have received 56 cents an hour premium for the airframe certificate.

He tried to correct the issue on his own, but could only get the 56 cent an hour premium going forward without any back pay for the two-and-a-half years he worked the Grade 9 job.



IAM 751-member Kevin Flynn (l) and Business Rep Wilson "Fergie" Ferguson (r) thank Steward Chip Thom for assistance in getting Kevin \$3,100 in back pay for his airframe license premium (56 cents an hour) since he moved to the flight line two and a half years ago.

It was then that he contacted Chip. Once the union was involved, he got the back pay retroactive to when he accepted the Grade 9 job.

"I didn't want to cause an issue due to the oversight,"

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Union saves job for member at AIM

A Machinists Union member still has her job at AIM Aerospace in Sumner thanks to the actions of her union steward.

The incident underscores the value of having a union in two ways, said Auburn Business Rep Brett Coty, who represents the workers at AIM.

"The fact that workers at AIM have a union to represent them means that this person had someone to go to bat for her when there was a misunderstanding in the workplace," Coty said. "It also meant that she had Weingarten rights, which ensured that she had the help of a union steward when she got called in to talk to HR."

The incident occurred last winter, said Union Steward Jim Dildine. A female union member asked him to accompany her to a meeting with Human Resource managers at AIM.

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Union members have a right to have a steward present in any meeting or investigation that may result in discipline. Know your rights and ask for a steward!



Community Contributions

MVP banquet honors our most active volunteers for community service **7**

Rights of Passage

Membership Bill of Rights approved; lobbying begins for passage **5**



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REPORT FROM THE PRESIDENT

Battle at Triumph matters for all workers in America

By JON HOLDEN
District President

Our union is on picketing against Triumph Composite Systems in Spokane. Our long-time members at Boeing know what that means: the intense feeling of solidarity you feel as you and your brothers and sisters take on a powerful corporation; the comraderie and the deep sense of understanding that your fight is not yours alone and the appreciation for those going through this battle with you.

Many of our members have walked the line in our previous strikes, but may be unaware of the events triggering the current strike in Spokane.

We began contract talks with Triumph in April. There are just over 400 hourly workers at the plant in Spokane, where Machinists Union members fabricate some crucial, parts for 737s, 747s, 767s, 777s and 787s, along with parts used in Airbus and Gulfstream jets. Our members at Triumph build floor panels, air ducts and manifolds and cockpit assemblies, among other things.

We had a three-year contract at Triumph, which was set to expire just before midnight on Tuesday, May 10. If we didn't have a new agreement in place by then, we were prepared to go on strike. However, Triumph locked out our members before the expiration of the agreement.

While the contract talks began in April, the issues relate back to 2013, when Triumph demanded some pretty steep concessions from our members. The company wanted to do away with



the pension contribution for new hires and also created a two-tier wage system for those hired after May 2006 lowering their maximum pay by 12.5 percent – paying \$6,000 to \$7,000 a year less – than co-workers hired prior to that. At the recommendation of our union, our members rejected that contract by 71 percent. However, we were unable to get a two-third strike authorization as required in our Constitution - missing it by just six votes.

It is never easy to strike and our organization requires a two-thirds majority to authorize a strike to ensure we have overwhelming support to take such drastic action.

And in 2013, the concessions demanded by the employer were devastating to our bargaining unit and unfortunately support for a strike fell just shy of the two-third requirement and as a result the contract was accepted by default.

Even though the company got everything they wanted and during the process claimed they needed these concessions to remain competitive, Triumph began to shift work from Spokane to two Triumph facilities located in Mexico. This is despite the fact that Washington State tax payers have provided more than \$790,000 in tax breaks to Triumph over the last two years

This was a devastating blow for our members at Triumph, and it would have been very easy for them to have fallen apart, dividing into two camps – the haves and the have-nots.

But instead, something remarkable happened. The Machinists at Triumph rallied together and began preparing for this year's contract talks. They declared that they were "One Equal Team," and vowed not to accept any contract that didn't provide retirement security for everyone and eliminate the two-tier wage scheme.

Triumph's negotiating team had no interest in doing that – and in fact they proposed a reduction in the 401(k) match to those not eligible for the pension that put an already unsecure future in further jeopardy. Our members sent a very loud and very clear message back to the company: 94 percent of them voted to reject the contract and 93 percent voted to authorize a strike.

As a result, our members were locked out late on May 10 prior to the expiration of our agreement when pickets went up at 12:01 a.m. May 11.

Our picketers are getting strong community support. Members of other unions – teachers, nurses, steelworkers, ironworkers, letter carriers, transit workers and grocery workers – have all spent time on our picket line, or have stopped by to drop off snacks and drinks.

Local businesses also understand how important it is to have good-paying jobs in Spokane. The owners of Pizze Rita restaurant donated pizzas that they delivered to our picket line, and Consumer Auto Liquidators has made three separate deliveries of water and soft drinks to our picketers. As Local 86 President Rick Olson said, they are "well aware that our family-wage jobs buy cars and trucks."

Our community understands full well

that a decrease in the wages, benefits and outsourcing of these community jobs undermine the foundation of our communities causing less revenue to be generated for local businesses, schools, and other vital services. We have seen this steadfast support from the community because they understand how important our fight is for working people not only in our community, but across this country.

Our union, of course, will strongly support our members at Triumph in their fight for fair wages and benefits that build on the principles we all believe in.

Although the fight we are taking on is
Continued on Page 8

IAM 751 Member Appreciation Day

Saturday, June 25 - 10 a.m. to 7 p.m.

Puyallup Fairgrounds & Evergreen State Fairgrounds Monroe

IAM 751 Member Appreciation Day is our union's way to say "Thank You" to our members, retirees and their families. Mark your calendar and plan to turn out for a day of fun. Watch for a mailing in June that will include your ticket to fun.

The only cost will be games of

chance, food and beverages – or you may bring a picnic lunch. There are two locations (Puyallup Fairgrounds and Monroe Fairgrounds), so choose the one most convenient to you and join us for a day of fun. Gates open at 10 a.m. and close at 7 p.m.



In a band? Want to play at our fair?

Are you in a band and would you like to be considered to play at our membership fairs in Puyallup or Monroe?

We are currently slotting live bands to play at our membership fairs on June 25 from 10 a.m. to 7 p.m. Time on stage will be limited based on interest. This is a family event; therefore, lyrics with appropriate material only.

Please send an email to fair@iam751.org and include: name of your band; genre of music; a link to your music (Reverb/Spotify/Bandcamp/iTunes/YouTube); a link to your

social media account (if you have one); contact information (email and phone); preferred location (Puyallup or Monroe), and how much time you can fill for a set.

A merchandise table will be made available.

This is a non-paying gig, but great exposure to your brothers and sisters in your union.

If you are chosen to play, you will be notified of the time slot chosen for your band. An instruction sheet and other pertinent information will follow.

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

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Business Representative*

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POLITICAL ACTION

751 delegates hard at work in nation's capitol

By LARRY BROWN

IAM 751 Legislative & Political Director

Fifteen members of District 751 attended the 2016 IAM National Legislative Conference in Washington, D.C. Our union joined several hundred Machinists from across the country to lobby on issues important to workers in manufacturing, transportation, wood products, shipbuilding and repair as well as government service. Each morning during the conference attendees heard from Congressional supporters of our union and the labor movement. Each afternoon all the Machinists headed up to Capitol Hill to lobby for our issues.

First and foremost, the IAM lobbied against the Trans-Pacific Partnership (TPP), the 12 nation free trade agreement. Congress could soon vote on the Trans-Pacific Partnership, a secretive agreement negotiated by government bureaucrats and corporate lobbyists. If ratified, it poses an urgent threat to our democracy and American jobs. Your delegates explained to the Washington members of Congress that the TPP was designed to grow corporate power and profits at the expense of workers and the

environment. The TPP has gained more negative attention during this year's presidential campaign and all three major candidates remaining in the race now oppose passage of the agreement.

The next item to discuss was the so-called Cadillac Tax or the Affordable Care Act excise tax. This tax, originally passed to help pay for the subsidies to low income workers to help them afford healthcare, is merely another cost-shift of healthcare cost to workers who have won hard fought healthcare benefits. Through the hard work of unions across the country, Congress was convinced to give us a temporary reprieve on this healthcare take away by moving the effective date forward to 2020. We still have more work to do on this.

Congress has reauthorized the Export Import Bank (Ex-Im Bank), which provides credit guarantees for financing the sales of U.S. made products sold to overseas customers. Boeing and Caterpillar are two U.S. and Machinists Union represented employers who benefit from the Ex-Im Bank. Unfortunately, the Republican-controlled Senate has refused to confirm the appointment of



751 delegates meeting with Congressman Jim McDermott L to R: Ira Carterman, Charles Cesmat, Gary Swartz, Rep. McDermott, Larry Brown and Les Mullen.

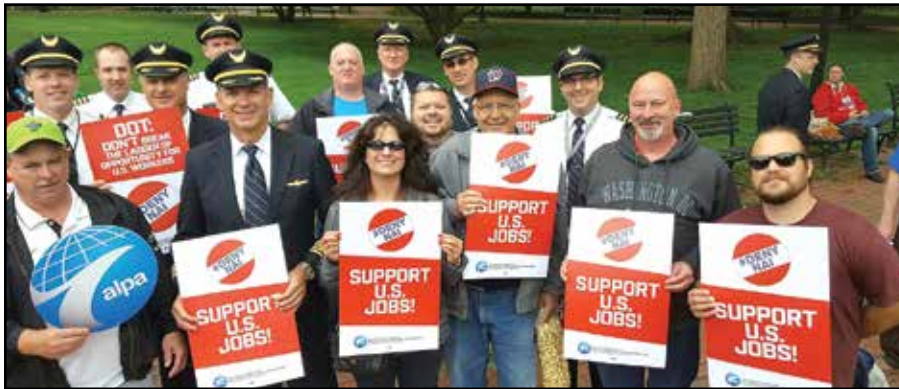
a member of the board to Ex-Im Bank, depriving the institution of a quorum required for the bank to operate properly. According to expert observers, this is already costing us jobs and has probably already cost Boeing sales to overseas customers.

On the last day of the conference, District 751 members joined several hundred union members from the Machinists, the Airline Pilots Association, the Flight Attendants and others to protest the Norwegian Air International or NAI's application to operate domestically

within the United States. The reason for the protest is the unprecedented approach of NAI. First, the airline is registering its business in Ireland so they are not subject to Norwegian labor laws; some of the strongest in the world. The airline plans to hire non-Norwegian and non-American low-wage contract workers and fly domestic routes within the United States. This plan would undercut hard-fought wages and benefits for American airline workers. Our message to the President was loud and clear; "Deny NAI."



751 delegates met with both Senators to talk our issues. Above meeting with Senator Patty Murray L to R: Rob Jones, Charles Cesmat, Christine Fullerton, John Kussy, John Lopez Jr., Ira Carterman, Senator Murray and Larry Brown.



751 delegates joined union members from the Airline Pilots Association and Flight Attendants union to protest Norwegian Air International's application to operate domestically within the U.S. using low-wage contract workers.

Manufacturing jobs no longer ticket to middle class

One in three U.S. manufacturing workers are on welfare

Nearly one in seven manufacturing workers in Washington State are paid so low they need food stamps to feed their families, and nearly one in four is receiving some kind of taxpayer-funded public assistance, a new report shows.

This University of California-Berkeley report shows two things, said IAM 751 Legislative Director Larry Brown:

"For starters, it shows how very important unions are when it comes to raising the standard of living for working people," Brown said. "And clearly, it reinforces the message we've been trying to send in Olympia about making sure we get good-paying jobs in return for giving Boeing and the rest of the

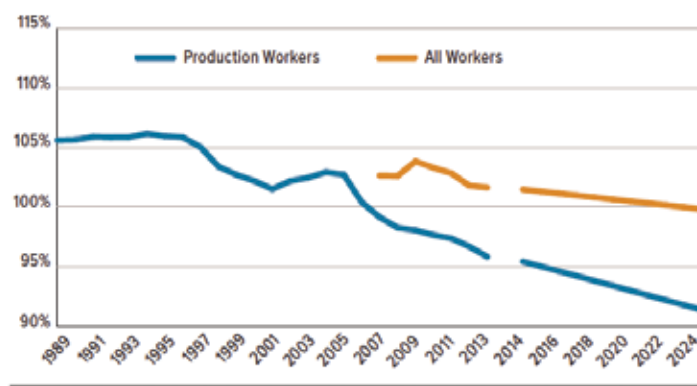
aerospace industry the largest tax break in U.S. history."

In all, Washington residents pay \$143 million a year to fund state and federal assistance to manufacturing workers who for the most part have full-time jobs, the UC-Berkeley report found. That's just a sliver of the \$10.2 billion the researchers calculate gets spent each year to provide public assistance to low-wage manufacturing workers nationwide.

"It's true that factory jobs once helped build America's middle class," wrote Ken Jacobs, one of the UC-Berkeley report's authors, in an essay for Time magazine. "But new evidence shows that, today, many manufacturing jobs in the U.S. pay wages that are more in line

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Figure 1. Relative Wages of Manufacturing Workers to All Workers



Source: U.S. Census Bureau, Current Population Survey.

COPEing with politics

Thirty-five Machinists spent an entire Saturday on May 21 representing District 751 at the Washington State Machinists Council's (WSLC) Committee on Political Education (COPE) endorsing convention. The COPE convention is when labor decides which candidates will receive endorsements. COPE is comprised of delegates from all of the affiliated AFL-CIO unions. The work done at the convention is the capstone to months of preparation with candidates filling out questionnaires, voting records evaluated and interviews conducted. County central labor councils from across the state conduct the interviews and make recommendations to COPE.

The delegates at COPE spend the first half of the day listening to candidates' speeches. Then at noon the hall is cleared of candidates, and the serious work commences – deciding which of the candidates are to receive the coveted labor endorsement. One significant idea emanating from the WSLC was the decision to temporarily withhold the endorsement for candidates for Congress who had voted for the Trade Promotion Authority (or TPA), a measure much reviled by labor. It is expected that the candidates who have been long and steadfast friends of Labor will receive reconsideration for the endorsement in late July.



District 751 delegates who attended state-wide Washington State Labor Council COPE (Committee on Political Education) heard from candidates in the morning before voting in the afternoon which candidates would get the WSLC endorsement.

Everett team takes on work package from South Carolina

Our members working machine maintenance in Puget Sound are some of the most gifted craftsman in the world. While their headcount has dwindled over the years, these skilled mechanics continue to take on more work with increased production rates, while still incorporating preventive maintenance of new equipment on the various airplane lines. They do their work with pride, and all with the goal of ensuring Boeing is successful.

Recently, the Everett machine maintenance group took on additional work that had been previously outsourced from South Carolina to a company in Sweden.

In the last couple years, Everett replaced many Quackenbush drillers with new orbital drillers. Two members, Union Steward Tom Botterill, an electronic precision machine tool maintenance technician, and Chris Thompson, a machine repair mechanic, added maintaining the drillers into their work package. Currently, there are 124 orbital drillers used in Everett with 24 newly designed drillers coming in September. Everett will receive an additional 100 drillers in 2017.

Last fall, these two members took on maintenance and repair of orbital drillers from Boeing South Carolina. A manager knew South Carolina used the same orbital drillers. However, instead of having mechanics and technicians on site do the maintenance, South Carolina was sending their orbital drillers to the manufacturer in Sweden.



One of 124 orbital drillers our site services members maintain and repair.

“Originally, I was asked to go to South Carolina to train their maintenance folks,” said Chris. “I said no because I like the security of my union and suggested they send their drillers here under

a separate charge line for our time. By having us do their maintenance, it would save Boeing both money and time.”

South Carolina agreed and sent the first drillers to Everett in September. Our skilled craftsmen performed the required maintenance and made necessary repairs,



Chris Thompson (center) and Steward Tom Botterill (r) explain to IAM Work Transfer Rep Mike Hill how they have taken on maintenance of the South Carolina orbital drillers and helped engineering write the maintenance manuals to save Boeing time and money.

including fixing broken power supply pins, and wiring issues. Since then a dozen South Carolina orbital drillers have had repairs and maintenance done here.

Everett received the first drillers in 2012 and had them in use for two-and-a-half years before our maintenance members were asked to incorporate them into their workload.

“We had to figure it out on our own. It was trial by fire with no instructions or maintenance manual. Before we worked on the drillers, no maintenance was done,” said Chris.

Yet these craftsmen do more than simply maintain some of the most complex manufacturing equipment. Chris and Tom worked closely with engineer Keith Cobun to write a maintenance manual for the new orbital drillers so all maintenance and repair would be standardized since the manufacturer had not provided one.

“Keith put together a draft, and we would review it and redline our changes. After several edits, we have a comprehensive maintenance manual. Now someone else in my shop could perform this maintenance,” Chris added.

As Boeing continues to add orbital drillers to other assembly lines, the maintenance manual will become more important to quickly and efficiently maintain this new equipment that is vital to the production process.

Six months of free financial advisors for IAM members working at Boeing

Professional Management, Other Retirement Planning Resources Available

Financial Engines’ June 1 to June 30 annual campaign is one of several retirement planning resources available to IAM 751 and W24-represented employees.

Financial Engines’ June 1st home-mailing will include a retirement evaluation featuring its familiar “stoplight” image. Financial Engines offers advisory services to help participants manage the investments in their Voluntary Investment Plan (VIP) account. Through its annual campaign, Financial Engines reminds VIP participants about these services.

The campaign offers participants who are not already enrolled in Professional Management (PM) an opportunity to experience this fee-based service for six months with no program fees if canceled by Dec. 29 if they do not wish to continue the service.

Those who continue beyond Dec. 29 will be charged program fees retroactive to their enrollment date and for each quarter they continue the program. Fees are deducted directly from participants’ VIP accounts. With PM, Financial Engines puts their VIP investment recommendations into action, monitors your account and rebalances as needed.

Financial Engines also offers Online Advice, which provides the same advice via Financial Engines’ online tools; there is no fee to use Online Advice. Available at TotalAccess> Total Compensation> My Retirement Benefits> Income Planner & Investment Advice.

Retirement counselors from The Ayco Company can help employees understand the retirement program changes that take effect on Nov. 1st and the VIP Roth options that were added in February. Ayco can also help these employees learn how to save more and handle other financial issues that get in the way. Available by phone 8 a.m. to 7 p.m. Central time, Monday through Thursday, and 8 a.m. to 4 p.m. Central time Friday, excluding holidays. Call TotalAccess at 866-473-2016 and enter your BEMSID. Request “Retirement Counseling” and have your TotalAccess password available. This service ends Dec. 30, 2016.

The Retirement Income Modeler is a tool that projects employees’ total pension, including Social Security, and total retirement savings, including VIP balance and outside amounts they enter. Available at TotalAccess> Total Compensation> My Retirement Benefits> Model My Retirement Income.

The new Income Planner is a Financial Engines tool that helps VIP participants compare options for when to start Social Security. If at least age 55 and within 7 years of assumed retirement age, it also projects VIP balance and outside amounts they enter, and breaks out the projected retirement income as annual amounts. Available at TotalAccess> Total Compensation> My Retirement Benefits> Income Planner & Investment Advice. First-time visitors to Financial Engines’ website will need to select either Professional Management or the free Online Advice to access the Income Planner.



Mechatronics grievance moves to arbitration

Last year Boeing installed a job classification (Mechatronics #87706) for a combined set of work functions already included in active job descriptions.

Our union had filed a grievance not simply protesting the labor grade assigned, but even more important the fact that Boeing did not have the right to implement the job at all because it intentionally erodes other parts of the contract such as inline promotions, seniority, etc.

Boeing notified us they denied our grievance; therefore, the union is taking the issue to arbitration. Obviously nothing is resolved at this time; however, we will be taking every step available to enforce our contract and protect both our labor grades and our seniority rights within the contract.

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Steward ensures back pay for flight line license premium

Continued from Page 1

Boeing has always treated me well. I mentioned the situation to Chip and asked what his thoughts were. Chip thought I should be compensated and said he would look into it for me,” said Kevin. “I figured Chip would be better able to navigate the issue to the right people based on his working knowledge and experience as a union steward. And sure enough to my surprise, the following week, I received the entire amount on my paycheck!”

“I had worked the same issue for several others on the flight line, including myself,” said Chip. “It is not really publicized about the 56 cents an hour premium for each certificate. I have a good working relationship

and can usually get things corrected when I present the proper documentation and make it a fairness issue.”

Initially, Chip received the same answer as Kevin that the premium was effective the date paperwork (that the members are not made aware of) is submitted. Chip pointed out that seemed to simply be an opinion since there was no Boeing’s Business Process Instruction (BPI) or PRO showing that to be the process. He noted it seemed shady and nothing substantial to base a compensation decision on.

“Boeing already had the certification on file and knew he had it when they upgraded Kevin to the flight line job,” said Chip. “Obviously, if they had asked Kevin to

submit the paperwork, he would have done so.”

“Chip does a great job representing our members on the flight line,” said Business Rep Wilson Ferguson. “He is knowledgeable about the contract and can get HR to look at things differently to the benefit of our members.”

For those not aware of the premium pay for the flight line, the 56 cents an hour for each certification (airframe or power plant) was a result of the 2005 contract negotiations. However, since it is not printed in the contract, often members working the flight line are unaware of this pay premium they are entitled to receive.

Members’ Bill of Rights finalized; delegates elected

In April and May, District 751 members nominated and elected delegates to be our voice and representatives at the IAM Grand Lodge Convention in September. The convention convenes every four years with elected delegates from across the U.S. and Canada. These delegates determine the rules of how our union runs, debate policies and programs, and outlines and revises our union structure. The actions taken at the convention shape the future of our union.

Delegates present revisions to the IAM Constitution, resolutions and policies.

The IAM Constitution, which governs how our union runs, has been around since our inception. It is not easy to change since the document was designed to withstand the test of time.

Since last fall, when District 751 first

held workshops, we have had lots of membership discussion and good idea sharing, which helped formulate the IAM Constitutional changes that were voted at the April and May lodge meetings. Revisions and additional input were accepted from members at each meeting.

In the past few years, we have seen first hand the need to make changes in how our union operates. We focused our efforts on a Membership Bill of Rights to promote democracy, empower members with more control of bargaining unit direction and protect us from the events like the Jan. 3, 2014 contract extension vote forced on 751 from then International President Tom Buffenbarger. To view all proposed changes visit, www.iam751.org/amendments.htm



Members at the Local C May 12 meeting approved additional revisions to the Membership Bill of Rights.

Membership Bill of Rights

- Article XX, Section 2, page 78
- Sec. 2 – The rights held within this Membership Bill of Rights shall not be usurped by any other officer or provision of this constitution.
- 1) No contract may be implemented without honoring the outcome of a vote of the members it covers.
 - 2) No notice of or actual contract vote can be held within five business days of an observed holiday.
 - 3) Contract negotiating committee must contain at least one member from the bargaining unit.
 - 4) International shall take an advisory role in all contract negotiations or informal talks that could lead to contract negotiations unless District President (or unaffiliated Local Lodge President) requests International take a greater role.
 - 5) No contract shall be renegotiated or opened at other than normal expiration of duration without a majority vote of the bargaining unit members.
 - 6) Once the union leadership at any level receives a request to bargain from an employer, the bargaining unit membership must be notified.
 - 7) Automatic audit/recount of close votes (3% or less)
 - 8) Date, time and location of contract vote shall be determined by District or Local leadership.

ELECTED DELEGATES BY ACCLIMATION (no opposition nominated)

LOCAL A <u>Grand Lodge Delegates</u> Jerry Banks Patric Boone Adrian Camez Todd Campbell Jason Chan Cameron Griffin Wes Heard Amanda Hines John Kussy Lester Mullen Paul Schubert Roger Walker	<u>Grand Lodge Alternates</u> Ira Carterman	LOCAL 86 <u>Grand Lodge Delegates</u> Rick Olson Peter Hedemark Allen Eveland
<u>Grand Lodge Alternates</u> Levi Wilson Darry Woodson Kenda McKinzey	LOCAL F <u>Grand Lodge Delegates</u> Donald Bykonen Charles Cesmat Crisanto Dofredo Robley Evans Christine Fullerton Thomas Keller Bill Langlois Charles McGrew Terri Myette Princie Stewart Denise Strike Shane Van Pelt	<u>Grand Lodge Alternates</u> Jerry Purser Darrin Truitt Chris Tiner
LOCAL E <u>Grand Lodge Delegates</u> Bruce McFarland Roy Wilkinson	<u>Grand Lodge Alternates</u> David Bryant Richard Anderson Earnest Hopson	LOCAL 1123 <u>Grand Lodge Delegate</u> Wallace (PeeWee) Pleasants
		<u>Grand Lodge Alternate</u> Keith Faul

LOCAL C ELECTION RESULTS	
<u>Grand Lodge Delegates (Top 12 elected)</u>	
David A. Wyatt	342
Tony Calahan	339
Ken Ruether	334
James McKenzie	330
Greg Oden	324
Rob Jones	324
Andre G. Trahan	323
Donny Donovan	323
Scott Daniels	321
Francisco Moran	317
John Lopez Jr	314
Chris Schorr	313
James Rafferty	159
Cliff (Clifford) Goetsch	134
James Independent Kakuschke	99
<u>Grand Lodge Alternates (3 elected)</u>	
John Coolidge	371
Charles Redding	371
Chuck Moden	371
LOCAL 1951 ELECTION RESULTS	
<u>Grand Lodge Delegates</u>	
Merle Fowler.....	15
Chris Powers.....	12
Chris Siegfried.....	5
<u>Grand Lodge Alternates</u>	
Jack Griffith.....	16
Brian Hudson	16

Powers earns her Masters thanks to education benefits

IAM 751 members working at Boeing have education benefits that are virtually unlimited. Hazel Powers is one of our members who recognized this tremendous benefit and has used it to earn two degrees.

However, few members take advantage of this unique benefit that no other payroll at Boeing enjoys in part because it is hard to find accurate information on the Learning Together Program for IAM 751 members (Contact an IAM-Boeing Joint Programs Career Advisor at 1-800-235-3453 to access these educational benefits).

On May 6, Hazel completed the Union Leadership Administration program earning her Master’s degree in Labor Studies at the University of Massachusetts (UMass) Amherst. This culminated several years of hard work and many late nights.

“I would not have been able to afford

getting this education without union benefits. Others in the program had to get student loans,” said Hazel.

“Our union made it easy for me by having these benefits in our contract.”

She learned of the program while taking a leadership class at the IAM’s WWW Education Center in Placid Harbor. An instructor asked if anyone was interested in getting their Master’s degree and Hazel responded.



Hazel Powers used contractual education benefits to earn her Master’s degree at University of Massachusetts Amherst.

“I discovered another meaning to the term ‘solidarity’ while moving through this program. The participating Machinists improved on the ‘no man left behind’ mentality by adopting a ‘no woman or man left behind’ culture during the entire process,” said Powers. “We supported each other before, during

and after classroom sessions, as well as during the writing of the dreaded final papers required for every class. Even if one of us would have wanted to quit or tap out, none of the others would allow it without just cause and the only allowable just cause for this group was life or death circumstances.”

As a union leader and activist, Hazel has been aware of the rich education benefits available to our members. In 2008, she used our contractual benefits to earn a Bachelor’s degree in Business Administration from the University of Phoenix Tacoma Campus. Two nights a week for some classes and four nights a week for others required a commitment of time and energy.

Hazel not only found the time to get her Bachelors and Masters degrees but also has been a steadfast volunteer for community service projects, legislative activities, organizing drives and Guide Dog fundraisers. Her community service efforts won her the silver Presidential award in 2012 when she volunteered 379 hours and the gold Presidential award in 2013 when she volunteered 621 hours.

“I plan to use my educational experiences and degree to realize my dream of teaching or training others about the continued struggle of the labor movement and why it is more important now than ever before for all workers’ rights,” Powers said.

When asked what’s next, she replied, “Dr. Powers has a nice ring to it.” She hopes her story will inspire others to take advantage of this unique educational benefit that has very few restraints. She cautioned it is hard for members to locate the Learning Together Program that only IAM 751 members enjoy on the Boeing website and recommended using the IAM-Boeing Joint Programs advisors to ensure you get the full advantage of our contractual education benefits.

Some of the unique benefits available to our members through LTP, include: no waiting period; it does not require supervisor approval; no requirement to remain a Boeing employee after graduation; and stock options are earned after you receive your degree.

Get started on your education today by scheduling an appointment with an IAM-Boeing Joint Programs Career Advisor at 1-800-235-3453.

YOU HAVE HIDDEN BENEFITS!

- Get started on your education now... The Boeing Learning Together Program has ‘heritage’ benefits specifically for IAM Members!
- NO waiting period after hiring in
 - NO “Preferred” schools
 - NO “Strategic Fields of Study” restrictions
 - UNLIMITED Funding
 - EARN STOCK OPTIONS...and MORE!



See an IAM/Boeing Joint Programs Career Advisor to get started by calling 1-800-235-3453.

Twice a year she would fly to Massachusetts for two weeks of intensive classes. While our contractual benefit covered the tuition and books, she had to use vacation time and pay her airfare and hotel. The only online portion was submitting her final paper. UMass would send a reading list ahead of time and expect her to have done the work when she arrived.

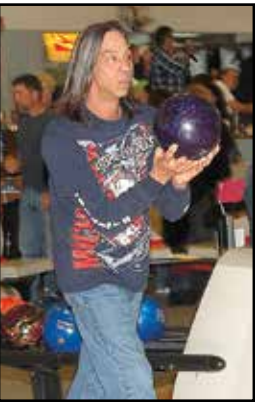
Hazel was joined in her Master’s program by nine other Machinists Union members from around the country and Canada. They joined other AFL-CIO affiliated union members as a graduate student cohort.



Above: Taylor Baze lines up a strike!



Right: Trevor Riddle attempts to pick up a spare.



Greg Clark from AIM Aerospace had a great time at the tournament.



Kurt Phillips attempts to pick up a tough spare.

MONEY to SPARE for MNPL

Family and friends struck up a good time at the annual Local F Unity Bowl on April 24. This year the Machinists Non-Partisan Political League was rolling in the money with two separate tournaments taking place simultaneously at Secoma Lanes in Federal Way and Glacier Lanes in Everett.

The event brought home more than \$13,270 and more money is still coming in. MNPL is the political arm of the Machinists Union (since dues money is not spent for political candidates).

Every bowler at both locations took home a prize. Trophies were given to the top two teams at each location. In Everett “Team Fireball” took first (Paul Marcello, Desiree Barnett, Rick Quintana, Nelson Apostol Jr and Nelson Apostol Sr). Hammer Time took second with Steve Frank, Ed Draper, Nathan Ha, Sone Afualo, Ethan Le. In Federal Way, “Lucky

Strikes” took first (Gary Janssen, John Woodward, Chris Moser, Curt Johnson, Pam Johnson) and Triple MF took second (Tom Hayden, Peggy Baskett, Larry Janssen, Hal Stewart and Robert.

High men’s game and men’s series went to Tom Hayden in Federal Way and Nelson Apostol Jr in Everett. Women’s high game and high series went to Joyce Wray in Federal Way and Desiree Barnett in Everett.

“We Tried” trophies in Everett went to Paul Veltkamp, Garth Luark, Sarah Baumgardner and Amanda Hines while the team of Larry Brown, Donna Brown, Cara Mattson and Jaylen White took the south end trophy.

Thanks to all who helped organize the event and to all the sponsors and volunteers who ensured it was a day of fun.



Denise Strike lines up her shot.



Jeff Wright picks up a split.



Shawn Mailloux (r) was all smiles as Donovan McLeod presented him the 50/50 raffle in Federal Way.



Carver White throws a strike.

Thanks to our lane sponsors:

- | | | | |
|-------------------|-----------------------|-------------------|-----------------|
| • Heather Barstow | • Jesse Cote | • Connie Kelliher | • Stosh Tomala |
| • Dena Bartman | • Brett Coty | • John Lopez, Jr. | • Paul Veltkamp |
| • Jackie Boschok | • Jeremy Coty | • Garth Luark | • Roy Wilkinson |
| • Ron Bradley | • Rick de la Fuente | • Donovan McLeod | • Kathy Evans |
| • Larry Brown | • Robley Evans | • Les Mullen | • Beauty Studio |
| • Greg Campos | • Wilson Ferguson | • Terri Myette | • District 751 |
| • Howard Carlson | • Christine Fullerton | • Susan Palmer | • Local A |
| • Ira Carterman | • Loren Guzzone | • Eric Reyes | • Local C |
| • Charles Cesmat | • Jon Holden | • Chris Schorr | • Local E |
| • Jason Chan | • Grace Holland | • Rod Sigvartson | |
| • Mark Clark | • Richard Jackson | • Princie Stewart | |



Congratulating the first place team L to R: Dist. 751 Secretary-Treasurer Susan Palmer, Gary Janssen, John Woodward, Larry Brown (back row), Chris Moser, Curt Johnson, Pam Johnson, Local F Rec. Secretary Christine Fullerton, Local F Vice President Terri Myette.



In Everett, Team Fireball again took first. L to R: Paul Marcello, Desiree Barnett, Nelson Apostol Jr, Nelson Apostol Sr., and Richard Quintana.



Second place in Federal Way went to Triple MF. L to R: Dist. 751 Sec-Treasurer Susan Palmer, Leg. Director Larry Brown, Tom Hayden, Peggy Baskett, Local F Rec. Sec. Christine Fullerton and Local F Vice Pres. Terri Myette. Also on the team not pictured: Larry Janssen, Hal Stewart, and Robert.



In Everett, Hammer Time took second place. L to R: Steven Frank, Ed Draper, Nathan Ha, Sone Afualo, and Ethan Le.



In Everett, men’s high game and high series went to Nelson Apostol, Jr and women’s high game and high series went to Desiree Barnett.



In Federal Way, Tom Hayden won high game and series with 259 and 709.



In Federal Way, Joyce Wray won high game and series for women with scores of 214 and 486 respectively.



In Everett, the “We Tried” went to a team that had lots of fun L to R: Paul Veltkamp, Sara Baumgardner, Amanda Hines, and Garth Luark. In Federal Way, “We Tried” went to Larry Brown, Donna Brown, Cara Mattson and Jaylen White.

SERVICE TO THE COMMUNITY

Volunteers honored for community service

On Saturday, April 30, the Machinists Volunteer Program (MVP) held its annual potluck banquet as a thank you to the members and their families who step forward and participate in these important community projects.

Unless you have been there helping out with the projects, it is hard to imagine what a difference IAM 751 Machinists Union volunteers made in our community over the last year. About 420 of our volunteers took part in 397 community outreach events in 2015 – more than one a day. Projects included building wheelchair ramps, preparing and serving meals at area missions, road cleanup, Salvation Army bellringing, Northwest Harvest food drive and food sorting, and the list goes on.

We have improved life for area residents from Everett to Tacoma and everywhere in between. Special thanks to the MVP Committee who works diligently throughout the year to coordinate events, give reports at meetings, encourage participation and put together the awards banquet.

While everyone was applauded for their efforts, awards were given to the top three volunteers in the member, steward, officer, retiree and family member category (see chart below right). In addition, the MVP Committee gave special recognition to Kay Michlik for her steadfast



MVP's earning top volunteer honors Back row L to R: Curran, Betty Hutchins, Jim Hutchins, Brenda Brammer, Julie Braun, George Braun, Shirley Fastrup, Patience Sarzynski, Adrian Camez, Sidney Murphy and Jon Holden. Front row L to R: Dallas Anderson, Vennie Murphy, and Terri Myette.

help over the years in coordinating each event, tracking volunteer hours and her general support of the program.

The highlight of the banquet was the presentation of the "Bill Johnson True Trade Unionist Award" which is given to an individual who demonstrates the characteristics of a true trade unionist whether it be volunteering or going beyond the call of duty as a union member. District President Jon Holden presented the award to Terri Myette who has continually worked to improve life for others both in her union activities and her volunteer efforts (see story below).

Representatives from a variety of agencies in King, Pierce and Snohomish County that have benefitted from our volunteers took a moment to thank our members. Several noted that 751 has set the standard for other unions throughout the region and inspired other unions to start community service programs (you can see their speeches thanking us on our IAM 751 Facebook page).

"I am so proud to be a part of this group. I appreciate this event each year and doing 397 separate events is amazing. That is thousands of hours you donate," said District President Jon Holden. "Think about the last 19 years we've had this committee and the hours are tremendous. It shows we don't just work here, we make life better for our communities every day."

"We will continue this long into the future because there won't ever come a day when there isn't someone in the community who needs help, and there won't be a day when we aren't there to help," Holden added.

Myette honored as "True Trade Unionist"

The highlight of the MVP banquet was the presentation of the "Bill Johnson True Trade Unionists" award given to Union Steward and Local F Vice President Terri Myette.

The award is named after the late Bill Johnson who founded the committee when he was District President. This award is given annually to a union member who gives to others "what little free time they have without expectation of getting anything in return," said Ed Lutgen, who was co-founder of the union's MVP Committee. "Terri goes above and beyond in her volunteerism."

Myette is involved in a long list of community service activities as part of the union. She's chairwoman of the union's annual Puppy Putt charity motorcycle ride and is involved in the annual Flight for Sight fun run as a member of District 751's Women's Committee.

Through the union, Myette also regularly volunteers to support groups like the Salvation Army, Guide Dogs of America and Northwest Harvest, as well as Project Homeless Connect, which is Pierce County's twice-annual homeless outreach program. She helps build wheelchair ramps for home-bound people and cleans up trash along highways around Auburn. Myette is also one of the leaders of the union's annual peanut butter drive, which aims to benefit both the Emergency Food Network in Pierce County and the Everett Food Bank.



MVP Chair Rob Curran (l) and District President Jon Holden (r) present Terri Myette with the "Bill Johnson True Trade Unionist" award for always going above and beyond to help others.

And in addition to all this, Myette serves as Local F's vice president and an IAM 751 delegate to the Coalition of Labor Union Women – and she's a regular volunteer who helps supervise union elections and takes part in unionizing campaigns - demonstrating she is indeed a true trade unionist.

Top Volunteer Awards

The people listed below were recognized for their volunteer efforts throughout 2015.

Members

- 1st Brenda Brammer
- 2nd Thong Trang
- 3rd Sidney Murphy

Officers

- 1st Adrian Camez
- 2nd Terri Myette
- 3rd Clark Fromong

Retirees

- 1st George Braun
- 2nd Vennie Murphy
- 3rd Jim Hutchins

Family

- 1st Patience Sarzynski
- 2nd Tricia Fromong
- 3rd Julie Braun Paul Bruner

Stewards

- 1st Rob Curran
- 2nd Gary Perry
- 3rd Dallas Anderson

Congratulations to our winners!

MVPs helping hands felt throughout our communities

Machinist volunteers continued to help in the community with a variety of projects in May including adopt-a-road, Toy Rescue Mission, Letter Carriers food drive, Project Homeless Connect and preparing and serving meals at both The Rescue Mission and Everett Gospel Mission.



Above: Road clean up volunteers included Brian Pelland, Mark Hartman and Brian Butler.



Paul Richards and his shop brought in a truckload of peanut butter.



Above: MVPs joined other volunteers to help with the Letter Carriers Food Drive in Everett. MVPs who turned out include: Andrew Dennis, Adrian Camez, Kristen Camez, Koltin Sessions, Mike Hill, Guerdon Ellis, Cynthia Urquhart, Seth Hill and Pat Boone.



Rob Curran and Terri Myette deliver peanut butter to the Pierce County Labor Council.

Left: Earl Gressett and George Braun helped with the Letter Carriers food drive (not pictured but also helping Vennie Murphy and Jim McKenzie



MVPs helped with Project Homeless Connect, which provides basic medical and dental care, hair cuts, helps with resumes and employment searches and other basic needs. Helping out: Terri Myette, Rob Curran, Brenda Curran, George Braun, Hazel Powers, Sidney Murphy, Jill Saunders, Lee Verfaillie, Princie Stewart, Brian Butler and Andrew Dennis (and Vennie Murphy not pictured).

Classes are taught by labor educators from the Labor Education and Research Center of South Seattle College.



Knowledge is power. Members can sign up for union education classes

Knowledge is power and that power is growing every month as more IAM 751 union members take advantage of union education classes.

In June, members have two opportunities to attend class in Everett on June 7 or in Renton on June 23.

• **June 7 “The Role of the Steward”** at the Everett Union Hall (8729 Airport Road) either from 10 a.m. to 1 p.m. or from 3 to 6 p.m.

Unit 1: The Role of the Steward - In this introductory class, stewards and members will learn a bit of labor history. We will then focus on the duties of a steward, the legal rights of stewards, and the role of stewards as the face of the union and a leader in the workplace. Specific areas of legal rights that are covered include Weingarten & the right to representation, the Duty of Fair Representation, and the steward’s protected status. Participants will also learn how to advise fellow

workers, how to take effective notes, and best practices for communicating with members so that they are part of the problem-solving process.

• **June 23 “Success Stories: Lessons from Recent Wins”** either from 10 a.m. to 1 p.m. or from 3 to 6 p.m. at the Renton Union Hall (233 Burnett N).

Advanced 4: Success Stories: Lessons from Recent Wins - Despite declining union density in recent years, workers have continued to stand up for their rights and demand a voice on the job. In this advanced class, we will learn about recent worker wins and examine what made them successful. Members and stewards will have the opportunity to discuss specific cases for lessons and inspiration.

Members can register for the classes online at www.IAM751.org. Look for the “Union Class Registration” button on the left-hand side of the home page.

Manufacturing jobs are no longer ticket to middle class

Continued from Page 3

with what you find at McDonald’s or Walmart.”

The idea that factory jobs are the ticket to a middle class lifestyle has its roots in reality. A generation ago, factory jobs were generally good-paying, secure careers. Union membership was high in the sector -- more than 30 percent -- and that drove wages and benefits higher across entire industries, as non-union companies tried to compete for workers.

But starting in the 1980s, unionization rates began to decline in the United States, due to a combination of factors, including increased global competition, improvements in factory automation, trade deals that made it easier to ship U.S. jobs overseas and -- crucially -- a change in government policies that made it easier for companies to keep unions out.

Today, Jacobs and his colleagues report, the average U.S. manufacturing worker makes \$15.03 an hour -- and if they work for a temp agency, as large numbers do, their average pay is \$10.88 an hour.

“We see it in our unionizing efforts all the time,” said IAM 751 Organizer Jesse Cote. “Boeing suppliers all around Puget Sound bring in temp agency workers for \$10 an hour, and if they like them, after six months maybe they’ll get a raise to \$11, and that’s it. No raises, no cost-of-living increases, and no time to look for a better job because they’re working all the overtime they can to cover rent.”

Researchers at the Massachusetts Institute of Technology’s Poverty in America project say a single adult living in central Puget Sound can barely get by on a wage of \$10.98 an hour. A single parent with two children needs to make \$27.45 an hour just to cover the cost of food, clothing, transportation, housing, child care and basic health care.

In Spokane, a single adult can survive on \$9.11 an hour, while a single parent with two kids needs to make \$25.16 an hour.

“And even at that, most of these non-union aerospace workers are living paycheck to paycheck,” Cote said. “You’re not getting ahead making \$10.98 an hour.”

Clearly, not all manufacturing workers are underpaid. District 751 members at the Boeing Co., for example, earn on average \$31.04 an hour, which is very close to the average wage for workers across Washington State -- \$32.16 an hour.

Exhibit 2: Median wage of assemblers and fabricators hired directly and hired through a staffing agency



Source: Occupational Employment Statistics 2014

That’s right in the middle of the middle class.

But for non-union aerospace workers, pay is much worse. Data collected by the Washington Department of Revenue shows that in 2014, 38 percent of aerospace workers at companies other than Boeing were paid less than \$15 an hour.

The difference, said Brown, is that manufacturing workers at Boeing have a union contract.

“For more than 80 years, District 751 has been negotiating a better standard of living for Machinists at Boeing,” he said. “We’ve had our ups and downs, certainly, but the overall benefit is undeniable.”

The UC-Berkeley study’s authors recommend that state and local governments should be more aware of how much they’re already spending to subsidize low-wage manufacturing work before they give major tax breaks to manufacturing companies -- something that District 751 and SPEEA have advocated for in Olympia during the past two legislative sessions.

“Conditioning subsidies on strong wage requirements across the workforce would reduce state and federal costs for public assistance, and allow states and local governments to better target how their tax dollars are used,” the study’s authors recommended.

Politicians and voters both need to realize that not all manufacturing jobs are good ones, wrote Ben Cassellman in an essay for FiveThirtyEight.com.

“When politicians pledge to protect manufacturing jobs, they really mean a certain kind of job: well-paid, long-lasting, with opportunities for advancement,” he wrote. “Those aren’t qualities associated with working on a factory floor; they’re qualities associated with being a member of a union.”

Battle at Triumph matters for all workers in America

Continued from Page 2

an uphill battle, I’m extremely proud of our members for standing on principle. This is not about more money as much as it is a battle to maintain pay and benefits that do not divide and destroy our members’ ability to support each other long into the future. Many members have told me “this is about the future, it is not just for us.” To that I tell them, this is not your fight alone. There are many of us across this state and this nation that are in your corner because this war is being waged for all workers and the battle line happens to be in Spokane.

It won’t be easy, but already, the Local 86 Machinists at Triumph are inspiring all of our members at District 751 to not give up and showing what can be achieved through solidarity and working together as a union. With that solidarity and determination, I am convinced that We Will Triumph in Spokane.



Business Rep Brett Coty (r) thanks Steward Jim Dildine for saving a member’s job by asking good questions and helping management find a solution that helped everyone.

Union saves job for member at AIM

Continued from Page 1

A male co-worker had complained she was harassing him, Dildine said.

“Supposedly she was using derogatory terms and talking kind of rough,” he said. “Things like ‘Hurry up, Stupid,’ and stuff like that.”

Human Resources was ready to fire her, Dildine said. But the problem was, there was no proof of what had actually happened. “It was pretty much a he-said-she-said kind of thing,” he said. “There was no real documentation.”

Under federal law, union-represented employees have the right to have a union steward come with them as a witness any time they are called into a meeting with management that the worker believes could result in discipline or termination. These are called Weingarten rights, and by asking Dildine to come with her, the member was able to exercise them -- and it worked in her favor.

After listening to the accusations against the union member, Dildine began asking questions, specifically asking whether instead of firing the woman, could AIM management simply offer some kind of communications training?

“I really don’t think she knew she was talking that rough,” Dildine said.

Dildine also pointed out that the worker who was complaining had never told their supervisor there was a problem, but instead had gone straight to HR to try to get her fired.

The fact that there was no investigation wasn’t right, he said. “When it comes to putting a job on the line for a union member, you’d better have something more than just unsubstantiated claims.”

After some conversation about better ways to communicate with co-workers, the HR team decided to let the matter drop, Dildine said.

Dildine’s actions were right on the money, Coty said.

“He listened, asked good questions and helped management come up with a solution that I think helped everybody,” Coty said. “Our member kept her job, AIM kept an experienced and productive employee and together, we were able to keep a misunderstanding from snow-balling into a much bigger issue.”

Workers at AIM -- and all other IAM 751-represented shops -- should always remember they have Weingarten rights, and ask for a union steward to be a witness or even an advocate, should they ever get called into the boss’s office, Coty said.

“This is one of the fundamental things unions can do,” he said. “We help resolve problems and make sure that our members are treated fairly.”

RETIREMENT NEWS

Retirement Club May business meeting minutes

The meeting was called to order on April 11 by President Jackie Boschok. She led the club in the flag salute and John Guevarra led the prayer which was followed by the singing of God Bless America.

Roll Call of Officers: All officers were present.

Minutes: The April meeting minutes were M/S/P to approve.

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

Executive Board Report: Lucia Raum read the following motion: To spend up to \$2,000 to purchase a set of 100 dishes (plates and bowls) and flatware to use for serving lunch at the club meetings. Discussion followed: Tom Lux explained that there has been a problem of figuring out which can to use when disposing of the paper plates, cups and plastic flatware. Jackie Boschok also said money would be saved in the long run by not having to continually purchase disposable products. However, disposables would still be used for the picnic and Christmas luncheon. Jackie said the dishes that would be purchased are made in the USA and would be purchased from an American company. Max Templin asked if this would create extra work for the kitchen staff. Vennie Murphy said the kitchen is equipped with an excellent dish washing sanitizing system so it should not cause extra work. **M/S/P**

Health and Welfare: Helen Pompeo

gave the report. A moment of silence was observed for the following deceased IAM 751 retirees: Robert Glassburn, Shelbia Horton, Cloyd Paxton, Thomas Slosson and Curt Thorfinson. Sympathy cards were sent to the next of kin. Jackie Boschok mentioned that Curt Thorfinson worked at Joint Programs before retiring.

Legislative Report: Carl Schwartz gave the report. We are encouraged that all four of our Seattle District 751 locals have endorsed the two resolutions submitted by our retiree club that will be sent to our Grand Lodge convention (in Chicago, Labor Day week) and when adopted will become official policy of our union and part of our ongoing lobbying efforts. One resolution calls for a one-time payment of \$580 to make up for the fact that there was no cost-of-living added to Social Security in 2016. The other would permit Medicare to negotiate for lower drug prices.

The Obama administration's Labor Department has put forward a regulation requiring financial advisors to put their client's best interests ahead of their own when they give investing advice for investing retirement funds. Incredibly the Republicans in Congress voted to kill this measure, including Representatives Dave Reichert and Cathy McMorris Rodgers. Shame on them.

Washington State's political candidate filing week is May 16-20. A wide range of political positions will be elected this year from President, governor, congress and legislature. Filing includes Precinct Committee Officers. So those of us who are PCOs also need to refile. It is all done on the internet. Those who do not have computers at home can use them at the library. Our District's Legislative Committee will be reviewing and interviewing

candidates, getting their positions on labor and retiree issues. We will bring you their recommendations, which will be listed in the *Aero Mechanic*. Carl has asked if a member of the Retirement Club can sit in on those interviews.

Three candidates are running against Dave Reichert. Carl said he thinks Santiago Ramos has the best campaign so far.

Good & Welfare: Tom Lux spoke about the John O'Connor labor concert to be held at the Seattle Union Hall on Saturday, May 14 and encouraged everyone to attend.

John Guevara recommended everyone review the Friday Alert and discuss issues with their neighbors and friends.

President's Report: President Boschok reported on two issues the Executive Board has been discussing. The first is the proposal to hold a second summer picnic/potluck in Everett for the 2,500 retirees who live in Snohomish County and north. A survey is being sent to retirees to determine if enough are interested in attending and the results will be published in the July *Aero Mechanic*.

The second is the annual club special group event. Jackie conducted a survey by a show of hands of members present if they wanted to do another Blake Island Tillicum Village excursion or a chartered Lake Washington dinner cruise. She will be providing more details soon on the dinner cruise which was the preferred choice.

Jackie then provided more information to clarify last month's discussion on the Raise Up Washington Initiative 1433. Backers will need 246,372 valid signatures of registered Washington voters by July 8 in order to qualify for the fall statewide ballot. The campaign's goal is to bring in at least 300,000 signatures to cover duplicate and invalid signatures.

The proposal would increase the



James Frederickson and Helen Miller celebrated May birthdays.

current minimum wage of \$9.47 an hour to \$11 in 2017, \$11.50 in 2018, \$12 in 2019 and \$13.50 in 2020. It would also allow workers to accrue up to seven days of paid "sick and safe" leave per year for those who currently do not get sick leave. Jackie reminded members that a Special Educational Program will be held on Monday, May 23rd. Eric Moss from the Attorney General's Office of Consumer Protection Division will do a presentation on senior fraud & scams.

May is Older Americans Month: In 1963 President Kennedy proclaimed May Senior Citizens Month, now known as Older Americans Month. In his statement he talked about honoring the contributions of older Americans. As we recognize Older Americans Month, let's celebrate our contributions. Thank you seniors!

Jackie then announced the following events:

- Local C has an election Thursday, May 12 for Grand Lodge Convention delegates. Polls are open 5 a.m. to 8 p.m. More information is on the District website
- The Peanut Butter drive ends May 10.
- Don't forget the Letter Carriers Food. Drive is Saturday, May 14.
- No meeting on Monday, May 30. for Memorial Day!

Jackie then spoke about the recent

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Leroy Miller attended the June meeting and proudly displayed his 60-year member pin.

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Lucia Raum	206-772-5110
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	John Guevarra	206-762-3848
	Jim Hutchins	206-369-2309
Union Office: (1-800-763-1301) or 206-763-1300		

Seniors hear about fraud protection

On Monday, May 23, retirees got good advice on how to reduce their likelihood of becoming an identify theft victim, avoid consumer scams, avoid fraud and cut down on unwanted sales pitches. He noted that seniors are often the target of these schemes because they still have home telephone numbers or landlines.

Consumers lose billions of dollars each year to fraud. The criminals use everyday tools to reach into your pocketbook – the mailbox, the telephone, the internet.

Some tips to better protect against identify theft and fraud:

- Learn how to recognize fake schemes at www.fakechecks.org
- Do not give your Social Security number, mother's maiden name or account numbers to strangers who contact you, especially by phone, internet or mail.
- Defend your computer with the latest software and a firewall.
- Put passwords on your credit card, bank and phone accounts. Avoid using easily available information like

birthdates, phone number or an easy series of numbers.

- Don't carry PIN numbers, birth certificates, Social Security cards or passports unless absolutely necessary. Do not carry credit cards or ID cards you don't need.

- Guard your mail from theft. Don't leave outgoing mail in an unsecured mailbox.

- Register for Do Not Call. You can register a personal phone number online at www.donotcall.gov if you have an email address or call 1-888-382-1222 from the telephone or cell number you want to register.

Retirees were given packets of useful information on everything from the lemon law to credit card safety.

For more information on ways to prevent senior fraud, visit atg.wa.gov/senior-fraud.



Eric Moss, Consumer Protection Outreach Coordinator from the office of the attorney General, gave a presentation to retirees and tips to prevent identify theft, consumer fraud and other scams.

RETIREES

Congratulations to the following members who retired from the Union:

John E. Alexander	Mark L. Johnsen
Jeanne A. Anacker	David J. Le Vasseur
Peter R. Atkinson	Sharon A. Linstad
Richard A. Baever	Gerald A. McMahon
Gerald L. Bailey	Gary L. Meissner
Ronald J. Barton	Jeffrey A. Miller
Raymond C. Brown	Michael T. Miller
Albert Carranza III	Gregory R. Monroy
Jim Cates	Ronald S. Nixon
Lesa D. Crow	Henry V. Raynor, Jr.
Terri S. Dale	Clifford A. Simpson
Stephen C. Davis	Roger L. Sjodin
Jonathan J. French	James W. Smart
Percy R. Gardner, Jr.	Yvonne D. Spicer
Timothy M. Geyer	Gary G. Stone
Sandi M. Goodrich	Gary A. Tameno
John M. Hallum	Milo J. Ternes
Marvin I. Helseth	Lora A. Weekes
Renee L. Hooker	Steven F. Wilson
John T. Hughes	

FINANCIAL \$ENSE: College Savings: Think Beyond the 529

Tracy Green, Vice President and Wealth Management Support Consultant in Innovation & Strategy for Wells Fargo Advisors, has known parents who are so concerned about the rapidly escalating cost of college they begin saving before they even have children.

She advises waiting until the child is born, because a Social Security number is required for most education savings vehicles. But she says the effort is a good start, as it's important to start saving as early as possible because it's one of the largest expenses many parents will face.

With so much at stake, what's the best way to work toward your goal of providing a child with the chance to go to college without taking on large amounts of student loan debt? Green and Rick Ross, co-founder of College Financing Group, LLC, discuss savings options — and some other important items to consider.

Setting goals and getting started

Ross suggests families invest an amount that fits within their budget starting when children are young. Then try to increase quarterly deposits into the college savings account as college nears.

Green says it makes sense to run a college cost projection — for private or public schools — to get a better grasp on what your goal might be. This can provide a guideline for either the total or monthly savings you would need. Such projections are available through

your financial advisor or online at wellsfargoadvisors.com.

Investing in a 529 college savings plan is a popular way to save for college, because the funds grow tax-deferred and distributions may be non-taxable if used for qualified education expenses. It's one of the few education savings vehicles where you have the potential for tax-deferred growth, Green says. The downside, says Ross, is that, because it's an investment fund, there is a chance of seeing negative returns. "It's an investment, so the best advice is to speak with a qualified investment professional," he says.

Bridging the gap

It's best to avoid using your retirement savings to fund college, recommends Green, even if that means you come up short of your education savings goal. "You can get help paying for a child's education, but no one will help you pay for retirement," so exhaust all other options first.

It's generally difficult to know whether your child will qualify for financial aid, because there are many factors that go into the equation. Green advises applying, no matter how much you earn — especially since the federal program (<https://fafsa.ed.gov/>) has no cost associated with applying. Filling out the financial aid form is the only way to be considered for federal student aid, which may consist of grants, work-study,

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or loans.

Both Ross and Green say federal loans provide more flexible repayment options, but private loans may provide better interest rates because they're often based on a co-signer's credit score and history. It's critical to determine whose name the loan will be in. While parents may be able to get a better interest rate because of their credit history, a loan in a parent's name may not be eligible for forgiveness due to hardship or through incentives such as Peace Corps service.

If the loan is in the student's name, a good rule of thumb is the total loan shouldn't exceed his or her expected first-year salary upon graduation, Green says.

Finalizing your package

When thinking about financial aid, it's also important to look at the schools your child is applying to. Some schools offer merit awards for candidates with strong academic records and high standardized test scores, and whether they do is often noted on the college's website.

Remember, Ross says, financial aid packages can be appealed. In his

opinion, the best strategy, in addition to asking the institution to try and match what a different school is offering, is to demonstrate the child's enthusiasm for the school and what he or she will contribute to the college community.

"[Families] need to sell the excitement their son or daughter has for that type of institution," he says.

Green notes it's also important to contact the school's financial aid office — at any time in your child's college career — should there be an event that changes your financial circumstances, such as a job loss, retirement, or loss of a parent.

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Guide Dogs fundraisers: Fun for a great cause

Our union plans a series of fundraising events, which promise a lot of family fun while also raising money for Guide Dogs of America.

District 751 is one of the top fundraisers for Guide Dogs of America. Over the past seven years, our union has raised more than \$2 million for the charity.



Flight for Sight fun run

District 751 is lacing up its running shoes once again with the 15th annual Flight for Sight fun run and walk on Saturday, June 4, at District 751's Everett Union Hall, 8726 Airport Road.

Registration is from 7:30 to 9 a.m. Chip-timed racing on 5K and 10K courses will start at 9:30 a.m. A non-competitive 1-mile walk will start at 9:45 a.m. The courses will be certified by USA Track & Field.

Registration, which includes a t-shirt, costs \$30 in advance or \$35 on the day of the race. Registration forms are available online at www.FlightForSight.com.

NAS Whidbey Golf Tourney

Machinists Union members who work for contractors at Whidbey Island Naval Air Station are planning their fourth annual charity golf tournament.

The four-man scramble tournament will begin with a shotgun start at noon, Aug. 6, at Avalon Golf Links, 19345 Kelleher Road, Burlington.

The cost is \$110 per player, which covers cart rentals, lunch and 18 holes of golf.

Entry forms are available at all Machinists Union District Lodge 751 union halls in Puget Sound. To request a form, call the Everett Union Hall at (425) 355-8821.

This year's event will benefit two non-profit agencies: North Whidbey Help House and Helping Hands Food Bank in Sedro-Wooley.

District 751 represents more than 180 civilian workers at NAS Whidbey, employed by Delaware Resources Group, Doss Aviation and URS Corp.

Puppy Putt 14

The 14th annual Puppy Putt charity motorcycle ride will be Saturday, July 9. Riders will leave between 8 and 10 a.m. from either Sound Harley-Davidson in Marysville (1612 Smokey Point Blvd.) or from Northwest Harley-Davidson in Lacey (8000 Freedom Lane). The separate groups will meet at District Lodge 751 Seattle Union Hall (9135 15th Pl. S.) for an afternoon of motorcycle-themed food, music and fun.

Advanced registration is \$15 for a rider and \$5 for passengers. Registration costs \$20 on the day of the ride. Forms are available at all District 751 union halls in Puget Sound or online at www.PuppyPutt.com.

For details, go online at www.PuppyPutt.com or call District 751's Everett Union Hall at (425) 355-8821.

This year the Puppy Putt



Committee is raffling off a Harley Davidson Sportster XL1200C. Raffle tickets are \$5 each and available at all union halls or local lodge meetings. A maximum of 5,000 tickets will be sold. You need not be present at the Puppy Putt to win the motorcycle.

Guide Dogs Golf Tournament

The annual Guide Dogs of America Charity Golf Tournament will be Sunday, July 17, at the Willows Run Golf Course in Redmond.

The tournament will be a scramble format with a shotgun start at 8 a.m. A trophy will be awarded to the first-place team with a cash prize for each winning team member.



A chance to win individual prizes will be offered for longest drive and closest to the pin. All other prizes will be raffled off at the end.

The cost is \$110, which covers green fees, cart rental, tournament t-shirts, prizes and a buffet at the end of play.

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

Local 86 Trap Shoot

Local 86 in Spokane will hold its fourth-annual charity trap shoot on Aug. 20 at the Spokane Gun Club (19615 E. Sprague Ave, in Greenacres)

The event will start at 9 a.m. The cost is \$80 per person, which includes lunch, trophies and door prizes. There will be additional drawings for prizes including



shotguns, televisions, barbecue grills and tool packages.

To register, call the Spokane Union Hall at (509) 534-9690 or e-mail aaveland28@msn.com.

Local A car show

The Bill Baker Memorial Steel & Wheel SuperShow is coming to Everett again this year.

Local A's annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, Aug. 20, at Machinists Union District Lodge 751's Everett Union Hall, 8729 Airport Road.

Along with displays of custom cars and cycles, there will be food and live music, and the 1973 National Hot Rod Association world champion funny car, The Green Elephant, will be on display.

Check-in for exhibitors will be from 8 to 9:30 a.m. on Aug. 20. Registration costs \$25 on the day of the event, or \$20 in advance. Registration forms are available at all District 751 union halls around Puget Sound.



Check the union bulletin boards for flyers on all upcoming fundraising events.

EASTERN WASHINGTON

Standing strong on the line in Spokane!

Continued from Page 1
one pay structure and one benefit package. Rather than accepting that the two-tier wage and divisive pension is forever a part of their contract, they are united to remove it.

From the start our union pursued a fair contract that would provide every member at Triumph with an equal opportunity to earn wages and retirement security. The goal was to right the wrongs that were imposed in their last contract.

Instead of Triumph paying attention to the growing solidarity, the company offered an insulting proposal and committed unfair labor practices and bargained in bad faith. Machinists union members demonstrated their solidarity by rejecting Triumph's offer by 94 percent and voting to authorize a strike by 93 percent. Triumph locked our members out before the expiration of our contract. Pickets went up at 12:01 a.m. on May 11. Our members have been on the line ever since.

Triumph continues to try and intimidate and divide the membership, including busing in replacement workers each day, but it has not diminished the resolve of our members.

We are hearing reports every day in Puget Sound of how the strike is creating shortages so Triumph is feeling the pressure.

"I am so proud of our members in Spokane who show every day the meaning of solidarity. They have not been deterred by the illegal practices of Triumph nor have they changed their goal in reaction to the various intimidation tactics Triumph continues to use," said District 751 President Jon Holden. "While the battle line is in Spokane, this is really the fight of all working Americans – for fair wages and fair benefits. It is the fight to ensure that aerospace manufacturing jobs remain solid middle class jobs with benefits that can support a family. All too often, employers succeed at diminishing wages and benefits only to boost the corporate bottom line."

"Our goals are reasonable," Holden added. "This dispute will be settled once management recognizes the hard work and dedication of the skilled workers who earn Triumph millions of dollars every day."

Support continues to grow as businesses drop off food and supplies; other unions join our picket line and donations are delivered. The Spokane Regional Labor Council approved \$1,000 to help in the effort on May 24. The same day 751's District Council approved \$100,000 to help our brothers and sisters on strike against Triumph.

United Steelworkers Local 338 walked our picket line and delivered a check for \$500. SPEEA hosted a barbecue lunch on May 18.

On May 19, International President Bob Martinez along with GST Dora Cervantes, Western Territory GVP Gary Allen and HQ GVP Ricky Wallace walked the line with our members.

"The strike at Triumph matters to workers across



Members cheered as the 94 percent reject and 93 percent strike authorization vote were announced. It was a dramatic turnaround from three years ago when 71 percent rejected the contract, but they missed the strike vote by 6 votes. Members are determined to receive a fair contract that demonstrates - One Equal Team 2016.



Jerry and Ryan Purser, father and son who work at Triumph, watch the vote count.



District 751 President Jon Holden talks with members on the line.



Steelworkers Local 338 walked the line and delivered a \$500 check to help.

the U.S.," declared IAM President Martinez. "Any time a profitable company outsources good jobs and hollows out the ones that are left, it's a clear signal for other companies to do the same. These workers, this community and this country all deserve better."

"Triumph management guaranteed this strike with proposals designed to pit new hires against long-term employees and create a divisive and hostile work atmosphere," said Western Territory Vice President Gary Allen. "I salute these members for having the courage to stand up to corporate bullying and demanding to be treated with the basic respect all American workers deserve."

There is also growing concern around the concept of accountability for the tax incentives. Triumph is one of the companies collecting incentives, but instead of maintaining good aerospace jobs, they plan to send even more jobs to Mexico while still collecting the tax incentives.

Support for our strike continues to grow, as more learn of the significance of our fight. The solidarity shown in Spokane should serve as an inspiration to every member in Puget Sound. Only through solidarity and a united

message can we right the wrongs that are endured in the workplace (in Spokane or anywhere else).

Unresolved Issues at Triumph

- ◆ Contributions to the IAM National Pension Plan were eliminated for new hires in the 2013 contract.
- ◆ 401(k) match was eliminated in 2013 for those receiving a pension. Match only offered to new hires not eligible for pension.
- ◆ A lower tier wage table was created in the 2013 contract for those hired after May of 2006 with the new maximum at 12.5% less.
- ◆ After getting these items in the last contract "to be competitive," Triumph rewarded our members there by offloading work to Mexico. In these 2016 negotiations Triumph stated they will continue to send work to Mexico and will not offer any job security language (while continuing to receive Washington's aerospace tax incentives).
- ◆ 2016 negotiations the company proposed to lower the 401(k) match for those not receiving a pension.
- ◆ 2016 negotiations the company proposed removing the cap on healthcare premium increases in 2018 and on.
- ◆ 2016 negotiations only offered GWIs to those in the lower tier wage table and offered nothing to other employees.
- ◆ During 2016 negotiations we have also filed several ULP's for direct dealing, intimidation and coercion, failing to provide information and bad faith bargaining.



The picket line May 26 from 2 a.m. to 6 a.m.



SPEEA hosted a barbecue lunch on May 18.

Triumph continues to send our jobs to Mexico.



Another first in Bloomsday Corporate Cup race

Local 86 Machinists are walking a picket line today, but were moving much faster the first weekend in May. A union-sponsored team of runners (John Warren, Darrin Truitt, Tracy Hawkins and Dan Brown) won its division in the Bloomsday Corporate Cup race.

Local 86 began sponsoring the team six years ago, after Triumph management decided not to pay the \$350 registration fee. Since then, the Local 86 team has won its division in four of the past six years.



At the Bloomsday award lunch, accepting the trophy L to R: Business Rep Steve Warren, Nancy Pham, Si Mai, Joe Marek, Don Kardong, Darrin Truitt, John Warren, and Dan Brown (Tracy Hawkins not pictured was also on the winning team).

Below: GVP Gary Allen talks with a member.

