

# DISTRICT 751 AERO MECHANIC

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IAM members from Triumph packed the Spokane Union Hall for two meetings on Feb. 18. (Above:) District President Jon Holden addresses the group. The current contract expires on May 10. Members are united in efforts for a fair contract.

## Solidarity in Spokane as contract approaches

"We're united and strong" is the message members at Triumph Composites are delivering daily. On Feb. 18, members from Triumph packed the Spokane Union Hall in two separate meetings determined to gain back some of the divisive wage and benefit concessions imposed when the last contract was implemented three years ago after falling just short of the threshold to call a strike.

"Solidarity is the only way to recover what was taken away in the last contract," said District 751 President Jon Holden. "It is never easy to get back something that was lost. You have earned those wages and benefits. They are reasonable, and you need to believe in yourself. Every manager should know it was wrong to take away the pension and create a two-tier wage system."

"One Equal Team 2016" has been the theme for these members for more than a year as they march toward the next round of bargaining. The current contract expires on Tuesday, May 10.

Discussion took place on management fear tactics that led to members feeling pressure to accept a lesser contract three years ago. The in-plant committee, which started meeting more than a year ago, is determined to ensure the same tactics will not work.

"Every round of bargaining management makes threats to move work, replace workers, etc. If members know the tactics management uses every round, they recognize them when they occur and the impact is less effective. This is about educating, communicating

and mobilizing the membership," said Business Rep Steve Warren.

For nearly a year, the members have been putting away savings in their Individual Strike Funds. Last summer members wore buttons in the factory stating "Started my ISF - Got Yours?"

"People throughout the plant are still angry about what happened in the last contract. A majority rejected it but we just missed getting the strike vote," said one second shift member. "We are ready to strike now and won't be intimidated by management fear tactics."

Members have purchased a second contract t-shirt in 'Seahawk' neon green so they will stand out. Members plan to wear them on Tuesdays once they

## Unjust term overturned

Fairness is a cornerstone of every union contract – especially in regard to discipline. Without a union contract, workers are considered an "at will" employee – meaning a company can fire or discipline them for any or no reason.

Thanks to the hard work of union steward Mike Baker and Business Rep Dena Bartman, our union ensured fairness and overturned an unjust termination so the member's rights were upheld and the discipline erased from her record. However, the terms of Boeing's settlement with the member prohibit our union from telling specifics of the case such as who the member was, the settlement amount and other details.

In this instance, the member was

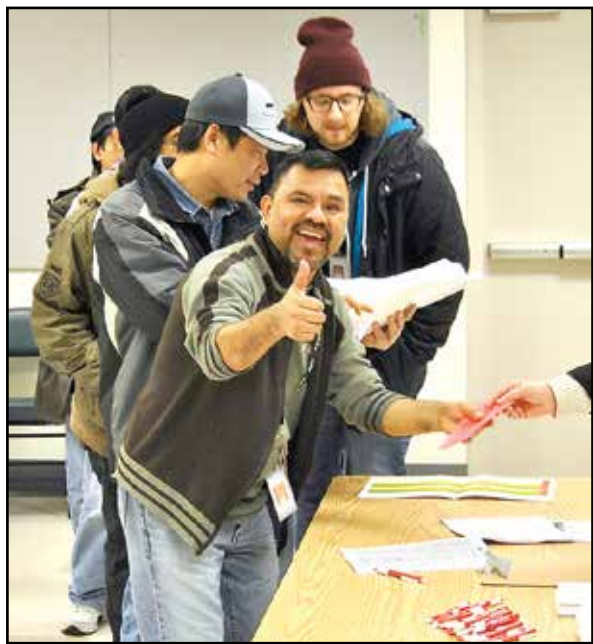
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Union Steward Mike Baker and Business Rep Dena Bartman ensured an unjust termination was overturned.

## Members accept revised offer at Cadence-Giddens

Machinists Union members who work at Cadence Aerospace-Giddens in Everett ratified their first union contract in February, winning additional pay and improved working conditions.



A member gives a thumbs up as he votes on the second offer that passed by 72 percent.

Union members had overwhelmingly rejected a previous offer with a 94-percent no vote on Feb. 5.

That triggered a new round of negotiations, which led to an improved offer that members approved with a 72-percent yes vote on Feb. 16.

"Our members stood together and won themselves a contract they can be proud of," said Richard Jackson, who led the negotiating team from District 751.

"This is a first agreement with a company that has never been unionized," he continued. "We worked hard to address all of our members' top issues and made real improvements over what they had prior to the union coming in."

Under the terms of the agreement, all workers will receive raises of 85 cents an hour in the first year, along with a lump-sum payment of \$350. They'll get raises of 2.5 percent in the second year and 2.25 percent in the third year.

The agreement also improves paid time off, caps



Members from Cadence-Giddens count the votes on the second contract offer on Feb. 16.

health care costs, restores 401(k) match, and provides for a grievance procedure to protect against unfair discipline and arbitrary firings.

This is the first collective bargaining agreement for workers at Cadence-Giddens, who voted to join District 751 in May 2015.

The contract covers more than 220 workers at the company's two plants in Everett, who produce precision-machined aerospace components, subassemblies and

*Continued on Page 2*

### Voluntary Layoff Option

At Boeing, option for those ready to retire offered in hopes of avoiding involuntary layoffs

5

### Stairs Are Frequent Fall Hazard

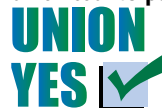
New video highlights proper safety procedures on stairs in the factory

4



### It Pays to be Union

Government figures show union workers make 26 percent more than their non-union counterparts



4

### Inside Index

President's Message.....	2
Political Action.....	3
Service to the Community .....	6
Retirement.....	9
Want Ads.....	10
Eastern Washington.....	12



## REPORT FROM THE PRESIDENT

# Stewards are essential but never get enough thanks

By JON HOLDEN  
District President

I had the honor in February of swearing in many of our union's 140 new stewards, and speaking with them during their orientation.

We often say that stewards are the backbone of our union, or the front line soldiers in our fight to protect workers' rights. They are all that, and more. I'd go as far as to say that our stewards are the heart and soul of District 751.

Because they are so important, our union invests a lot of time and energy in our stewards. We have monthly meetings for them and regular training seminars. We provide them with training materials, and we employ business reps to support stewards and assist them with grievance fights.

We also demand a lot from them. We expect our stewards to attend union meetings and training sessions on their own time. We require them to get involved in union activities, everything from community service projects to political activities – again on their own time.

And while they're doing all this work for the union, they're also holding down a full-time job.

As a former steward myself, I know that our stewards never get thanked adequately for the amount of work they do for their co-workers in their shops, or for our union as a whole. But I want to take this opportunity to offer my thanks, to the new stewards who are stepping up to the task, and to our veteran stewards who have done so much for our union and its individual members for many years.

Perhaps the biggest issue our stewards have had to address lately is the question of voluntary layoffs.

Boeing's voluntary layoff offer is



targeted at workers who are at retirement age. For those people, it offers a chance to leave Boeing with an improved retirement benefit, a lump sum of cash -- equal to as much as 26 weeks' pay -- and the option of continuing your current health plan before shifting over to retiree medical.

That much we know. What we don't know is how many people Boeing plans to accept into the voluntary retirement program. We have no say in which job classifications the company intends to decrease employment in. We don't know how many people the company wants to cut from the payroll, and we don't know whether the voluntary layoff will achieve that, or whether Boeing will resort to involuntary layoffs in the future.

Not surprisingly, at a time like this, there are a lot of rumors flying around. My commitment to you is that as soon as we have actual facts about what Boeing plans to do, we will communicate that to you.

Two things happened last month that showed the value of union membership.

One of them can only be described as a burst of good news after several months of gloom for our former union brothers and sisters at Alcoa in Wenatchee.

As you may know, 428 people -- union workers, non-represented and managers alike -- lost their jobs early this year when Alcoa shut down operations in Wenatchee. Of those, 45 were Machinists, affiliated with Local 1123, which is District 751's affiliate in north-central Washington.

In February, we learned those workers are going to be eligible for help through Trade Adjustment Assistance. TAA, as it is commonly known, is a federal program to help workers laid off due to foreign competition by providing

them extended unemployment benefits and money to train for new careers.

All workers who lose their jobs because of foreign competition are eligible for TAA, but very few companies ever apply for it on behalf of their laid-off workers. It is typically left up to unions to do that. The Wenatchee Aluminum Trades Council, which included representatives from Local 1123, worked with the Washington State Labor Council to apply for the funding, and they were successful.

I know that the laid-off Alcoa workers would rather be working in their old jobs, but getting TAA funding approved does provide them with some opportunities and options for the future.

Another group that has more opportunities for the future is our newest group of union brothers and sisters at Cadence Aerospace-Giddens in Everett. Last month, they approved their first union contract and won better pay -- and a measure of respect -- in the process.

What happened was this: After eight hard months of negotiations, the company presented our side with a "last, best and final" offer. Our union negotiating team -- which included shop floor representatives -- looked it over in depth and decided that while it wasn't everything our members were looking for, it did represent an improvement in pay and working conditions, and they brought it to the members for a vote.

Because they were part of a union, for the first time, the workers at Cadence-Giddens had a voice in determining their pay and working conditions -- and they used it. They voted 94 percent to reject the company's offer, 89 percent to strike and sent the negotiators back to the table. Further talks brought an improved agreement, which the Machinists at Cadence-Giddens approved with a 72-percent "yes" vote.

The contract they approved improves pay, personal time off, capped costs on health care, restored 401(k) match and establishes just cause treatment and a grievance procedure. This means that from now on, Cadence-Giddens workers will have trained union stewards working alongside them, looking out for their interests. Their first contract establishes a foundation for the future. I am proud of them and told them how much they need to be proud of themselves for the success they achieved by showing their strength through solidarity.

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

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## Members accept revised offer at Cadence-Giddens

*Continued from Page 1*

kits, and do sheet-metal forming.

The Boeing Co. is a major customer, but parent company Cadence Aerospace also sells parts to Airbus, Lockheed Martin, Northrop Grumman and Fokker, along with other aerospace suppliers.

"This contract is a good starting point and something we can build on for the future," said District 751 President Jon Holden. "I thank everyone who served on the negotiating committee and I congratulate our members at Cadence-Giddens for what they've accomplished so far."



Members lined up to vote a revised offer from Cadence-Giddens on Feb. 16.

## Union ensures unjust termination overturned

*Continued from Page 1*

terminated based solely on an accusation from another Boeing employee with absolutely no evidence to back up the allegations. From the moment Mike looked at the paperwork, he could only wonder why the member had been terminated and walked off the property. He recognized there was more to the story.

"The more I investigated, the more amazed I was to see Boeing had nothing to base this termination or discipline on," said Mike. "The member was very upset and as she was walked out I told her 'our union will fix this and get you back.' In my 26 years as a union steward, I have never promised a member something would be overturned, but I was so confident there was absolutely no reason for this action."

As Mike dug into the circumstances leading up to the termination, it came to light that the manager, who was known

to be very opinionated, had let personal feelings influence a decision that had no factual basis.

When Mike couldn't get the decision overturned, he turned to his Business Rep. Then, Dena did additional research, put together a timeline and presented a strong case for Labor Relations highlighting the lack of evidence and facts.

"Once I presented our union's case to Labor Relations, Boeing did the right thing and reversed their decision," said Dena. "Mike does a great job representing our members and never backs away from a fight. I appreciate the effort he puts in daily to help our members."

The member was very thankful to have our union there to fight on her behalf and ensure she was not terminated from her job with no recourse.

### 751 AERO MECHANIC

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## POLITICAL ACTION

### Congresswoman seeks probe of Chinese aluminum industry practices

U.S. Rep. Suzan DelBene is calling for a federal investigation into potentially unfair Chinese trade practices following the curtailment of aluminum production at two Alcoa plants in Washington state.

IAM 751 Legislative Director Larry Brown thanked DelBene and other Congressional representatives for calling for the investigation. More than 40 members of District 751 lost their jobs when Alcoa's Wenatchee works shut down.



DelBene

"Aluminum prices worldwide continue to fall, yet Chinese manufacturers continue to put out more aluminum," Brown said. "When they dump that aluminum into the U.S. market, it undercuts American producers and puts American workers out of their jobs."

About 425 people — including nearly four dozen Machinists — are out of work with the shutdown at Wenatchee. Alcoa's Intalco facility in Ferndale is also facing a potential curtailment, which could affect close to 500 workers.

The hourly workers at Intalco are represented by Machinists Union Local 2379, which is part of District Lodge 160.

In the letter, DelBene and the other Congressional representatives noted that the United States has lost roughly 65 percent of its aluminum manufacturing capacity since January of 2015, as companies have temporarily or permanently shut down plants in response to falling prices for the metal.

In contrast, Chinese manufacturers have gone from producing 10 percent of the global aluminum supply to 50 percent in the past decade.

"U.S. aluminum producers are facing debilitating competitive conditions and the root causes need to be further understood," said the letter signed by DelBene, along with U.S. Reps. Larry Bucshon (R-In.), Bill Johnson (R-Ohio) and Dave Loebsack (D-Iowa).

They asked for an investigation by the U.S. government's International Trade Commission to "objectively compile data and analyze factors driving the global aluminum market and competitive conditions for the U.S. industry."

DelBene represents Washington's First Congressional District, which includes eastern Whatcom, Skagit and Snohomish counties, along with eastern King County north of Interstate 90.

## Accountability revived in Olympia

A compromise bill to hold the Boeing Co. accountable for maintaining Washington state jobs in return for receiving a break on its business tax rate was still alive in Olympia as the *AeroMechanic* went to press.

House Bill 2994, sponsored by Rep. June Robinson (D-Everett) and 28 other Democrats, would require Boeing to make a payment every year that its total statewide employment falls below 83,295 — which was the number of Washington state residents on the company payroll in November 2013, when the current tax incentive plan was signed into law.

Any money Boeing pays for failing to meet the target would be funneled into a fund that supports public schools and universities.

Based on current figures, Boeing would face a \$12.6 million fine for 2016, which could go higher if the company follows through with plans for layoffs.

In addition, the bill declares that Washington's Legislature wants to see a total of 100,500 state residents working in the aerospace industry by the time the tax incentives expire in 2040.

The bill assigns a committee to track whether the industry is growing fast enough to meet that 2040 target, and whether it's adding high-paying jobs — defined as jobs that pay at least the state's median wage, currently near \$25 an hour.

"Now more than ever, we need to make sure that tax benefits we pass have to have direct benefit to Washington," said co-sponsor Marcus Riccelli (D-Spo-kane). "If they don't, they end."

The new bill is a substitute for tougher legislation that Robinson had proposed at



Local A Vice President Jason Chan — seen here during a briefing — was among several hundred union members who urged Washington legislators not to give up on the idea of holding Boeing accountable for the \$8.7 billion aerospace tax incentive.

the start of session, which would have cut Boeing's \$8.7 billion tax breaks in half if total statewide employment fell below 79,295 — and eliminated them altogether if the jobs total fell below 78,295.

That bill — House Bill 2638 — failed to get past the House Finance Committee, which voted 8-7 against sending it for a vote of the full House of Representatives.

Before the vote, two Republicans on the committee had committed to support the bill: Rep. Cary Condotta of East Wenatchee, who was a sponsor of the bill, and Rep. Drew Stokesbary of Auburn, who has more than 1,500 aerospace workers living in his district and had vowed that he would support the bill after meeting with scores of his constituents.

But at the last minute, both flip-flopped on their votes, with Condotta going as far as voting against a bill he'd helped to write. Their change of heart, along with a no vote from Democrat Rep.

Larry Springer of Kirkland, resulted in defeat.

Recent polling done by District 751 and SPEEA shows that 74 percent of Washington voters favored the bill, so it was "vastly disappointing to see some legislators ignore their colleagues and their constituents so blatantly," SPEEA President Ryan Rule said.

The vote demonstrated "the power of corporate influence to overcome what is clearly the will of the people," added IAM 751 President Jon Holden.

But in the week following the vote, three things happened:

- Boeing released employment figures that showed it had eliminated another 1,001 Washington state jobs in January;
- Boeing Commercial Airplanes president Ray Conner announced that layoffs were coming to the

*Continued on Page 7*

## TPP will devastate U.S. jobs, pay, rights

The Trans Pacific Partnership will mean lower pay, fewer jobs and greater income inequality for America's middle class, District President Jon Holden said in a recent speech.

"The United States cannot afford another trade agreement that replicates the mistakes of the past," Holden said. "TPP will devastate jobs, wages and basic rights for Americans. How many jobs must be lost before we learn?"

Holden delivered the remarks Feb. 3 at a Seattle City Hall rally organized by the Washington Fair Trade Coalition. He was joined by leaders of other labor unions, Seattle City Council members and fair trade activists, who marched from City Hall to the U.S. Federal Building after the rally.

Here's the full text of Holden's speech:

"My name is Jon Holden and I'm here representing the 33,000 Machinists Union members who build the finest airplanes in the world.

"Our products are exported around the world. Our membership relies on trade — but we are strongly opposed to TPP because it has the same problems as previous trade agreements. The only difference is this one is bigger.

"TPP lacks labor, environmental or consumer standards and has no mechanism to enforce laws if violations occur. TPP will allow U.S. corporations to outsource more jobs abroad. TPP is a Trojan horse in a global race to the bottom, giving big corporations and Wall Street banks a way to eliminate laws and regulations that get in the way of their profits.

"One of the most disturbing points of TPP is that big corporations and Wall Street



IAM 751 President Jon Holden speaks out against the Trans Pacific Partnership at a rally in front of Seattle City Hall on Feb. 3.

get an international tribunal of private attorneys outside any nation's legal system that can order compensation for any lost profits that result from a nation's laws or regulations.

"If any of our existing laws diminish a company's profits, American taxpayers would have to make up the difference. How will that help America?"

"Any claims of protecting workers in this new agreement, are only as good as the willingness of any future administration to file charges and pursue remedies. With no proven method to produce remedies, is there a real way to challenge this?"

"TPP was devised in secret with 600 lobbyists from America's largest corporations and Wall Street's biggest banks, but not the American public. As a teenager at a previous anti-TPP rally so eloquently noted: You don't keep something a secret unless you have something to hide — and you sure as

### Take action

Tell your representatives in Congress to say no to TPP. Go online at:  
[www.congressweb.com/goiam/106](http://www.congressweb.com/goiam/106)

heck don't try to ram it through Congress, when they can't even amend it, unless it only benefits those who crafted the agreement.

"A proper trade agreement won't put pressure on U.S. workers to reduce their wages and benefits. TPP will mean lower pay, fewer jobs and greater income inequality for U.S. workers. It is the wrong path for America's middle class.

"Simply put: The United States cannot afford another trade agreement that replicates the mistakes of the past. TPP will devastate jobs, wages and basic rights for Americans. How many jobs must be lost before we learn?"



# New Joint Programs safety video addresses falls on stairs

Machinists at Boeing work around any number of industrial hazards: chemicals, drills, cutting machines. So, what’s one of the leading causes of injury accidents at the company?

Stairs.

Between April 2013 and August 2015, there were 210 reportable accidents at Boeing involving slips or falls on stairs.

“A lot of it was just people being in a hurry,” said Chris Louie, an IAM program coordinator at IAM/Boeing Joint Programs. “Stairs have an inherent danger.”

To address that, IAM/Boeing Joint Programs has joined in a partnership with Boeing’s Environmental Health & Safety to produce a 12-minute Interactive Safety Crew Meeting. It was shown during monthly safety crew meetings last month in Everett, and will be shown to crews at other Puget Sound sites during their safety meetings in March.

Louie worked on the video project, along with his company counterpart, Tim Johnson.

They said most accidents are the result of people doing one of three things



wrong when they use the stairs:

- Not using handrails;
- Not watching their step; or
- Not going slowly and carefully.

Handrails “are not decorations,” Louie said. Some people hesitate to use them, because they think they’ll pick up germs, but District 751 members who work as factory service attendants regularly clean and disinfect handrails to prevent that.

Factory service attendants are available to address safety hazards that can be caused by spills of water, grease or oil on stairs inside the factory, or by ice and snow outside. To report a spill on stairs that needs cleaning, call (206) 544-6500.

Workers in areas prone to slippery

floors or stairs – like flightline mechanics – should make it a priority to get shoes with non-skid soles, Louie and Johnson said. Boeing will reimburse IAM members \$75 of the cost of new safety shoes each year through a program administered by Joint Programs.

Union Steward Terry Castle is featured in the video, talking about how serious a fall can be. His slip on an Everett stairwell resulted in two operations, months of physical therapy and a transfer to a new job, where he must use a scooter to get around.

“It’s important that all our members use the devices that are there,” Castle said – not only to make their jobs safer, but to help ensure they get to go home healthy and whole.

Among other safety tips in the video, the safety experts recommend:

- Don’t carry too much up and down stairs – keep one hand available to hold the handrail and don’t carry loads so big that you can’t see where you’re stepping – and always use three points of contact.



Castle



Louie

- Be aware that reading glasses and some bifocals can actually make it harder to judge whether you’re putting your feet safely on the steps;
- Always take steps one at a time and don’t jump off the stairs at the bottom; and
- Walking while talking or texting on a phone can be hazardous – going up or down stairs while using a phone is doubly so.

“We go up and down stairs all of the time, and we take it for granted that they’re safe,” Louie said. “With this video, we’re trying to remind people that they can be hazardous.”

## AMPP delivers 3% incentive

Machinists Union members working for Boeing in Puget Sound and Portland got 3 percent incentive payments for 2015 under the Aerospace Machinists Performance Plan.

The payments were included in union members’ paychecks on Feb. 18.

The incentive pay plan -- commonly known as AMPP -- was established as part of the contract extension approved in 2011, which also ensured that the 737 MAX would be built in Puget Sound.

This year, the IAM-Boeing Joint Council met Feb. 8, where the final numbers for the 2015 performance period were reported on the AMPP.

Representatives from the union and company then discussed the areas where adjustments should be made to ensure the AMPP payout better reflected the hard work of members regarding safety, quality and productivity.

The last estimate after the November data had the yearly payout at 1.6 percent.

Leaders of Machinists Union District Lodge 751 said they “appreciate our members’ patience in waiting for the final payout to be announced.”

Metrics for 2016 have been discussed and set. More information on that will be released later.

## SPEEA members OK six-year extensions

SPEEA engineers and technical workers accepted new six-year contract agreements with Boeing.

Engineers approved the Boeing offer with a 71.1 percent yes vote. Technical workers approved it with a 73.2 percent yes vote.

SPEEA conducted mail-in voting in February. The count was announced Feb. 17.

While the majority of workers are at Boeing facilities in the Puget Sound region, the contracts also cover workers in Oregon, Utah, California and Florida.

SPEEA and Boeing were scheduled to negotiate new contracts next fall, prior to the previous contracts’ Oct. 6 expiration dates. If members in either bargaining unit had rejected their contract, SPEEA would have reverted to the standard timeline with negotiations in late summer.

## More state residents enjoy union advantage

### Report: Union workers earn \$204 a week more

A half-million Washington state residents belonged to labor unions in 2015, a new report from the U.S. Bureau of Labor Statistics shows

The ranks of Washington state union members grew to 500,000, up from 491,000 in 2014, according to the BLS report.

That 2-percent growth in union membership is good for the state’s economy, said IAM 751 President Jon Holden.

“Union members earn more money, so when union membership increases, that means more workers have more money to spend,” Holden said. “That’s good for local businesses, good for local communities — and certainly good for those 9,000 new union workers and their families.”

Nationwide, the average union member earned \$980 a week in 2015, or nearly \$51,000 a year. That was 26 percent higher than the average pay for non-union workers: \$776 a week, or about \$40,400 a year.

That difference — \$204 a week — means roughly \$10,600 a year more for union workers, Holden noted.

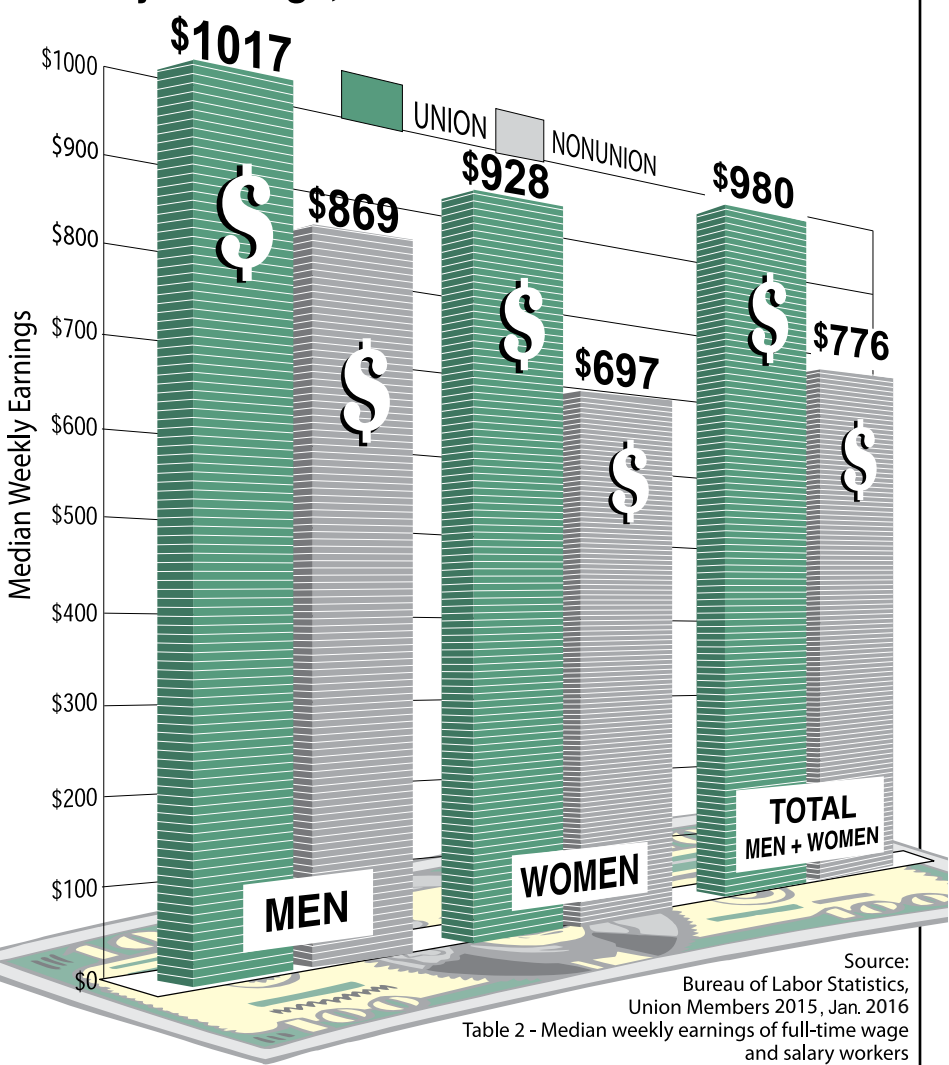
“An additional \$10,000 a year makes it easier to buy a home or save for a child’s education,” he said. “The American Dream is more within your reach if you are a union member.”

Washington has the fifth-highest union density of any state, with 16.8 percent of the workforce being union members. Only New York (24.7 percent), Hawaii (20 percent), Alaska (19.6 percent) and Connecticut (17 percent) are higher.

The annual wage survey follows another federal report that showed union members are far more likely to have employer-provided retirement and health care benefits than their non-union counterparts.

In 2014, the Bureau of Labor Statistics found:

### Weekly Earnings, Union vs. Nonunion



- 95 percent of union workers had the option of an employer-sponsored health care plan, compared to 69 percent of non-union workers;
- 94 percent of union workers had the option of an employer-sponsored retirement plan, compared to 65 percent of non-union workers; and
- 93 percent of union workers had the option of an employer-sponsored prescription drug insurance, compared to 67 percent of non-union workers.

In addition, the quality of the benefits provided to union workers typically was better, the data showed. For example, workers were expected to contribute 19 percent toward the cost of the family’s health

care under union-negotiated benefit plans, while non-union workers were forced to shell out 35 percent of the cost, which represents an 84 percent increase in out-of-pocket costs.

With the average family health care plan costing \$17,445 in Washington (according to the Kaiser Family Foundation) that savings for union workers can amount to several thousand dollars.

“We often say it pays to be union,” Holden said. “But there are clear benefits to being in a union as well.”

Nationwide, there were 14.8 million Americans who belonged to unions in 2015, representing 11.1 percent of the total workforce.



# Steward protects members from unjust CAMs

Union Steward Dan Page is a continual advocate for our members. His efforts recently resulted in multiple Boeing Corrective Action Memos (CAMs) being pulled for members.

Working just outside Boeing's Skills Processing Center (SPC) in Everett, almost daily he is asked to represent members since Boeing's policy is to issue a CAM when a member fails a test at SPC.

Because a lot of our members at SPC are new hires, they do not feel confident enough to challenge a CAM, but simply accept it, which is why it is important to have Dan present at the time the CAM is issued.

Dan is quickly able to assess the facts and get unjust CAMs pulled. A member alone may not speak up and point out problems with proposed discipline. As a seasoned steward, Dan digs deeper to find if there are extenuating circumstances causing the member to fail a test.

While CAMs alone are not grievable, stewards routinely challenge CAMs they believe are issued in error. If a CAM is used as part of discipline that results in any loss of pay (i.e. suspension and/or termination), it then becomes grievable. Therefore, it is important to capture the information about a CAM and the reasons you believe it is unwarranted at the time it is issued in case a grievance is filed at a later date. The best case scenario is when stewards can convince management to pull the CAM at the time it is issued.

Recently a new member was given a CAM for failing two classes – one being bond and ground. As Dan looked over the paperwork, he discovered the member had been out sick one day of his training and missed the Product Standard Data System (PSDS) class that is a prerequisite and a tough course. As a result of missing the PSDS portion, the member struggled



Union Steward Dan Page and Business Rep Dena Bartman (r) talk about discipline issues resulting from the Skills Processing Center.

with the remaining training and failed the subsequent test.

If a member is sick and misses a day of training, management is responsible to be sure the member is rescheduled to take the class before any tests are given. In this instance, somehow the member was never rescheduled for the class.

Dan pointed out the manager should have rescheduled the member to take PSDS. Thanks to Dan's effort, the member took PSDS and passed both tests, which prevented the CAM.

In a second instance, Dan ensured another member did not receive a CAM due to failing a class. Management was in the process of giving the member corrective action; however, the manager went home sick that day. In the meantime, the member retook the class, and passed the test – making the potential CAM invalid. When the manager returned to work and went to deliver the CAM, Dan was able to point out the member had already passed the class – removing any reason for a CAM.

Dan often represents several members a day at SPC as transfers among lines

becomes more prevalent and retraining more frequent.

"I appreciate SPC management bringing me into the discipline interviews. I review the facts and make sure any discipline issued is justified," said Dan, who sees many reassignments that could be a better fit.

"I wish when Boeing reassesses people for different jobs, they would not just look at the skills, but the actual people would be taken into account. I have seen Boeing assign an 85-pound employee to be a structures mechanic bucking rivets with a bucking bar that weighs almost as much as the member. In the same move, they assign a 6-foot 5-inch, 250-pound guy as an electrician," said Dan. "I keep pushing management to look at additional criteria when they reassign members so both our member and the company have a better chance at success."

One thing is sure, members are fortunate to have union representation while attending training and SPC and Dan Page is an integral part of protecting their rights.

## New owners of AIM Aerospace honor contract

The leader of AIM Aerospace says that the company's new owners plan to honor AIM's collective bargaining agreement with its union workforce in Sumner.

In February, Liberty Hall Capital Partners – a Wall Street investment group – bought AIM from its British owners.

Liberty Hall owns three other aerospace companies, including LaCroix Industries in Kent. It operates them under the name Accurus Aerospace.

As soon as the sale was announced, District 751 filed requests for information related to the sale, in order to make the transition as smooth and as easy as possible for AIM's workers in Sumner, who belong to our union.

The response from CEO John Feutz was that the change in ownership wouldn't affect our collective bargaining agreement, and that AIM looks forward to continuing the relationship with our union "in a positive manner," said Brett Coty, who serves as the Business Rep for workers at AIM-Sumner.

Whatever the ownership structure, some things will remain the same, Coty said.

"The company will still rely on our members to do the high-quality work that satisfies customers and drives profits," he said. "And the Machinists Union will still be here to enforce our union contract, protect the rights of our members on the job and look out for the best interests of our members and our community."

# Voluntary layoff option offered in an effort to avoid involuntary layoffs if Boeing declares surpluses

Our union and Boeing agreed to a voluntary layoff program in February in an effort to avoid involuntary layoffs for our members.

Our union believes it is important to have the option to allow members ready for retirement to retire and receive some additional benefits, while avoiding involuntary layoff for other members on the payroll.

Boeing sent out voluntary layoff invites to members in job codes identified for potential voluntary layoff. The invite is an effort to find out how much interest there is and who in those jobs might consider the voluntary layoff option. The job codes are listed on our union's website ([www.iam751.org](http://www.iam751.org))

If you are a member in a job code and receive an invite to consider a voluntary layoff, you can apply per the process the company includes in the email. If more individuals apply for voluntary layoff than the identified reduction, requests will be approved based on employees with the highest seniority.

If you are approved for voluntary layoff, you then have the option of retiring immediately with the following benefits: \$95 per year Basic Benefit on retirement AND an unreduced amount at age 58 (rather than waiting until Oct. 1 when the contract implements these provisions for all).

In addition, those taking the voluntary layoff should note the following:

- You will receive a lump-sum payment of one week of pay for every year of service (up to a maximum of 26 weeks of pay);
- Medical coverage continues at active rates up to six months after the layoff date or until an employee is covered by any other group medical plan (this has no impact on an individual's retiree medical); and
- You will forfeit your recall rights and lose seniority (the same as those accepting the lump sum payment option on regular layoff benefits or those who retire from Boeing). Therefore, anyone requesting the voluntary layoff should be certain they will not return to Boeing in the future.
- If more individuals apply for voluntary layoff than the required reduction, requests will be approved based on employees with the highest seniority.

This is just an option that may be appealing to members who were planning to retire anyway should surplus activity occur.

Below are questions members have asked along with answers to help you make a more informed decision.

**Does voluntary layoff impact retiree medical?**

No, a voluntary layoff doesn't affect your eligibility for retiree medical. To be eligible for retiree medical, you must be 55 or older and have 10 years of vested

service.

If the member enrolls in the six-month layoff medical insurance, then at the expiration of that layoff medical or anytime in between, the member is still eligible to enroll in retiree medical.

**If I take a voluntary layoff, do I have to retire immediately to receive the pension enhancements?**

Yes. In order to receive the enhancements provided by this Voluntary Layoff Program you must request a BCERP retirement packet and return required documentation in accordance with procedures established by the company and commence retirement on the first of the month following termination date.

**How will I know if my job is eligible for voluntary layoff?**

If your job is one that Boeing designates to reduce headcount, Boeing will send out an email to members in the job number asking for anyone interested in the voluntary layoff program and explaining how to apply.

**If I'm in a higher job code in the same job family as a surplus, can I apply?**

Only if your specific job classification is designated by Boeing for potential voluntary layoff. Being in the same job family does not automatically mean all classifications in a job family will be eligible.

**If I take voluntary layoff, can I**

**collect unemployment?**

While Boeing will simply classify you as laid-off, you would have to ask the Employment Security Department directly.

**If I had already sent in my retirement package, can I revoke my paperwork?**

Possibly. You need to notify Pension Services through TotalAccess immediately.

**Who is eligible for retiree medical?**

You must be 55 or older and have 10 years of vested service.

Keep in mind your hire date (pre- or post- Jan. 1, 1993) will determine the company contribution and your contribution for your retiree medical. To determine your retiree medical cost, it is advised you go online to TotalAccess and view your estimated cost of retiree medical.

TotalAccess pathway to view your estimated retiree medical cost:

- From TotalAccess home page
- Click Total Compensation
- Then Under Benefits tab, click Current Health Benefits
- Click View/Update Benefits
- Under Benefits Resources tab, Retirement header, click retirement
- Scroll halfway down and under retirement resources, click on preview your retiree medical options (Do not click the box).

• Once there, pick a date in 2016 (cannot be 2017 or beyond) and you will get your approximate contribution.



SERVICE TO THE COMMUNITY

# MVPs plan ‘March of Diapers’ to help families in crisis

District 751 MVPs will once again help Puget Sound families in crisis by collecting diapers and baby wipes.

The union’s second annual diaper drive will take place throughout the month of March. Machinists and community members can drop off donations at any IAM 751 union hall in Puget Sound, and at a number of participating businesses, including 2<sup>nd</sup> Peek Boutique at 727 Meridian Ave. E., in Edgewood.

The diapers and wipes will be distributed to families living in domestic violence shelters, and to organizations that help low-income families:

- Domestic Abuse Women’s Network in Tukwila;
- Mary’s Place in Seattle;
- Multi-Service Center in Federal Way; and
- Pregnancy Aid of Snohomish County in Everett.

“We’re trying to make a difference, one tushy at a time,” said Rob Curran, the chairman of the Machinists Volunteer Program, which is the community service arm of District 751.

Last year, union members contributed more than 15,000 diapers and close to 3,000 baby wipes.

“We’d like to increase those numbers this year,” Curran said. “This is certainly a situation in which more is better.”

Advocates say diapers are a critical item for families trying to escape from domestic abuse or get themselves out of poverty. Infants can routinely soil 10 to 12 diapers a day, while toddlers can use up to eight. The cost -- between \$100 and \$120 a month -- is not covered under any social safety net programs, and as a result, about a third of low-income mothers report running out of clean diapers regularly.

To cope, many mothers end up keeping soiled diapers on their babies longer,



Last year’s diaper drive collected more than 15,000 diapers and close to 3,000 baby wipes for families living in domestic violence shelters.

which leads to rashes, infections and other health problems, and babies who cry because their diapers are soiled are more likely to become abused.

“All of us who are parents understand how important diapers are,” said IAM 751 President Jon Holden. “Our union is committed to making things better for all our neighbors, especially the littlest ones.”

# Wheelchair ramp helps family of girl with cerebral palsey



Left: MVP Committee member Robley Evans takes Kaybrein Horne for a spin on her new wheelchair ramp. Right: MVPs pose with Kaybrein and her family after building a wheelchair ramp at their Federal Way home.

## ‘You all have made my day,’ Federal Way girl tells Machinists Union volunteers

A Federal Way girl with cerebral palsey will have an easier time living up to her potential, thanks to members of the Machinists Volunteer Program at District 751.

Union volunteers built a ramp that will help Kaybrein Horne get her wheelchair off her family’s porch and out into the world.

“I’m so excited,” Horne wrote in a letter after the project was done. “It’s going to make my life so much easier.”

The ramp – one of nearly 350 that

members of the MVP program have built since 1997 – was really more of a boardwalk that provides a solid surface for Horne and her family to travel across, said Robley Evans, who was one of the leaders on the project.

“Before, whenever Kaybrien wanted to go outside, they’d have to travel across a long patch of sand and gravel next to their house, and when it rained, it would get too wet and muddy,” he said. “This will make things a lot easier for them.”

Four volunteers spent three hours working on the project on Jan. 29.

“You all have made my day,” Horne told the Machinists. “May God bless you and your families like you did for mine.”

# Time once again to spread the love with peanut butter

District 751 members will compete again this year to see which group can help ease hunger for the most people

Our union will take part in two annual peanut butter drives sponsored by the central labor councils in Pierce and Snohomish counties.

The drives start this month, and will continue through May 10. Donations can be brought to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union Hall.

Peanut butter collected at the Auburn, Renton and Seattle union halls will go to the Pierce County Central Labor Council, which will pool all the peanut butter collected by unions in Pierce County and give it to the Emergency Food Network, which supplies 60 food banks in the greater Tacoma area.

Peanut butter collected at the Everett Union Hall will be contributed to the Snohomish County Labor Council’s third annual peanut butter drive, which benefits Volunteers of America’s Everett Food Bank.

The group of Machinists who collect the most peanut butter will get “bragging rights, and the knowledge they are helping feed hungry children in their community this summer,” said Terri Myette, who is one of the focals for the effort.

Last year, Everett Machinists won those honors, collecting nearly 1,400 pounds of peanut butter. Union members collected another 415 pounds for the Pierce County effort.

This will be the sixth consecutive year that District 751 has taken part in peanut butter drives sponsored by the Pierce and Snohomish county labor councils. Over the years, IAM 751 members have donated nearly 6,700 pounds of peanut butter – more than 3.3 tons.

The need continues to be great, said Myette, a union steward who works for Boeing at Renton and serves as a delegate to the Pierce County Labor Council.

“Sadly, one out of every six people in Pierce County relies on food banks for at least some part of their family’s meals each week,” she said. “Most of these people have jobs, but they aren’t paid enough to support themselves or their families.”



Jars collected by IAM 751 members were labeled before being distributed through area food banks.

Peanut butter is an excellent source of protein with a good shelf life, Myette said. It’s also something that most children like, which makes it especially important for food banks in summer time, when children from low-income families no longer get free or reduced-price lunches at school.

Organizers encourage union members to buy union-made peanut butter brands like Jif or Adam’s, and to buy it whenever possible from unionized grocery stores, including Albertson’s, Fred Meyer, Haggen’s, PCC, QFC, Safeway or Thriftway.

However, all donations will be accepted, said Myette. “Hungry children don’t pay attention to labels.”

“Our union is committed to making life better for low-income working people in our communities,” said IAM 751 Business Rep Jason Redrup, who is the president of the Snohomish County Labor Council. “Things like the peanut butter drive are something all of us can do to help meet the immediate needs of hungry families in all of our communities.”

**Did you know?**  
Adams and Jif brand peanut butter are both made by union workers at the J.M. Smucker Co. in Kentucky.



# Instagram

Follow Us: @IAM751



## SERVICE TO THE COMMUNITY

# IAM 751 volunteers give service to our communities



(Above) District 751 MVPs Rob Curran, George Braun, Clark Fromong, Gary Perry and Ken Ruether prepared and served breakfast at The Rescue Mission in Tacoma. (Below) Braun, Curran, Jim Hutchins, Fromong and Vennie Murphy teamed up to build a wheelchair ramp for a family in Puyallup. For more information about the Machinists Volunteer Program Committee and its community service activities, call the Seattle Union Hall at (206) 764-0335.



## Clothing drive raised money for union's own hardship fund



District 751 members helped add to a fund that helps members in need with a January drive that collected more than 1,000 pounds of clothing and accessories. The clothing was sold to Value Village, which made a cash donation to the hardship fund. Above: union steward Adrian Camez (left) and member Luke Gettmann deliver clothing collected at the Everett Union Hall. Right: Union stewards Rob Curran and Clark Fromong load up the union's trailer with clothes donated at Auburn, Renton and Seattle.



## Washington State Labor Council joins Machinists in opposing I-732

The executive board of the Washington State Labor Council has joined the Washington Machinists Council in opposing Initiative 732, a statewide ballot measure that would create a new tax on carbon emissions while cutting other state taxes.

Although I-732 proponents intended the measure to be "revenue neutral," the state Department of Revenue now estimates it will cost the state \$914 million over the next four years.

"To deal with the climate crisis and rising global temperatures effectively, an economic transformation will be required — a transformation that cannot exclude the voices of working people, their unions, or communities of color,"

Labor Council President Jeff Johnson said. "No worker or community should be left behind in this economic transformation."

However, "I-732 does not address these concerns and, in fact, locks us in to a single policy that will cost our state General Fund nearly \$1 billion," Johnson continued. "At a time our state is struggling to fund basic services — including public schools, mental health facilities, and many other essential services — I-732 would send Washington in the wrong direction."

When petitioners for Carbon Washington were collecting signatures for I-732 last year, they told people the measure was revenue neutral because the carbon

tax would be offset by reductions in business, sales and other taxes. The approach was designed to appeal to conservatives.

But as it turns out, I-732 is not revenue neutral and instead will cost the state nearly \$1 billion over the next four years at a time legislators are being held in contempt of the State Supreme Court for failing to sufficiently fund the state's public schools.

Plus, it will make Washington's regressive tax system, where people with the lowest incomes pay the highest percentage of their income in taxes of any other state in the nation, even more regressive. Even I-732 supporters acknowledge this is true.

Even before the true cost of I-732 was revealed, the Washington Machinists Council passed a resolution opposing I-732 that echoed many of the concerns shared by WSLC officers.

It pointed out that Initiative 732:

- Ignores the fact that simply making it more expensive to pollute will not magically build the infrastructure necessary to convert to a clean-energy economy that allows people to live more sustainably.
- Ignores the revenue crisis in the state of Washington with chronic underfunding of public schools, universities, transportation and other critical services that citizens want and need to maintain our quality of life.
- Ignores the disproportionate negative consequences of climate change on communities of color and low-income communities.

The Washington Machinists Council is the umbrella group representing all 50,000 Machinists Union members in Washington state.

## Local F doubles down for MNPL bowling

Local F's 22<sup>nd</sup> annual Unity Bowl will be bigger and better than ever this year.

The annual bowling tournament — which is a benefit for the Machinists Non-partisan Political League -- is expanding to two locations, in Everett and Federal Way, on Sunday, April 24.

Bowling will be from 12:30 to 3:30 p.m. that day at Secoma Lanes, 34500 Pacific Highway S., in Federal Way, and from 1 to 4 p.m. at Glacier Lanes, 9630 Evergreen Way in Everett.

"We've held our tournament at both locations in the past, and both are great," Evans said. "Doing two tournaments — one in the north end and one in the south — should allow more people to take part."

Registration costs \$50 per person, which includes shoes, lunch and bowling fees, plus a chance at door prizes. Lane sponsorships are available for \$100.

All money collected will go to MNPL, which is the political action arm of the Machinists Union.

"Our participation in MNPL gives us a voice so we can help shape laws that are important to working people," said IAM 751 Legislative Director Larry Brown. "Taking part in Unity Bowl is a great way to help make a difference while also having a lot of fun."

For details on the Everett tournament at Glacier Lanes, call Evans at (253) 350-6725 or Mitchell Christian at (425) 308-6895. For information on the Federal Way tournament at Secoma Lanes, call Christine Fullerton at (253) 709-5786 or Jeremy Coty at (253) 350-1516.



## Accountability bill alive in Olympia

Continued from Page 3

- Puget Sound workforce; and
- Boeing CEO Dennis Muilenberg told investors that the layoffs weren't the result of a downturn in the industry, but rather were a move to generate more cash for Wall Street investors.

All that prompted Robinson and more than two dozen other House Democrats to come back with the new bill, which was introduced as part of a package of five proposed laws that would tighten the rules for corporate tax giveaways in aerospace and other industries.

"We were downright angry, when five days later (after the bill was voted down), Boeing announced new cost cutting measures that will include significant staff reductions," Robinson said.

The legislators were encouraged to act by several hundred union delegates to the Washington State Labor Council's leg-

islative lobbying conference on Feb. 12. Union members — including a full contingent from District 751 — urged lawmakers not to give up on the idea of holding Boeing accountable.

"Is this bill everything we wanted? No," said IAM 751 Legislative Director Larry Brown. "However, a bill that provides a target for aerospace industry growth and some financial disincentive to discourage Boeing from shipping away our jobs is better than the situation now, where Boeing is free to keep all our tax dollars and give our jobs away without any repercussions."

The bill was introduced on Feb. 19, and was assigned to the House Finance Committee for a hearing as the *AeroMechanic* went to press. Check the IAM751.org website and the Machinists News blog (iam751.wordpress.com) for updates.



# Orientation gives new stewards tools to advocate for members

First and foremost union stewards are advocates for the members – always. That is the message District 751 President Jon Holden gave to new union stewards at orientations in late February.

As a result of the January steward elections, District 751 has more than 140 new union stewards with 95 vacant positions now being filled. This is more representation on the floor, but preparing the stewards for their role is a big task.

Holden emphasized that we are all accountable as members of this union - from members to stewards to officers to business reps to district president.

The new stewards asked Holden contract questions ranging from misassignments to overtime to FMLA to security interviews. The discussion provided great information that stewards can use in representing the members daily.

Union Steward Coordinator Ed Lutgen



District President Jon Holden administers the oath of office at new steward orientation held in mid-February.

put together an informative Power Point presentation that covered everything from our union structure, to union meeting schedules, union hall addresses and a variety of resources.

Expectations were outlined for stewards, which include attending monthly meetings to stay informed, taking union training classes to be more

knowledgeable in representing the members, volunteering eight hours a year to promote our community service and the importance of being involved.

Stewards were encouraged to develop a fair, but firm working relationship with management. Networking with other stewards in the shop is one of the best resources. A strong steward network is important in combatting the daily contract violations that arise. Stewards were also reminded to always have a contract book in hand when calling a business rep

Stewards play so many roles on the shop floor, including contract enforcer, serving as a counselor, directing members to proper resources, referee when disagreements between members arise, someone members vent to, and so many other vital roles. While it is often a thankless job, it is a critical job.

The orientations went into overtime

as the new stewards were eager to get information to best represent the membership.

Several of the business reps stopped by to introduce themselves and offer advice. 751 Political and Legislative Director Larry Brown described the importance of politics and the legislative process and indicated stewards would be asked to step up and help when important legislation is being considered. Health & Benefits Rep Rod Sigvartson also provided a brief summary of their office and how they can help.

The orientation covered everything from email guidelines to a steward's role in security interviews, to ordering seniority rosters, steps to follow if a member is harassed or discriminated against.

A portion of the time was dedicated to steps to follow on a grievance/contract violation, including example grievance forms – emphasizing that documentation is critical and the importance of capturing the who, what, when, where and how. The more documentation you gather, the stronger the case.

The new stewards were encouraged to take as many classes as possible to have a better understanding of the various contract provisions.

After taking the oath of office, all were excited to hit the ground running to represent the membership.



Orientation prompted good discussion between the new stewards and emphasized networking with veteran stewards to deal with contract issues.



District President Jon Holden administers the oath of office to new stewards and emphasized stewards must always serve as an advocate for members.

# Guide Dogs fundraisers: Good times for a great cause

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

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

## Flight for Sight

The 15<sup>th</sup> annual Flight for Sight fun run will be Saturday, June 4, at the Everett Union Hall (8729 Airport Road). Note the new starting location and a new course that promises to be less challenging with fewer traffic lights, as it circles Paine Field.

The event is sponsored by the District 751 Women's Committee.

The Flight for Sight includes two timed races – 5K- and 10K-runs – on a USA Track & Field-certified course. There will also be a non-competitive 1-mile walk.

Race check-in will be from 7:30 to 9 a.m. at the Everett Union Hall (8729 Airport Road). The races begin at 9:30 a.m.

Registration costs \$30 in advance, or \$35 on race day. Runners will get a t-shirt.

Registration forms are available at all District 751 union halls in Puget Sound, or you can go online at [www.flightforsight.com](http://www.flightforsight.com) and follow the links to the online registration form.



This year's Flight for Sight fun run will start at 9:30 a.m. June 4 at the Everett IAM Union Hall, 8729 Airport Rd.



## Puppy Putt

The 14<sup>th</sup> annual Puppy Putt motorcycle ride to benefit Guide Dogs of America will be July 9 at locations around Puget Sound.

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

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

music, games and fun.

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

Advanced registration is \$15 for a rider, and \$5 for passengers. Registration will cost \$20 for a rider after July 1. Registration forms are available at all District 751 union halls in Puget Sound or online at [www.puppyputt.com](http://www.puppyputt.com).



PuppyPutt.com.

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

## Guide Dogs Golf Tourney

The annual Guide Dogs of America 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 to each winning team member. A chance to win individual prizes will be offered for long 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. Entries are due by July 1. Information is also available by calling the Everett Union Hall at (425) 355-8821.





## RETIREMENT NEWS

# IAM 751 Retirement Club February Meeting Minutes

The meeting was called to order by Vice President Helen Lowe. Jan Egger led the prayer which was followed by the flag salute and the singing of "God Bless America."

Helen suspended the regular order of business. She welcomed District President Jon Holden to address the club. President Holden said he was proud and honored to present 50-year service pins to Darrel Wallis and John Jorgensen. Louis Longo earned a 55-year service pin but unfortunately could not attend the meeting. Then President Holden spoke about Boeing's recent announcement regarding layoffs and the status of the tax accountability bill in the state Legislature. Vennie Murphy asked about a letter he received about a class action law suit regarding an over charge to the VIP program between 1999 and 2005 in three specific funds. President Holden said if you are already retired and rolled funds over to another plan you might have to fill out additional forms. He said the Health and Benefits representatives can help with the forms and any questions about this.

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

### RETIRED CLUB OFFICERS

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

**Minutes:** The January meeting minutes were approved.

**Financial Report:** Tom Lux was not present so no report was given.

**Health and Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased IAM 751 retirees: Abraham Chen, Curtis Clark, Richard Collier, Della Curry, Wayne Lovejoy, Brian Peterson, Manuel Ruiz and Douglas Ward. Sympathy cards were sent to the next of kin.

**Legislative Report:** Carl Schwartz gave the report. He said our state Legislature is busy in session. We plan to participate in Senior Lobby Day on Thursday, February 25. Our club has voted to pay the registration fee for those members who will attend. Also we will have a bus or vans to take members from our hall here to Olympia and return. We encourage our members to attend and take part.

One major item that we are concerned with at the state Legislature is the "accountability" measure, which would require job retention linked to tax breaks.

At the national level we are concerned with the Trans-Pacific-Partnership (TPP) trade treaty, which is on track to be adopted. See more information in the *Aero Mechanic* on Page 3. The treaty will result in more jobs going overseas and in lower wages for American workers forced to compete with low wages overseas.

The presidential caucuses are approaching in our state. The Republican caucuses will take place February 20



L to R: John Pompeo and Betty Hutchins celebrated birthdays in February while Vera and Calvin Doss celebrated their 58th anniversary.

and the Democratic caucuses will take place March 26. We urge our members to participate.

Our club is sending four delegates to the Alliance for Retired Americans regional conference in Las Vegas on March 8 and 9. The conference will consider issues impacting seniors, building and growing local chapters, along with electing regional board members. Jackie Boschok and Jim Hutchins will be delegates and will report back to the club.

We are distributing copies of a resolution previously adopted by our club. It seeks legislation permitting Medicare to negotiate for lower drug prices. We ask members to take the copies to the precinct caucuses and get the caucuses to also adopt the resolution and to send it on to the state conventions.

**Health & Benefits Report:** No report.

**President's Report:** Helen Lowe reminded everyone about Senior Lobby day in Olympia on February 25 and the "Seniors Decide 2016: Presidential Candidates Watch Party" taking place

February 17 at the Seattle Machinists hall sponsored by the Washington State Alliance for Retired Americans. She also announced that at the March 14 meeting two guest speakers from the Museum of Flight will speak about Boeing's centennial this year and volunteer opportunities at the museum.

**Good & Welfare:** Vennie Murphy gave everyone a phone number to call to let it be known that you want a no vote on TPP. He mentioned how passage of the treaty will cause prescription prices to rise due in part to allowing patents to be extended.

**Old Business:** None.

**New Business:** None

### February Birthdays & Anniversaries:

John Pompeo and Betty Hutchins celebrated their birthdays and Calvin and Vera Doss celebrated their 58th wedding anniversary. The club sang "Happy Birthday" to them.

The Fred Meyer gift card was won by John Mah.

Meeting was adjourned at 11:55 p.m.

## Honoring 50 year members

District President Jon Holden presented John Jorgensen with his 50 year pin. Holden thanked John for his years of service as a Steward with many of them in his area of assignment when he was a Business Rep.



District President Jon Holden (l) presented Darrell Wallis with his 50 year pin and thanked him for the years he volunteered to assist with the 751 Retirement Club.

## This Changes Everything - The Movie

Climate change is THE existential threat of our time. It is impacting our communities and our workplaces right now. Join labor and community members in the viewing of a film based on climate activist Naomi Klein's book, *This Changes Everything*. At the end of the film there will be discussion on local ways to take action on climate. Bring

your questions and ideas. Two showings:

**Dinner and a movie** (Please RSVP PSARA office 206-448-9646)

**March 3** - 6 pm to 8:30 p.m.

UFCW 21, 5030 1st Ave S, Seattle

**Brown bag lunch and a movie:**

**March 4** - 11 a.m. to 1:30 p.m.

Wash. State Labor Council, 321 16th Ave S, Seattle.

## RETIREES

Congratulations to the following who retired with the Union:

Danny E Akin	Larry W. Glaefke	John E. Mullaney
Roger D. Amundson	Richard D. Gold	Leslie G. Munro
Lawrence G. Balogh	Diana G. Green	Douglas E. Olson
Antonio B. Barandon	Synthia A. Grosvenor	Franklin H. Orille
David E. Bradford	Gary L. Hackworth	Margaret A. Porter
Brenda C. Brown	Matthew H. Hartman	John M. Price
Henry W. Brown	Christopher D. Hayes	Ronald Rozycki
Kevin E. Bunker	Bradley J. Heppner	Ana R. Rubio
Debbie L. Carlson	Dale K. Hermanson	Joseph E. Schepeler
David A. Carter	Bernard F. Herrgesell	Linda C. Sisson
Angel V. Castro	Martin R. Hinds	Jeffrey S. Smith
Beverly A. Chase	Bruce D. Holm	Duane T. Sterley
Mariea P. Cole	Robert E. Horton	Randy D. Strand
Ronald J. Condos	Joseph F. Huestis	Katherine M. Strate
James T. Copeland	Dean Kaiser	Janna L. Taylor
Randy B. Cross	Larry R. Keller	Michael K. Taylor
Jewel E. Cruz	Bradley S. Knapp	James L. Thoma
Hai D. Do	Kenneth C. Landwehr	Harley L. Thompson
Scott A. Dolan	James R. Lindsey	James P. Tomey
Dorothy P. Doll	Joseph R. Linzer Jr	Evella A. Walker
Kelly L. Dougherty	Obaldo B. Lopez	Ted Warne
Ernest J. Durkin	Roy E. Loomis	George D. Wedvik
Ethel M Ellis	Thomas C. Lucas	Curt J. White
Donald C. Fairfax	Lawrie J. Maas	David P. White
Patti J. Fredley	Bradley A. Menz	Lonnie L. Wibberding
Chris M. Fredrickson	Bradley K. Merna	John M. Wickerling
Daniel G. Geyer	Zoila J. Molina	Nathanael Williams
Constantine J. Gille	Therese M. Morehead	

### Local 1123

Michael Dalton, Grand Coulee Dam  
Bill Miley, Grand Coulee Dam  
Major Smith II, Grand Coulee Dam

### Local 1951

Rex Dietz, Pexco Aerospace  
Gerald Mickelson, Republic Services

### Local 86

Donna Felix, Triumph  
Eugene Knizek, Triumph  
John Trapp, ASC  
Ingrid Williams, Triumph



FREE

WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

1 set (2 – TIRES) Alpine Premier 1535 winter tire chains \$45/OBO. Fits 14-17” wheels of various widths for car and light truck. These have been used one time and they work great. 425-238-0448

195-60-R15 GOODYEAR Assurance Triple Tread. Less than 10,000 miles. Only used on vehicle during non-winter months. Awesome rain tires. \$400. 425-238-0448

STUDDERED TIRES (4) 195-60-R15 Hankook Winter Ipike. Less than 10,000 miles. Only used on vehicle during winter months. Great snow tires. Pics available. Located in Marysville. \$200. 425-238-0448

COOPER WEATHER-MASTER S/T2 tires 235-45-R174 mounted and balanced on Audi (A4) rims. These are one of the best winter tires available. The rims are in good condition with some cosmetic damage. The tires are nearly new, used only one winter season. Less than 5,000 miles on these tires. \$1,000 for all four. 425-238-0448

FORD V-8 HEADS VALVE and SEATS done, surfaced. Fits 360/390 FE blocks \$350 OBO 206-246-9685

’65 COMET BODY PARTS, 70’s Torino Parts, 351 Cleveland 4 bolt main block std. Bore, 3 427 FE blocks, 2 1965 blocks, 1 ’68 block. Call for prices. 360-563-2422 or 425-647-4449

BOATS

2001 18 FT ALUMINUM G3 CENTER CONSOLE 50 and 3.3 HP Mercury EZ load bow mount electric Bimini, much more, everything goes. \$4,700 206-650-5968

COTTAGE INDUSTRIES

WANT A FUSSY HOUSE KEEPER? Call Barbara at Beefussy House Keeping in the late afternoon. Works mornings and early afternoon. 425-413-5354

BUY - SELL – CLOSE. Call your real estate professional Von Provo at 425-359-0165 or email at von@skylineproperties.com

You want the best NATURAL NUTRITIONAL SUPPLEMENTATION you can get. No competitor has a more trusted name in the industry than Shaklee. Call Joe at 206-819-7924

MIXED FIREWOOD for sale. Split and dry. \$120/cord. U haul, Arlington. 425-210-6184

ELECTRONICS & ENTERTAINMENT

NUMARK KARAOKE MIXER, Stanton Duel CD player and power amp, VocoPro Colt, PA rack, JBL non-powered 1500 speakers. Efex Electronics 206-241-4852

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue  
March 17th

FURNITURE & APPLIANCES

VINTAGE UPRIGHT PIANO. Good condition, Ivories not chipped or yellowed. Might need tuning after moving. \$350 or best offer. 253-839-2500.

ENTERTAINMENT CENTER 3 shelves, heavy duty glass and steel. The glass is tinted and the frame is black. Goes well with any flat panel TV. Holds up to 75 lbs on top shelf. Excellent condition. \$100.00 425-238-0448

SHARP MICROWAVE, 1200W, Model No. R-430EK, SN: 118150. This is a wonderful 1.6 cubic food counter top microwave with turn table and it works very well. Very clean. \$60/OBO. Located in Marysville. 425-238-0448

SAMSUNG 55 inch 1080P 240Hz 3D television. 4 pairs of glasses and keyboard, manufacture date 12-2012 asking \$900. Call Jim 253-770-5607

MISCELLANEOUS

RV KING SLEEP NUMBER BED 72 inches head to toe and 82 inches wide. Has two wired remotes. Asking \$100. Call Jim 253-770-5607

MIXED FIREWOOD for sale. Split and dry. \$120/cord. U haul, Arlington. 425-210-6184

HOSPITAL BED TWIN \$200  
OBO, wooden changing table \$20,  
oil products misc. 253-686-2988.

GPS – PORTABLE (TOM TOM) like new (barely used) – make offer, refurbished – XXL 550 call 206-523-9526

QUITTING 45 YEAR LEATHER CRAFT HOBBY. Over \$5,000 value. Hundreds of stamps, craft aids, hardware, tools, books, spray gun, leather craft kits, much more. \$2,500 425-353-0153

DECORATIVE PLATES: Large collection of older decorative plates of American Rose Society, Rockwell and many others. Porcelain figurines, Ashton Drake dolls with boxes. \$425-353-0153

PROPERTY

3 CEMETARY PLOTS at Washington Memorial Park, section Garden of Flowers. SeaTac, WA \$2,500 each. 623-556-2662 OBO

BOOK NOW FOR SPRING BREAK: Remodeled 1-bdrm Hood Canal beach cabin. Check out Sisters Point Waterfront Cabin at ExploreHoodCanal.com, then call (360) 275-6816 and ask for the Machinists Union special (buy 2 nights, get the 3rd free).

3 DOUBLE INTERMENT BURIEL PLOTS Washington Memorial SeaTac. Sold separately or as a group \$2,500 each. 360-882-8458

2.85 ACRES NO BANK WATERFRONT on the Pilchuck River in Granite Falls. Call 253-838-2108 for info.

RECREATIONAL VEHICLES

2006 CROSS COUNTRY COACHMAN 18,000 miles w/300 hp. Super charged Cummings diesel w/six speed Allison transmission, new tires, new inverter, clean inside and out + tow package. 206-234-9748

For Sale: TWO 5TH WHEEL HITCHES 28’ to 30’ cover for 5th wheel. Maple Valley. 425-432-9741

TRAIL MANOR 3124KS (2005) all equipment in working condition. Ready for camping. Registered until October 2016. For sale - \$9,500.00 425-743-6777

BRAKE BUDDY – braking system for RV tow vehicle. Camping World. Cost \$1,000. Yours for \$300. 253-639-1084

SPORTING GOODS

AR STOCK \$35, gas block \$10, Quad Rail \$25, Magpul mag \$10. Forty rounds of .223 \$12 and .308 \$20, powder \$25, .308 bullets \$25, primers \$15. 360-348-2598

16x32 FT ARMY GREEN 5 FT WALL TENT all poles and stakes included. Great for hunting camp. \$800.00 firm, cash only. 425-334-8187

GERBING HEATED GEAR: Snowmobile/Motor cycle coats, pants, gloves and one pair of socks. Sizes XL tall and large. Dual controls seldom used \$450 each set. Call Jim 253-770-5607

BIKE RACK (fits 2004 to 2009) Toyota Prius (like new) Paid \$324 will sell for \$140. 206-523-9526

EXERCISE BIKE \$60 OBO 253-686-2988

WASHINGTON STOVE WORKS camp stove. The Chelan model with oven 19”x26”x30” tall. Early 1900’s. Antique, needs to be restored. \$100 OBO Wood stove partially restored. 206-772-2712

VEHICLES

2006 FORD CROWN VICTORIA excellent condition \$5,000. 206-244-0240

H/D 1998 FAT BOY 95th anniversary #2777 of 35000. 13,435 miles, 5 speed. Over \$2,500 in chrome & accessories. Always garaged and well cared for. \$6,500. 206-762-1117

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ANIMALS  
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VEHICLES  
COTTAGE INDUSTRIES

Ad (25 word limit. Please print).

Phone (or Address)

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

Name

Clock Number

Address

Shop Number

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is March 17th!

Financial planning workshops scheduled

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of free retirement-planning workshops scheduled for early in 2016.

The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

- Options for your Boeing VIP, potential taxes and penalties;
- Maximizing your Boeing pension options;

- Tax-favored investing and proper asset allocation;
- Creative budgeting techniques and dealing with debt.

The workshops are offered by Money Management Educators. To reserve a seat, call (888) 223-8311 or e-mail mmepugetsound@mmeducators.com

See schedule below for times and locations:

**Everett Union Hall (8729 Airport Road)**  
Thur, Mar 17 – 11:30 am -1:30 pm & 2:30-4:30 pm  
Thur, April 14 – 11:30 am-1:30 pm & 2:30-4:30 pm  
Thur, May 19 – 11:30 am-1:30 pm & 2:30-4:30 pm  
**Auburn Union Hall (201 A St SW)**  
Wed, Mar 9 – 9:30-11:30 am & 2:30-4:30 pm  
Wed, April 13 – 9:30-11:30 am & 2:30-4:30 pm  
Wed, May 18 – 9:30-11:30 am & 2:30-4:30 pm

**Renton Union Hall (233 Burnett N)**  
Thurs, April 21 - Noon-2 pm & 3 - 5 pm  
**Seattle Union Hall (9135 15th Pl. S.)**  
Wed, Mar 23 – Noon - 2 pm & 3 - 5 pm



Union classes offered in March

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

In March, members can take the “Rights at Work” class in Everett, Auburn or Seattle. This class focuses on rights all workers have under the law and how being in a union strengthens those rights.

Grievances and Representation is offered in Auburn on Mar. 8. Participants learn to identify when a workplace issue is a contract violation

and therefore grievable.

Communication and Mobilization is in Everett on Mar. 10 and focuses on communication skills, answering common questions from members and how to get members engaged in the process of building union power rather than expecting.

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

**March Union Class Schedule**  
**Everett Union Hall, 8729 Airport Rd**  
**Mar. 10**, 10 a.m. to 1 p.m. and 3 to 6 p.m. - Unit 4 Communication and Mobilization  
**Mar. 31**, 10 a.m. to 1 p.m. and 3 to 6 p.m. - Rights at Work

**Auburn Union Hall (201 A St. SW)**  
**Mar. 8**, 10 a.m. to 1 p.m. and 3 to 6 p.m. - Unit 3 - Grievances & Representation  
**Mar. 17**, 10 a.m. to 1 p.m. and 3 to 6 p.m. - Rights at Work  
**Seattle Union Hall, 9135 15th Pl. S.**  
**Mar. 29**, 10 a.m. to 1 p.m. and 3 to 6 p.m. - Rights at Work



# FINANCIAL \$ENSE:

## Are you prepared to handle a personal financial crisis?

Many people who were once married or in a committed relationship are faced with managing finances alone at some point in their lives. Unfortunately, the first time many individuals experience handling complicated financial matters is during a personal crisis following the death or divorce of a spouse or partner.

We've prepared a list of thought-provoking questions pertaining to financial fitness and crisis preparedness. You can use these as a starting point to check how prepared you are to handle a personal financial crisis in your life. Begin by reviewing the questions, determine what you've already done, and check those items off the list. For the questions you need to address or take action on, seek the advice of professional advisors and trusted family members.

### Asset management

Do I have a clear picture of where my assets are located?

Will my retirement assets provide a comfortable and secure retirement for my

life expectancy?

Do I have a well-diversified portfolio?

Are my investments appropriate in today's economy?

Are my assets titled properly?

Do I have an emergency fund?

Am I taking advantage of techniques to reduce my taxes?

### Estate planning

Do I have a will?

Is my will current?

Have I determined what I will owe in estate taxes?

Have I funded my estate-tax liability?

Have I explored and taken advantage of wealth-transfer techniques?

Do I wish to provide for charitable giving?

Are my power of attorney and my living will up to date?

### Debt management

Do I know my credit rating?

Could I get a loan if I applied?

### Insurance coverage

Do I have enough insurance coverage

## SCOTT

### WEALTH MANAGEMENT GROUP

of Wells Fargo Advisors  
to cover medical expenses?

To provide for disability/long-term care?

To provide for family members' security?

To fund estate-tax liability?

### In addition ...

Have I coordinated my advisors (attorney, CPA, banker) activities?

What changes in my life are likely to occur within the next three years?

Do I know the status of my parents'/childrens' financial situation and the implications for my financial well-being?

Would I be prepared for a family emergency if it happened tomorrow?

Wells Fargo Advisors does not provide legal or tax advice. Be sure to consult with your own tax and legal advisors

before taking any action that could have tax consequences. Any estate plan should be reviewed by an attorney who specializes in estate planning and is licensed to practice law in your state

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0715-00094 [96894-v1] 07/15

## Local Lodge officers accept the oath of office

Business Rep Steve Warren (far right) administers the oath of office to Local 86 officers L-R: Pete Hedemark - Secretary-Treasurer, Carl Andrews - Recording Secretary, Rick Olson - President, Kenya Conway - Vice President, Darrin Truitt - Trustee, Bill Nikkola - Trustee, Allen Eveland - Conductor-Sentinel. Not pictured: Casey Streeter, Trustee



Photo left: Outgoing Local 86 President John Kofol (l) passes the gavel to newly elected Local 86 President Rick Olson at the January meeting.

Photo right: Local A Communicator Derek Gottschalk (l) repeats the oath of office from Local A President Les Mullen.



With the curtailment of Alcoa Wenatchee Works, Local 1123 has moved its meetings and officers to Grand Coulee. Business Rep Steve Warren (L) administers the oath of office to (L to R): David Furman, Glen Bennehoff, Keith Faul, Tony Powell, Levi Mitchell, and Wallace 'PeeWee' Pleasants.



## LABOR HISTORY HAPPENINGS

March 1 - IWW strikes Portland, Oregon sawmills, 1907  
March 4 - U.S. Department of Labor, 1913  
March 7 - Ford Hunger Strike, 1932  
March 12 - Shingleweavers Strike, Raymond, Washington, 1912  
March 17 - First U.S. postal strike, 1970  
March 22 - CLUW, 1973  
March 25 - Triangle Shirtwaist Fire, 1911



# UNION YES FACTS

Unions fought for so many things we simply take for granted. It's good to remember what those who came before us fought long and hard to secure...

Paid vacation, sick leave and holidays are all things unions fought to secure that are now enjoyed by other workers.

Information taken from the PNLHA Labor History Calendar



# EASTERN WASHINGTON



Above: IAM nationwide union negotiating team.



Above L to R: Pete Armstrong, Rich Doyen, Ray Ebach and Jim Kurzhal are some of the members at Fairchild AFB working for DRG.

## New contract at DRG

Machinists Union members who work for defense contractor Delaware Resources Group have ratified a new three-year collective bargaining agreement that includes a new pension benefit.

The agreement covers DRG's civilian workers at Fairchild Air Force Base and five other bases nationwide.

At Fairchild, the agreement will cover 15 DRG pilot instructors and flight simulator technicians who train KC-135 tanker crews.

Under the terms of the deal, starting in April, the company will begin paying into a pension plan for the workers, who will be eligible to start receiving retirement benefits from the plan if they work another five years.

The pension benefit will replace a previous profit-sharing plan, which provided an additional 401(k) match.

That was a win for the workers, said IAM 751 Business Rep Steve Warren.

"A pension benefit guarantees a specified payment for retirees, every

month for the rest of their lives," he said. "It's something you can count on, unlike a 401(k) that goes up and down with the stock market."

In addition, the agreement also spells out:

- Raises of 3 percent in the first and second years of the contract, and 3.25 percent in the third;

- Additional pay for workers who take cash in lieu of health care benefits, while workers who enroll in the company-provided health plan will see an improved cost-share; and

- Improvements in language to spell out how workers are to be paid when they're assigned to travel for work.

The Machinists at Fairchild supported the agreement, said Holly Johnson, a flight simulator technician who serves as a union steward and was part of the negotiating committee.

"What we looked at, what we voted on and what we got through the union from DRG, we're all pretty happy," he said.

## TAA benefits approved for members from Alcoa

Laid-off workers from Alcoa's Wenatchee Works are eligible to receive enhanced federal unemployment and job retraining benefits, thanks to actions by the unions that used to represent them.

The benefits can include up to 130 weeks of benefits similar to unemployment insurance, money for as many as 130 weeks of classroom training for a new job, and in some cases, money for moving expenses if a laid-off worker has to move to take a new job.

"I know our members at Alcoa would rather still be working there," said IAM 751 President Jon Holden. "But at least with these benefits, they have a chance to train for a new career, and a chance to rebuild their lives and their futures."

When the plant's closure was announced, the Wenatchee Aluminum Trades Council — which included representatives from IAM Local 1123 -- worked together with the Washington State Labor Council and Alcoa's local managers to request federal aid for the workers under the Trade Adjustment Assistance act, or TAA.

TAA was first proposed by President Kennedy in 1962, who said that in return for opening up American markets to foreign competition, the federal government should ensure that "those injured by that competition should not be required to bear the full brunt of the impact."

The U.S. Department of Labor has approved the request, and the

Washington Department of Employment Security is setting up meetings to discuss the available benefits and help workers apply for them. Those meetings will be March 1-3 at the United Steelworkers Union Hall, 180 E. Rock Island Road, East Wenatchee.

To attend a meeting, workers must call (509) 665-3720 or (509) 665-3713. Spouses are encouraged to attend as well.

While it was unions that worked to secure the Trade Act benefits, they are available to everyone who worked at the plant in Malaga, whether they belonged to a union or not. That includes managers, temporary workers from specified agencies and construction workers who were employed on projects at the plant, so long as they were laid off after Nov. 6, 2014, due to a lack of work.

There were 428 full-time employees at Alcoa when it shut down, including about four dozen Machinists Union members. Local economists say the Wenatchee community will be hit hard by the plant's curtailment, with losses of about \$60 million in annual payroll and as many as 262 additional lost jobs at companies that supplied goods and services to the plant.

The average wage for manufacturing jobs in Chelan County in 2014 was \$49,943, while the average pay for all jobs was \$35,912, the Wenatchee World reported. Alcoa was the largest manufacturing employer in the county.



Second and third shift members ask questions on the upcoming bargaining and offer suggestions to educate and mobilize the members.



Members from Triumph take flyers and informational materials following the meeting.

## Solidarity in Spokane as contract expiration approaches

Continued from Page 1

arrive, which is the day of the week the contract will expire. A burgundy contract shirt has been worn for more than a year reinforcing the same message.

"We are united because of what happened last time. We all deserve a

pension and no one deserves a two-tier wage," declared a member at the first shift meeting. "No one should make less simply because they hired after a certain date in time for delivering the same work."

The in-plant committee is working up a checklist for members to prepare well ahead of time should a strike be necessary. Letting your mortgage lender know of the situation, asking credit card providers to accept a smaller minimum payment

or simply pushing out the timing of payments are helpful things you can do in advance of the contract vote. Most banks will defer payments, if they know what is going on, and simply add additional time to your payment plan.

Members are encouraged to read the current contract and know what is in it so the summary of changes will be easier to understand.

The next survey will begin distribution on March 11 and the strike sanction vote will be at the Northern Quest Casino on March 25.

The in-plant committee is also planning to hold barbecues at the plant gate and other solidarity activities leading up to the contract vote.

The in-plant committee emphasized educating all members on the voting process. Even if you vote yes for the contract, always vote YES for a strike to support the majority. Then, if a majority reject the contract, you have the option to call a strike, otherwise you might end up

with a contract the majority rejected.

One member noted each time he has been ordered to work mandatory overtime, his response to management has been "thank you for the opportunity to put more money in my strike fund."

The committee has put blinking lights on the union bulletin boards that flash when there is new information so members are more likely to check the board. A text message network has been established to alert members of updates. Members can sign up on the website or give the information to a steward or in-plant committee member.

All of these activities combine to make a more informed membership, which makes us stronger as we enter this new round of bargaining. It goes without saying our goal is to negotiate a contract your negotiating committee can recommend and you will be voting for. However, after the last round of negotiations, we all know what is at stake, and we must be prepared to take action.

Duane Babbitt talks about why it is important to eliminate the two-tier wage.



Photo right: Business Rep Steve Warren talks to members at the 3 p.m. meeting.

