



# AEROSPACE MACHINISTS INDUSTRIAL DISTRICT LODGE 751

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JON HOLDEN  
District President  
Directing Business Representative

SUSAN A. PALMER  
District Secretary-Treasurer

March 2, 2020

Dear Hytek Employees:

After we held negotiation sessions with your employer on February 11-13, we held an all employee meeting on February 20 to update you on negotiations. There we talked about our strength and solidarity and what we need to do to be successful to secure a contract your bargaining committee can recommend and members can vote to approve.

Hytek put out a letter and leafleted the break areas telling you part of what happened in negotiations. This is a violation of the National Labor Relations Act to "direct deal" with employees. Apparently, our transparent message on solidarity and unity at our meeting made Hytek nervous.

Direct dealing by an employer is illegal because they are gathering information, assessing what they believe the minimum is you will accept and bargaining at the facility instead of at the negotiation table. They work to divide you and make you doubt who is fighting for you. Never forget this company is working to keep the upper hand.

We remain committed to bargaining the issues you have told us are important to you. Our proposals at the table are based on membership surveys that identified what is important to you and what areas need improvement. We are your advocate!

## WAGES

- The Union's opening proposal to Hytek was for 5% annual wage increases.
- In response, your employer proposed 1% annual wage increases and spent a lot of time telling us how much you all support their point system.

We know from surveys, face-to-face meetings and feedback to Stewards and your bargaining committee that not everyone is able to succeed with Hytek's point system. Some long-term employees have capped out on points they are able to achieve. Some newer employees aren't even allowed to strive for points in certain areas. Many have told us it is an inconsistent, unfair system that leaves many people behind.

As the company stated in a letter to you, we proposed general wage increases (GWI) for everyone because this union strongly believes everyone deserves wage increases throughout the life of this Agreement.

**Do you support the Union's effort to increase wages for everyone?**

## UNION SECURITY

The Company shared our proposal on union security. We don't apologize for union dues. It is a very important proposal not just to this union, but to your co-workers who have committed their resources to ensure this group remains strong. We don't have a union security provision in this bargaining agreement and not everyone has to sign up to be a member or pay dues. However, we see time and time again in our experience with other bargaining agreements across the state, when everyone contributes, everyone is connected to the purpose of fighting for workers' rights and that solidarity is what brings real power.

This is about your power and the ability to get positive change in your next contract. When everyone pays dues, it sends a powerful message to the employer that workers are unified and there is nothing more unnerving for an employer. It is what makes our members successful.

**Do you support your Union's efforts to increase unity and power at the bargaining table?**

**SAFETY**

During our meeting, we heard a lot about safety. We have language in the contract now that we can enforce to impact safety, but we need better access to the facility. This union will use all means available to ensure that safety issues are addressed and you are protected in the workplace. We have proposed increased access to the facility, but the Company resists that.

**Do you want to see a greater union presence at your facility to review safety issues?**

**TRAINING**

In today's world, workers need training for new skills and new technology. The Union has created an organization to bring training to our members. When we presented this opportunity to the Company, they said they weren't interested in partnering with the Union to provide you additional training. We continue looking for ways to help you advance your career and provide other opportunities for you at Hytek or elsewhere.

**Are you interested in training programs that would enhance your career and opportunity?**

**RETIREMENT SECURITY**

An important part of any union contract is retirement security. We can't work forever, and we need to know that we can survive in retirement.

- The Union has proposed that the Company contribute \$1.00 per hour towards your retirement security increasing to \$1.50 per hour by the end of a three-year contract.
- The Company adamantly rejected the Union's proposal.

**Don't you deserve to achieve a retirement benefit so that you can retire in dignity?**

Remember the employer is not your advocate. The employer is working hard to keep the wages they pay you as low as possible and to slow your progression to higher pay. This is what every employer does which is part of the reason they sent out a twisted summary of negotiations telling half truths.

Bottom line: We are fighting for you! We are your advocate! As we told those who attended the meeting, we can't do this alone. We must all get involved and support this process in order to raise everyone's standard of living because you all deserve it.

From the beginning, the Company wanted to make this process as short as possible. We are patient and willing to work hard until we get an agreement we can recommend. We will remain strong at the bargaining table, and we will keep you informed as we continue to press the Company on these important issues.

We will schedule another meeting for members and non-members alike after our next bargaining session on March 5 and hope you will attend. We are asking you to show your solidarity and send a strong message: That member and non-member alike are sticking together for a better future!

In Solidarity,



Jon Holden  
District President and  
Directing Business Representative