

DISTRICT 751
AERO MECHANIC

PUBLISHED BY THE WORLD'S FINEST WORKERS



VOL. 74 NO. 7

AUGUST 2019

A Better Life Starts with Our Union

Why should workers want to join a Union? Because union membership means improved wages and benefits. Helping others gain rights on the job will raise their standard of living, which benefits all of us.

Today's economy is changing rapidly with the rich getting significantly richer and more workers struggling to make ends meet. It's time we get workers back on track. Workers are the heart and soul of this county and deserve to share in the prosperity they work so hard to create.

Our union is helping to bring the benefits of union membership to more workers with a public relations campaign in Snohomish County that includes bus and billboard ads. Each poster is designed to get workers thinking if they too could benefit from having union representation and a voice on the job. Basically asking folks to consider if they deserve better.

With more workers stepping forward to ask for union representation, our union has expanded our organizing department by bringing on four apprentice organizers (Adrian Camez, Luizane Chiv, Joe Kelley, and Jon Voss). All four are passionate union leaders eager to share their experience as union members with others to help them realize the strength they have when they stand together. The apprentices will work under the guidance of District Organizers Jesse Cote and Loren Guzzone.

In this tight labor market, it is a prime opportunity for workers to band together and use their collective strength to



District 751 President Jon Holden meets with District Organizers and our new apprentice organizers about bringing union membership to other workers.

ensure their companies pay them and provide benefits deserving of the profits they help generate. Just as important is gaining a voice and rights on the job and the only way to accomplish that is through Union representation.

"Unions have changed every workplace in America for the better in one way or another, but haven't done a good job of telling that story. The eight-hour day, overtime, paid vacations and holidays are all the result of union actions," said District 751 President Jon Holden. "Standing together with your co-workers

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Members at NAS Whidbey ratified a new contract with PAE on July 22 with improvements in wages and benefits.

NAS Whidbey Contract Delivers Improvements

IAM Union members who work at Whidbey Island Naval Air Station for PAE have won wage increases and other improvements with a new collective bargaining agreement.

The members overwhelmingly ratified a two-year agreement with PAE on July 22. The agreement covers about 165 members at PAE who maintain U.S. Navy E/A-18 Growlers based at NAS Whidbey.

Under the terms of the agreement, some of the improvements for members include:

- Wage increases of 3.5 percent in the first year and 3 percent in the second year;
- Increases to all the shift premiums and special assignment premiums.
- Increased Paid Time Off (PTO);
- Two additional days of bereavement if employee has to travel more than 250 miles;
- Increased opt out payment option

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One of our billboards designed to get workers thinking about how they can benefit from union membership.

IAMUnionYes.com

For Higher Wages and Quality Benefits

TEXT "HIGHERWAGES" to 77222

You Deserve Better.



Protecting Our Work – A Daily Effort for Stewards

Thanks to the watchful eye of Union Steward Rob Eagleson in Renton, several instances of job erosion were stopped when others were attempting to perform our work.

As a long-time Steward, who has been here through multiple layoffs, Rob understands the importance of protecting our work – which is a jurisdictional issue.

As a Materials Management Specialist and Union Steward, Rob recently had a manager ask for a tool "to check something on the airplane." The way the manager worded the request, sent up red flags.

Rob responded that "checking" anything on the airplane is our work and refused to issue the tool. He then relayed the information to Business Rep Robley Evans, who notified Labor Relations. They agreed to educate their manager about not performing our contractual work so it wouldn't happen in the future.

Rob is just as pro-active when he witnesses a salaried employee performing hourly work. He doesn't hesitate to stop any employee, question what they are doing, ask them to stop and point out the contract violation.

Recently, Rob questioned a salaried employee he

saw moving parts through the factory, which is clearly hourly work. The employee responded, 'My boss said I could, here is my BEMSID, take it up with my manager.'

Rob immediately contacted the manager, who agreed to put a stop to it, and he also communicated the incident to Business Rep Robley Evans who informed Labor Relations of yet another union jurisdiction violation.

"Every member should watch for this activity, document the specifics and inform their Steward any time a manager or salaried person is performing work normally done by an IAM member. It is a contract violation and something a Steward can investigate and get stopped," said Robley. "We have 30,000 pairs of eyes and ears on the shop floor so a violation should never go unchecked whether it is moving parts, laying tape on the floor, inspecting work or sweeping the floor – that is our work."

Standing up for union beliefs and advocating for members is a way of life for Rob, whose father and grandfather were active in their unions. He instilled the importance of unions in his family, which is evident as his daughter, Katie, is also a Union Steward and his

granddaughter, Ashley, has been attending meetings since she was born last December – educating another union activist.



Business Rep Robley Evans (l) thanks Steward Rob Eagleson for his work to prevent managers and others from performing hourly work. Rob's granddaughter Ashley is also pleased with this effort.

Free College for Family Members

Daughter and granddaughter of member take advantage of our free online college program

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Union Delivers Improvements

Workers at JBLM ratify first agreement that lays foundation for a better future

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REPORT FROM THE PRESIDENT

Strength in Numbers is How Workers Gain Power

By JON HOLDEN
IAM 751 District President

Justice on the job and service to the community are more than just the words on our IAM Union flag. They are guiding principles for so many in our union membership ranks, myself included.

Growing up in a union household, I got to see firsthand how a union job provided a better life, but so many workers today have little or no experience with a union.

As union members, we can help educate others on the union advantage by sharing our personal stories and explaining how life improved after becoming a union member. Having your wages, benefits and working conditions in a written contract so you can plan your life rather than being at the whim of an employer who may decide to reduce benefits or pay tomorrow to increase their profits or simply decide they don't like you and want you gone, leaves workers feeling powerless.

District 751 is trying to spread the word about gaining rights and a better life with union membership. There are billboards and bus signs designed to get other workers asking if they deserve better, and they do deserve better!

We have also brought on four apprentice organizers who will meet with workers asking to learn more about the union advantage. They will share their stories of how union membership changed their lives.

Each organizer has seen the power workers have when they stand together – even against a huge multi-billion dollar company like Boeing. We have power when we are united.

Helping others to gain rights on the job and raise their standard of living helps all of us whether we currently are in the union, live in a community that has many unionized workers, or we have family members that are in a union.

Nearly every day we hear how the economy is booming, unemployment is at record lows, and corporate profits are



soaring. Yet fewer workers are sharing in the prosperity they helped to generate and many are struggling simply to get by. Income inequality or the gap between the rich and everyone else has grown exponentially over the last 30 years while union membership during that same time has declined. That is no coincidence.

So how do workers help level the playing field? It's simple. Collective action/strength in numbers – in other words, standing together with your co-workers and demanding rights and better pay and benefits through union membership. Workers without a voice or collective power have lower wages and fewer benefits. We hope to help more workers to stand together and achieve a better life.

Workers at Phoenix Logistics at JBLM recently ratified their first contract – laying a foundation they can build on for a better future. Members at NAS Whidbey working for PAE ratified a third contract (second employer) that offered wage increases and other improvements. Workers at Intratek who perform IT functions at the Hanford Site voted for IAM representation and are identifying issues they want addressed in a first contract. So word is spreading about the union advantage.

The fact is unions have changed every workplace in America for the better in one way or another. Nearly every right we have on the job is because union members banded together and fought for it somewhere along the line.

Think about it. The eight-hour day, overtime pay, paid vacations, paid sick leave, paid holidays – all are because the unions took on the issue. Corporations didn't feel generous and suddenly decide to give their workers two days off each week to have a personal life – weekends are brought to you by unions who fought that battle decades ago.

And if a benefit or right couldn't be won at the bargaining table, often we have gained it in the legislative arena

at the state or federal level. Minimum wage, job safety standards, family and medical leave, workers' compensation, additional sick leave – unions helped raise awareness and pushed to pass these important issues through the legislative process.

That's because the theory of strength in numbers does not just apply to taking on a major corporation at the bargaining table; it also applies in the legislative and political arena where important battles are also fought. Corporations regularly spend millions to push legislation that helps them operate more profitably or to avoid regulation or change a law for their benefit.

As an individual worker, it would be very hard for us to combat the power and influence of a corporation in the legislative process. But through the Machinists Non-Partisan Political League (MNPL), we are able to combine our money and contributions to gain collective strength and power and make a difference in the legislative arena.

MNPL is the political arm of the Union. Union dues are not spent for political contributions. In the IAM it must be a separate contribution that members voluntarily donate.

That is why we are holding an MNPL drive in August and September. Union Stewards will be asking members to give \$1 or more through monthly payroll deduction. If you donate \$7.51 a month you become a member of the 751 Club and can bring a guest to the 751 Club Dinner Dance in October.

One dollar may not seem like much; however, when it is combined with the contributions of other members, we can make an impact and have a voice in the political process that would otherwise be dominated by Corporate America.

We must look at the big picture. No matter how we as individuals feel about politics, collectively we need to focus on the fact that legislation helps us gain or maintain ground on tough issues concerning labor and working families. Preserving Medicare and Social Security are just a few issues that we fight to

maintain with MNPL.

So if a Steward asks you to sign up for MNPL, please consider giving \$1 a month. While you may not notice the 25¢ a week out of your paycheck, collectively MNPL multiplies your voice to fight for issues important to workers.

Again that strength in numbers is how we gain our collective power and strength – whether it is dealing with a corporation at the bargaining table or fighting in the halls of Congress or Olympia – that is our union advantage and one I am thankful for every day.

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

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Vice President

Susan Palmer
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André Trahan

Ira J. Carterman

Patrick Bertucci

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Union Business Representatives

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 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:
Nationwide 1-800-763-1301
Hotline: 1-800-763-1310
Web site: www.iam751.org



Stewards Protect Members' Rights Daily

Every day our Union Stewards ensure members' contractual rights are protected and management is not violating the contract or handing out unjust discipline.

Recently, Business Rep André Trahan thanked Steward Chris Mirante for his efforts on behalf of our members that removed unjust corrective action memos (CAMs) and prevented designated overtime.

While CAMs are not arbitrable, Stewards routinely challenge CAMs they believe are issued in error and effectively advocate for our members to prevent unjust discipline.

Chris was able to get several unjust CAMs removed from members' personnel files. In one instance, a member was issued a CAM for causing damage; however, Chris saw there was more to the story. After investigating the situation, he argued that the tool used was defective and that the member had no way of knowing damage occurred. When first line management ignored these facts, Chris elevated the matter to the second

level manager, who after review, agreed the tool was defective and removed the CAM from our member's record.

Chris was also successful in preventing a first-line manager from designating members from a different crew for weekend overtime. As a Steward, Chris was well aware of a Memorandum of Agreement (MOA) signed in 2018 that clarified designated overtime is limited to the shop and shift as defined under your first line manager.

The manager insisted designated overtime extended to members under a second level manager. Chris produced a copy of the MOA and educated this



Steward Chris Mirante (l) and Business Rep André Trahan discuss recent success Chris had in getting unjust CAMs removed, as well as educating management that designated overtime is limited to shop and shift under a first line manager.

manager that his authority to designate our members for overtime was limited to first line shop and shift. Chris' actions ensured the crew got to decide if they wanted to work weekend overtime.

This is just one example of the great work our Stewards do each day on behalf of our members.

Two Generations Take Advantage of Free College

One of the most unique benefits of IAM union membership is our free two-year online college program – not just for IAM members, but for family members as well. And “family member” extends a long way to include spouse, children, stepchildren, children-in-law, dependents, grandchildren, siblings, and even parents.

Our members who have taken advantage of this program are all pleasantly surprised that the classes really are totally free, easy to enroll in, and work around even the busiest of lifestyles.

751-member Donna Wood is eager to help others learn of this free online college benefit available to IAM members and their families. She has two generations in her family using the program – her daughter Kellie and granddaughter Kiara. Both live in Missouri, but since the class is online, family members living anywhere can enroll.

Donna has been a Machinists Union member since 1986 and worked as an integral fuel cell sealer in Renton for years before retiring the end of July. Even after retirement, her family members can continue to use this benefit to get additional education to help with their career goals.

Last year Donna noticed a union flyer on free college for family members and texted the information to her daughter in Missouri. “It seemed too good to be true. My daughter jumped on it and has been using the program for over a year now,” said Donna.

Her daughter, Kellie Allen, is impressed at how easy it is to enroll. You simply fill out the FAFSA (which is required for any college or university) and verify your family member is an IAM member.

“It is an amazing opportunity and is completely free. The process was seamless. I will start my third semester this fall. I can’t image why everyone isn’t taking advantage of this,” said Kellie, who has worked in IT for years without formal training and is earning a two-year IT degree to advance her career.

“From the first class, I have been able to use the skills I learned in my current job, and it helps me on a daily basis. Every class is very interactive. We have relevant discussions with other classmates who give different perspectives and insights from the industries they work in,” said Kellie.

Kellie made the President’s list, which is no easy task considering she also works a full time job in IT – an achievement to be proud of.

“The workload is robust. I have figured out work/life/school balance. Because you know when tests and projects are due for the whole semester, you can plan your time, whether it is a little each day or all on weekends, it can fit your schedule,” said Kellie.

“When it’s time to register for the next semester, they send



751 member Donna Wood (l) and her daughter Kellie at Snoqualmie Falls during a recent visit. Kellie was visiting from Missouri and has been using free college for more than a year.

an email with a choice of dates to register that links to your calendar. Then you get a reminder text about 30 minutes ahead of registration. If you’re unsure what to take, they can help you determine the right classes to reach your goal,” said Kellie.

Donna’s granddaughter Kiara Whitters is also impressed with the program. She has little free time as a working mom raising five kids. The convenience of online fits with her busy life.

“I really like this program. You can’t beat it especially with it being free,” said Kiara. “It is a great opportunity. There are so many options and potential careers to pursue, there is something for everyone.”

Kiara is working toward a criminal justice degree with the goal of working for the state as a case manager or possibly a probation officer. She is still deciding the best field of study to match her interests.

“With five kids at home, I like knowing the schedule for the whole semester and when everything is due so I can plan ahead and organize my time,” said Kiara. “I am fortunate to have two strong female role models in my mom and grandma who inspire me to push myself.”

But there is more to this college than simply online classes. This program also provides free tutoring, counselors to help you determine what you want to study and also sends emails throughout the course to help you stay on track.

For many members or retirees who have children or grandchildren, who just graduated from high school but are unsure what they want to pursue, this free online degree is the perfect transition after high school. A person can try several fields of study or change their focus without worrying about the cost or feeling like they wasted money.

It is also good if someone wants to

consider a career change or is preparing to return to the workforce, because it is free, you can try several potential fields.

To take advantage of this unique union benefit or to learn more about the program, visit freecollege.goiam.org.

Free College for IAM Members & Their Family

Our union offers a Free College Benefit to ALL Machinists Union members, retirees and their families. Currently, this online college allows you and your family members to earn an associate degree free of charge from Eastern Gateway Community College. The two year degree is transferrable to a four-year degree.

This free benefit is open to members in good standing, retirees and their families (defined as spouse, children, stepchildren, children-in-law, dependents, grandchildren, parents and siblings). Potential students’ membership will be verified by the union.

Programs available include Associates of Arts Degree & certificate programs focusing on: Advertising, Cyber Security, Data Science, Digital and Social Media, Entrepreneurship, Finance, Healthcare Management, Hospitality: Food & Beverage Management, Hospitality: Hotel & Event Management, Human Resources, Information Systems, Labor Studies, Marketing, Programming & Development, Criminal Justice, Teacher Education Degree, Paralegal and Patient Home Navigator.

To talk with union represented assistants, call 888-590-9009.

Get Started on Your College Degree. Take a look at this exciting program and take advantage today to help grow your career. To learn more or enroll visit: freecollege.goiam.org.



Above: Kiara Whitters, granddaughter of 751-member Donna Wood, with her five kids. She lives a busy life with work and family, but manages to take advantage of the free online college provided through our Union.

House Votes to Repeal So Called “Cadillac Tax” on Health Benefits

On July 17, the bipartisan middle-class Health Benefits Tax Repeal of 2019, H.R. 748, passed in the House of Representatives with a 419-to-6 vote.

This vital legislation would repeal the 40 percent health benefits tax on employer-sponsored healthcare before working Americans and their families are further impacted by this tax.

This important piece of legislation will now head to the U.S. Senate for a vote.



The IAM is urging members of the United States Senate to support the bipartisan Middle-Class Health Benefits Tax Repeal of 2019, H.R. 748. Members can send a message to our Senators asking for their support by clicking on the link on our webpage (www.iam751.org).

First Contract Secures Improvements at JBLM

Employees working at Phoenix Logistics at JBLM are one of the latest groups of workers to say Union Yes to IAM representation.

These workers are already reaping the benefits of union representation after ratifying a first agreement on June 24.

We filed for a union election on May 24, and convinced the employer to grant voluntary recognition because of the overwhelming support for the union.

Workers quickly identified issues they wanted to see addressed in their first contract and selected Robert McHaney to be their shop floor representative at the bargaining table. The Union’s negotiating committee included District 751 President Jon Holden, Chief of Staff Richard Jackson, Business Rep Rich McCabe, Robert McHaney and staff support from Rachel Clayton. Business Rep Pat Bertucci will be the rep servicing the group.

The agreement members ratified included General Wage Increases each year of the contract, an increase in the health and welfare opt out money, and eliminated at will employment.

“This first agreement laid a strong foundation of rights, pay, benefits and working conditions that we can build



Reviewing union proposals for a first contract with Phoenix Logistics L to R: District President Jon Holden, Rachel Clayton, Business Rep Rich McCabe, Robert McHaney, and Chief of Staff Richard Jackson. Members ratified their first agreement on June 24.

on in the future,” said District 751 President Jon Holden. “Along with improvements in wages, benefits and working conditions, the first contract also secured many things they already enjoyed in writing to ensure the employer cannot change it in the future. We are proud to represent these workers who provide essential service to our military.”

These members working for Phoenix Logistics at JBLM are Emergency Medical Training Instructors using robotic human like simulators to do field medical training for our active military.

These employees are part of a growing number of civilian contract workers at NAS Whidbey and JBLM choosing to gain rights and a better life with IAM Union representation.

POLITICAL ACTION

MNPL: Our Collective Strength in the Legislative Arena

Solidarity brings strength at the bargaining table, and the same is true in the political/legislative arena. The 2019 Machinists Non-Partisan Political League (MNPL) drive kicks off in August at Local Lodge meetings. During the month of August and September, Union Stewards will be asking members to join this important group by signing a payroll deduction of \$1 or more per month or by giving a cash donation.

MNPL is the political arm of the union since union dues are not used for candidate contributions. However, many members have not heard about MNPL. The drive is meant to educate them on the importance of political collective action.

MNPL gives you a strong voice and the power of that voice is multiplied by the thousands of other union members belonging to MNPL. Through MNPL, we have won many battles and benefits at the federal, state and local government levels (see examples at bottom of page).

Corporate Political Action Committees (PACs) outspend Labor PACs 7:1. But, dollar for dollar, labor money speaks with a louder voice.

That's because politicians know where our money comes from: it comes from the hard-earned wages of the middle class; it comes from voters.

When we give to politicians, we're sending the message:

- *We elect you to put workers before corporations.*

- *We expect you to fiercely protect our right to collectively bargain.*

- *We WILL hold you accountable.*

The more members signing up to contribute, the louder our message is heard. While \$1 does not seem like much, if every member contributes, collectively we will have a tremendous impact.



UNION DUES ARE NOT SPENT FOR CANDIDATE CONTRIBUTIONS. That is why we ask you to sign a voluntary MNPL payroll deduction card.

What is MNPL?

Machinists Non-Partisan Political League (MNPL) is made up of VOLUNTARY CONTRIBUTIONS and is the political arm of our Union. It is not tied to any one political party. Its main goals are:

- To lobby on issues directly affecting our members.
- To encourage IAM members and their families to register and vote.
- To educate IAM members and their families on issues that concern them.
- To help elect candidates who support working families.

Why is the Union involved in politics?

Many people, even some Union members, say that unions should stick to collective bargaining and leave government to the politicians. The fact is that even if we wanted to, we shouldn't. Government decisions affect Union members in too many ways both on and off the job - fighting for the 767 tanker deal, unemployment benefits, Social Security, health care, workers' compensation, right to unionize, fighting against sequestration, and the list goes on and on.

Why can't I make my political contribution directly to the candidate?

You can, but MNPL works on the theory and principle that a united effort is best – the same way your union does when it negotiates your contract.

What difference will my small contribution make when it takes so much money to elect a candidate?

STRENGTH IN NUMBERS – Unless you are wealthy and can make a huge individual contribution to a candidate, your individual contribution cannot have

the same impact that you and your coworkers have together with MNPL.

Just like your voice alone does not have the same impact in improving your wages, hours, and working conditions, as when we all speak with one voice as a union at the bargaining table.

When we pool our MNPL dollars, like we combine our strength in collective bargaining, we are strong. Collectively, MNPL money gains your Union access to officials, which is critical to get our issues addressed and ensure our input is heard.

What happens to the MNPL money after it is deducted from my check?

The Company will deduct the amount you are willing to give from your check once a month and send it to MNPL. District 751 works with MNPL to determine how the money should be spent and which candidates are worthy of a contribution from MNPL.

How Can YOU Help?

You can PARTICIPATE in the MNPL program through our Union on a year-round basis. Here is how:

- ✓ Simply sign up for monthly payroll deduction of \$1 or more.
- ✓ Donating \$7.51 or more a month enrolls you in the 751 Club and entitles you and a guest to attend the 751 Club dinner/dance at the Westin Hotel, on Saturday, Oct. 26, which includes a delicious dinner, comedy, dancing, karaoke, casino and prizes.

Give to the MNPL so our union can continue to be a powerful advocate for:

- workers
- good jobs
- Social Security/Medicare; &
- the right to unionize

What Can \$1 Buy? Plenty with MNPL - Take a Look at Recent Successes and the Return on our Investment

MNPL gives you a strong voice and the power of that voice is multiplied by the thousands of other union members belonging to MNPL. Through MNPL, we have helped win many battles and benefits at the federal, state and local government levels.

Federal Successes:

- Won a \$35 billion contract to build the U.S. Air Force Tanker resulting in thousands of jobs.

- Won the P-8 Poseidon, a U.S. Navy contract built off the 737 platform – providing jobs in Renton and Seattle's Military Delivery Center for the next decade.

- Secured Trade Adjustment Assistance, which provides tuition and



other support for laid-off workers in Washington State. IAM members and other workers at Boeing, Alcoa, Triumph, and Jorgensen Forge have benefitted from this program.

- Secured continued funding for the Export-Import Bank to finance overseas sales of Boeing aircraft.

- Congressional letter to Boeing on the treatment of workers at Boeing's South Carolina plant and encouraging Boeing to negotiate a contract for those workers who voted for union representation.

Recent State Success:

Increased the minimum wage and ensured all workers earn paid sick leave. This translated into additional sick leave beyond the 40-hour contractual benefit for all our members at Boeing.

- Changed the conversation in Olympia on tax incentives to ensure that future incentives result in good-paying jobs for this region.

- Passed 100% clean energy bill that ensures transition to clean energy and supports good, family wage jobs.

- Guaranteed rest breaks to nurses and other frontline caregivers during their long shifts.

- Strengthened safety net for workers at Hanford Nuclear Reservation.

- Updated Equal Pay Act to offer remedies for employees who are paid less for similar work on the basis of gender and provide equivalent career advancement opportunities, regardless of gender.

- Secured \$135 million for a new South Park Bridge. Lobbied for other transportation investments such as the Deep Bore Tunnel to replace the failing Alaskan Way Viaduct to keep workers and locally fabricated parts moving between our plants.

MNPL gives us a strong voice and real access to top political leaders in Washington, DC and Olympia. MNPL helps elect pro-worker candidates at all levels of government!

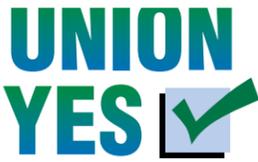


Without the ability of workers to join together through MNPL, attacks on the middle class will go unanswered. Contributing to MNPL (even at \$1 a month) gives workers a collective voice in the political process that is otherwise dominated by big business.



IT Workers at Hanford Site Say IAM Union Yes

Workers in the Tri-Cities supporting the Hanford Site who perform essential IT and HelpDesk functions recently said yes to IAM union representation and having a voice on the job. These workers stood together and exercised their federally-protected rights to gain a voice on the job on June 25th.



Workers had initially contacted our Union earlier this year and expressed an interest in union representation.

“We are excited to welcome these workers into our IAM union family. They play a critical role on the Hanford site, and we are proud to be their advocate,” said IAM District 751 President Jon

Holden. “It’s our job now to negotiate a contract that recognizes the contributions these members make every day at Intratek so they receive fair compensation for the work they do. This is a very skilled group of workers who chose union representation to secure a better future.”

Business Rep Steve Warren, Staff Assistant Chris Powers, along with organizers Jesse Cote and Loren Guzzone met to begin the process of securing a first collective bargaining agreement. These workers have begun identifying issues they would like to see in a contract and are selecting a bargaining unit member to serve on the negotiating team.



Workers at Intratek voted recently to have IAM Union Representation. Meeting with Union Reps and Organizers, the group gives a thumbs up as they begin identifying issues for a first contract. These workers perform essential IT and HelpDesk functions at the Hanford Site.

A Better Life Starts with Our Union

Continued from Page 1

and demanding rights and better pay is sometimes the only way corporations will fairly share their profits with the workers creating that profit. We hope to help more workers achieve a better life and raise their standard of living, which helps all of us in the long run.”

“Knowing your future earnings and having control of your health insurance are advantages that come with a union job and help with life’s challenges. Not to mention feeling empowered by having a voice on the job, being treated equally, and earning

pay based on the work performed not your gender or favoritism. All workers should be asking how they can get this at their workplace,” Holden added.

As billboards and bus ads in Snohomish County get aerospace workers and others thinking about their future, we hope they will reach out and take that first step. Then our Organizing Department can empower workers in the area that have expressed an interest in gaining union rights and raising their standard of living.

“My story is similar to stories we’ve all heard, but it’s true and unfortunately continues to happen to people every day. I became more active with the union because I appreciate all the benefits I have as a union worker and feel a personal responsibility to future and current members by fighting for the future and preserving our current benefits. Boeing is my first union job.

My previous company didn’t provide adequate health coverage. Living with type 1 diabetes, I’m on 5 daily prescriptions; each was costing me a minimum of \$60/month, and one medication wasn’t covered at all. Add that to the weekly deduction of \$50 my employer charged me, and I was spending about \$600/month just on health care. My dismal paycheck wasn’t enough to cover these costs and all other bills and necessities. In order to survive, I’d ration my insulin and neglect keeping track of my glucose levels – something I should check a minimum of 10 times a day. Had I continued without negotiated health care, I would have suffered debilitating and possibly life ending consequences.

Now, with our amazing union benefits, I’m provided the tools to adequately take control of my disease and live a better life!”



Jon Voss, IAM Since 2011



Joe Kelley, IAM Since 2014

“Our Union has made a tremendous positive impact on my life. As a Union Steward, I saw day in and day out the power we have and the difference it made on my co-workers’ lives. Every day I was there to enforce the 300+ plus page collective bargaining agreement to ensure the company was not violating our members’ rights. I’m proud of the negotiations that happened before me to get us to this point. Every contract is a building block for a stronger future. Now as an officer and an activist in our union, I will proudly contribute and make our union stronger and help the communities around us so we can create a better standard of living for everyone here in the Puget Sound!”

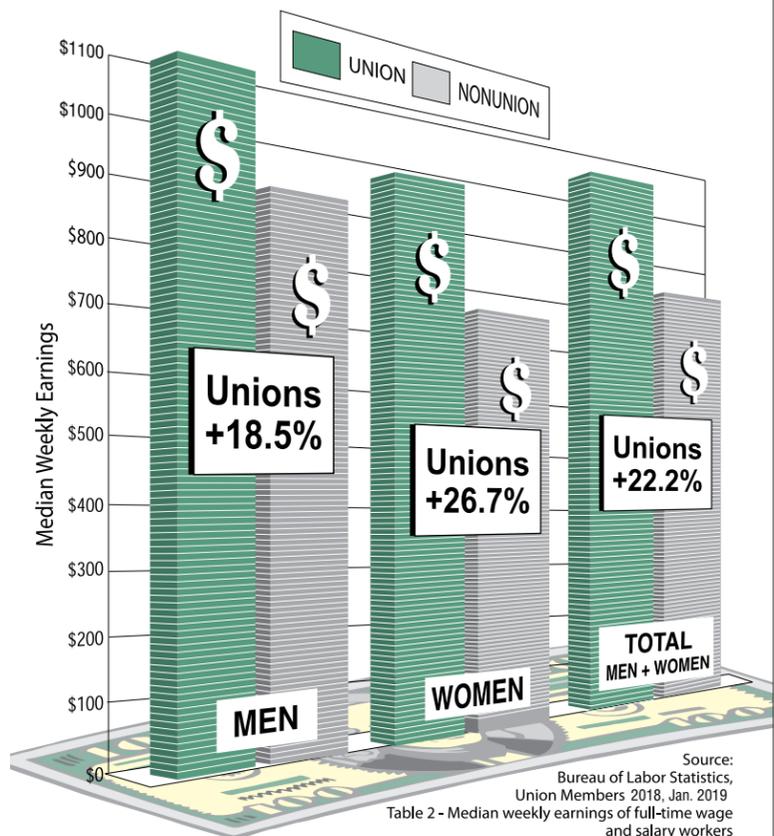
“I am happy to pay union dues for what I get in return. I only have to look at my bank account and my savings for retirement to see what a difference a union job can make. Now, I’m compensated for every hour worked, have better health care, unlimited education benefits, regular pay raises and progression increases, quarterly cost-of-living adjustments, company matching on my VIP retirement savings, and so much more.

The union advantage goes beyond money and benefits. It is also about rights on the job, which mean less stress and knowing you have someone to advocate for you and ensure any discipline is fair and consistent. The benefits of union membership pay off long into the future for the next generation. We are all the union and are stronger when we all step up and get involved.”



Luizane Chiv, IAM Since 2012

Weekly Earnings, Union vs. Nonunion



Unions Raise Wages by More Than 22 Percent

Union membership helps raise workers’ pay. Union workers earn 22.2 percent more than nonunion workers, according to the U.S. Department of Labor’s Bureau of Labor Statistics. The union advantage is even more for women coming in at 26.7 percent. On an annual basis the 22.2 percent advantage translates into nearly \$10,000 for the Union worker. Over a 25 year career that translates

into more than a quarter of a million dollar (\$250,000) advantage.

Beyond just wages and benefits, union workers have a say in their working conditions, hours of work, defined promotion system, safety programs and outlined grievance procedures to dispute management actions. These issues, coupled with giving a member a true voice in their workplace, are priceless.

“I got involved because a union contract has done so much for me and my family. I felt I can help others achieve this also.

When I joined the union, I was encouraged to get active. In doing so, I learned how much unions do, not just for the employees at a workplace but for our economy, our communities, and state. When unions thrive, we all thrive! Being able to provide for my family with great pay, medical, dental and vision, having rights on the job and being able to get college degrees for all my family, truly is the BEST!! These opportunities only come with a union contract!”



Adrian Camez, IAM Since 2010

SERVICE TO THE COMMUNITY

Everett Rallies to Aid One of Our Own

An injury to one is an injury to all is more than just a saying in Everett – it is words to live by.

Last month, members, managers, and others working at the factory came together across all three shifts and multiple airplane lines to help one of our members who had a life changing accident over the Fourth of July holiday. The member had a young family to support and as word of the accident spread, so did the desire to do something to help.

Union Steward Paul Richards, along with many other members, stepped up to organize a fundraiser, which they cleared through ethics and management. They decided a “Come Out to Help Potluck” could rally the troops. Word quickly spread as flyers were distributed and all were eager to help.

“The generosity of our members and other Boeing employees is amazing. It shows we are stronger when we all work together and the incredible things we can accomplish if we focus on a task,”

said Paul. “The food was delicious and there was a huge variety to choose from – fried chicken, Asian food, barbecue, pulled pork sandwiches, tempting desserts and much more. Everyone pitched in. Even after we ran out of food, people still stopped by to donate.”

When all was said and done, the Everett facility collected more than \$7,800 (with even more still coming in) to help our member – demonstrating the remarkable generosity and how working together we can make a difference.



The District 751 Human Rights Committee is holding a school supply drive through August 15. Donations will go to help families in the South Park neighborhood and ease the stress of sending kids back to school.

Donations can be dropped off at any 751 Union Hall. Make checks payable to: District 751 Charity Fund.

751 Volunteers Help Others Throughout Puget Sound

751 members continued volunteering to build better communities with projects in July from Everett to Tacoma and everywhere in between. Members prepared and served meals on multiple weekends at both the Everett Gospel Mission and Tacoma Mission, took part in an Everett road clean-up, and built two wheelchair ramps for area residents. Check the calendar on the District website (www.iam751.org) for upcoming projects.



Right: Fred Harmon helps frame a ramp.



Helping keep our section of the road clean in Everett L to R: Wes Heard, Adrian Camez, Richard Pollack and James Manivong.



Carl Bauer (l) and George Braun helping at the Tacoma Mission.



Adrian Camez and Jason Redrup installing a ramp.



Photo right: Fred Harmon, Jason Redrup, Carole Hennessy and Adrian Camez built a ramp to give the resident access to their backyard. (thanks to Barbie Harmon for taking pictures).



L to R: John Allen, Cliff Balka, and Carter Wolbaum prepared and served food at the Everett Mission on July 14.



Above: Princie Stewart and Vennie Murphy framing the long ramp for a 751 retiree in West Seattle on July 6. Jim Hutchins also helped with the project that took more than 10 hours to complete so our retiree could more easily come and go from his home.

Toiletry Drive

The District 751 Human Rights Committee is again holding a toiletry drive this year.

Anyone who would like to help disadvantaged families and the homeless of Seattle may drop off “travel size” toiletry items at any IAM 751 Union Hall or bring them to their local lodge meetings.

Suggested donations include: shampoo, combs, toothbrushes, toothpaste, dental floss, deodorant, Q-tips, Gold Bond, first aid materials, razors, lotion, feminine hygiene products, hand sanitizer, toilet paper, flushable wipes, sunscreen and socks.



Photo left: Princie Stewart (l) and Vennie Murphy (r) pose with the residents who were pleased with the finished ramp that went the length of their home.

Guide Dog Changes Life for Seattle Resident

The smile on Therese Clark's face as she left the Guide Dogs of America complex in California on May 18th with her new guide dog, Java, said it all. She was thrilled at the additional freedom and how much safer she would be in her daily life.

Therese lives in downtown Seattle, which makes moving safely through the city streets a challenge.

"I can walk downtown without being afraid of being mugged and can maneuver the hazards of Seattle streets whether it is a semitruck on the sidewalk there to unload, bicycles racing by, or dodging cars or buses. Java alerts me to any danger, and drivers recognize the situation better when they see my guide dog," said Therese.

She explained that Guide Dogs of America teaches the dogs intelligent disobedience to keep their owner safe. "For instance, if I was walking forward and Java sees a car is about to run us over, he will stop, back up or speed up to get us out of danger," said Therese.

"I have so much more freedom with Java and can now go hiking and camping, as well," said Therese.

The way people respond to him is noticeably different as well.

"Seattle is so dog friendly. People will now stop to talk to me because of Java. It is a very different response than when I

had a white cane," said Therese. "At a recent Mariner's game for a friend's birthday – at least five people stopped to say hi."

The bond between Therese and Java is obvious, not to mention the joy and companionship he brings.

Therese was born with Dandy-Walker Syndrome that left her with no retina in her left eye and a morning glory retina in her right eye. In her junior year of high school the right retina detached. She attended the Washington State Services for the Blind facility to learn how to read Braille, how to cook and how to navigate travel.

"I work retail on Capitol Hill. Java is our mascot at work and an unofficial therapy dog," said Therese. "I also volunteer as a Sunday school teacher. This year I had my kids pick out a secret agent name for Java. They picked Shadow. The second name is a safety issue. If the kids are calling him Shadow, he won't get distracted when he hears that name."

In addition to her job and volunteer work, Therese is attending school with the goal of becoming a special education teacher.

Therese enjoyed attending our fundraiser, sharing her story and helping promote Guide Dogs of America, which has changed her life for the better. All the golfers left the tournament happy to help such a worthwhile cause that makes an incredible difference in the lives of others.



Therese Clark and her guide dog Java at their May 18th graduation. Getting Java has made traveling to work and school much safer and easier through the streets of Seattle.

DRIVING THE GREEN FOR GUIDE DOGS

Twenty-seven teams converged on Willows Run on July 21 to chip in for Guide Dogs at the annual Guide Dogs of America golf tournament. The tournament delivered more than \$23,000 for this very worthwhile charity.

Golfers got to hear first hand how their contributions help others with special guest Therese Clark and her guide dog Java. Therese graduated from the Guide Dogs of America facility in May, and it has changed her life here in Seattle (see story above).

A shotgun start and best ball format kept the tournament competitive and ended with a four-way tie for first. The golf course used a scorecard playoff to determine team placement taking the best score from the six toughest rated holes (see winners below). Special thanks to Lori Dorsey and Mark Clark for organizing the event and to all the volunteers who helped with set up and various competitions throughout the day.



Erik Goettler lines up a putt as Brady Knuth and Kevin Anderson observe.



Kevin Ornburn attempts a birdie as Al Bello and Steve Albright assess the shot.



The first place team will have their names engraved on the tournament trophy. L to R: Chris Schorr, Matt O'Brien, Dan Howard and Scotty Sutton (not pictured).



Tournament organizer Mark Clark congratulates the individual winners of longest drive and closest to the pin L to R: Clark, John-Erik Rice, Mary Hopwood, Jennifer Scott, Damian Kilmartin, Greg Ringelstetter, Mike Stinson.

Photo right: Therese Clark and her guide dog Java pose with the third place team L to R: Don Carson, Mike Gillard, Andy Schier, and Doug Bancroft.



Ken O'Brien from NAS Whidbey.



John Ford sinks a birdie.



James Carlyle drives the ball with Duke Gressett watching.



2nd place team L to R: Sanu Manu, Tim Gibson, David Taylor and Thomas Yandall.



Mark McGuire prepares to tee off on the first hole.

Thanks to our sponsors:

- IAM Grand Lodge
- GVP Mark Blondin
- GVP Gary Allen
- District 751
- Local 751-A
- Local 751-C
- Local 751-E
- Local 751-F
- Jon Holden
- Susan Palmer
- Richard Jackson
- Pat Bertucci
- Spencer Burris
- Greg Campos
- Howard Carlson
- Ira Carterman
- Jason Chan
- Mark Clark
- Robley Evans
- Christine Fullerton
- Jeff Grim
- Grace Holland
- Dave Hopkins
- Connie Kelliher
- Stan Long
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- Garth Luark
- Chelsea Mason
- Rich McCabe
- Steve Morrison
- Les Mullen
- Matt O'Brien
- Linda Ramos
- Jason Redrup
- Andrew Schier
- Chris Schorr
- Paul Schubert
- Rod Sigvartson
- Dan Swank
- Spencer Thal
- Stosh Tomala
- André Trahan
- Mary Hopwood & Mike Wise
- Jesse Cote & Loren Guzzone
- Paul Velktamp
- Tommy Wilson





New members filled the Everett Hall to learn more about their union. Above Steward Coordinator Ed Lutgen explains their rights on the job, contract history, how dues are calculated and more.

New Member Seminar Educates on the Power of Unions

With new members being hired each week at Boeing, our Union is offering an introduction to your union seminar. This 90-minute seminar provides a brief overview of our union so our newest members understand that nothing in our contract was a gift and every provision was obtained through unity from the members who came before them.

Topics covered at the seminar include: Union 101 for those who have never been part of a union; IAM Union Structure; contractual benefits we have fought for over the years which include overtime, education benefits, health care, COLA, 401(k) and more.

Explanation of Weingarten Rights that guarantee members the right to representation in any meeting

they believe may result in discipline.

How dues are calculated and why they are important, as well as the tremendous benefits of union membership are explained.

Members are given a brief summary of our seven strikes, why they happened, the benefits preserved or gained as a result of these strikes and how membership unity has been key to every success.

Members are encouraged to get involved and participate at all levels of our union, including attending their local lodge meeting.

Knowledge is power and new members who understand and respect our past history will be better armed to protect our collective future.



A member at PAE casts his ballot on the new contract.

NAS Whidbey Contract Delivers Improvements

Continued from Page 1

on health and dental care; ensured Company provided health and dental care remains at current percentages.

- Established new Company contribution of \$10 per week into company 401(k) plan.

- Continue \$1.40 per hour to IAM National Pension Plan.

“These workers maintain jets that are essential to the defense of our nation,” said District 751 President Jon Holden, who was part of the union’s bargaining team. “They are highly skilled specialists, and they deserve a contract that recognizes and rewards them for all they do.”

This is the third union contract for this group and the second employer we have bargained with since workers joined together and voted for union representation in 2011. In each contract, these members have improved their wages and benefits, as well as rights on the job and revised work rules.

Special thanks to the Union bargaining committee made up of: Chief of Staff Richard Jackson, Staff Attorney Spencer Thal, District 751 President Jon Holden, and members Nicolas Acosta, Jason Evans, Donald Fabrao, and Dawn Kesler.

By remaining unified and speaking with one voice, even when the employer changed, these members were able to make improvements in a new contract. Without union representation, they might not have been able to make these gains in each contract since 2011 and secure a better life for their families.



Members count the ballots on the PAE contract.

Union Yes at Millcreek Festival



Photo right: Wes Heard and Adrian Camez at the Union booth. Below: Derek Gottschalk at the Machinists table.



Those attending the Millcreek Festival in July had an opportunity to learn more about the union advantage by visiting the Snohomish County Labor Council booth. Machinists volunteers handed out informational bags with visibility items to raise awareness on how unions help all workers. Thanks to those volunteering to work the booth: Wes Heard, Paul Schubert, Carolyn Romeo, Derek Gottschalk, Adrian Camez, Jon Voss, Joe Kelley and Luizane Chiv. Visitors left knowing more about how they can get a better life through union membership.



Guide Dogs Fundraisers: Summer Fun for a Great Cause

Our union will once again host a series of fundraising events to support Guide Dogs of America.



District 751 is one of the top fundraisers for the California-based charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.

Shoes for Puppies - Aug. 10

The 15th annual Shoes for Puppies horseshoe tournament will return to Maple Valley on Saturday, August 10. The tournament, which is sponsored by Local E, will start at noon on Aug. 10 at the Red Dog Saloon, 18605 Renton-Maple Valley Rd. SE.



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

Local A Car Show - Aug. 17 Special Guest Otis Sistrunk



The Bill Baker Memorial Steel & Wheel SuperShow is coming to Everett again this year. Local A’s annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, August 17 at the 751 Everett Union Hall, 8729 Airport Road.

Along with displays of custom cars and cycles, there will be food, drawings and music. **The event offers a special treat for any Oakland Raider fans: 1977 Superbowl Champ Otis Sistrunk will be in attendance.**

Check-in for exhibitors is 8 to 9:30 a.m. Registration is \$25 on the day of the event or \$20 in advance.

Registration forms are available at all 751 union halls or on the virtual board on our website at www.iam751.org.

Pacific Raceways Aug. 15-18

District 751 is teaming up once again with Pacific Raceways for our annual joint charity fundraising event.

Our union is selling \$5 tickets for drag racing Aug. 15-18 at the track, which is at 31001 144th Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at 9 a.m. all three days and will feature racing in the Lucas Oil Drag Race Series, featuring Top Alcohol, Screamin’ Eagle Harley Davidson Series, and Sportsman Classes. All proceeds from ticket sales will go to benefit Guide Dogs of America.

Karting Challenge, Sept. 7

Local F Guide Dogs Karting Challenge will be on Saturday, Sept. 7 at

PGP Motorsports Park (31001 144th Ave SE) at Pacific Raceways in Kent.

Karting event goes from 2 to 6 p.m. and will feature teams of drivers racing for two hours around the PGP track. Prizes will go to the teams that complete the most overall laps in the time allowed.

Cost is \$100 per person for the two-hour marathon; each team can have up to four drivers. Drivers are encouraged to get pledges for Guide Dogs, as the starting order is determined by total amount raised and donated.

This is an exciting event that families, friends and co-workers can take part in. Trophies given for 1st and 2nd place teams. Drivers must be 5’ tall and understand how to drive a car.

For registration information, contact Tom Keller 253-686-4361 (tknck92112@yahoo.com), or Dominic Patton 206-999-4561 (dom.k.patton@gmail.com).



RETIREMENT NEWS

751 Retirement Club Minutes

The meeting was called to order on July 8, 2019 by President Jackie Boschok. She led the club in the flag salute and God Bless America, and T.J. Seibert led the prayer.

Roll Call: All officers were present.

Minutes: The June meeting minutes were approved. **M/S/P**

Executive Board Report: The Executive Board proposed one motion read by Secretary Pam Harris: To pay parking fees for the vehicles used to carpool our members to the departure location for the whale watching cruise on July 18. President Boschok explained that the parking lot will not accommodate the union van so attendees will need to carpool in personal cars. The motion was **M/S/P**.

Audit Report: Trustee Mike Keller reported that the three trustees did an audit of the Retirement Club financial records and found everything to be in

order. This covered the time period of January 1 through June 30, 2019. It was **M/S/P**.

Financial Report: Tom Lux gave the financial report. It was **M/S/P**.

Legislative Report: Carl Schwartz gave the report. Our state's primary election day is Tuesday, August 6. Candidates for a number of city and local elections are running. Members are urged to check our union's recommendations in the July *Aero Mechanic* and then VOTE. President Boschok added that you can now register to vote up to and on the day of the primary election. However, if you register on the day of the vote you must do so in person. Also, a reminder that once again, every mailbox is a free ballot box because postage is already paid.

Members are reminded that our union's endorsement for the 2020 presidential election will be selected with the participation of our rank and file

membership.

To be part of the process, log on to iam2020.com. You need to enter your IAM book number, which is on the mailing label of the *Aero Mechanic*, and you will become part of the process.

A number of pro-senior bills have been approved in the House of Representatives, mostly by Democratic votes, but have been held up by the Senate leadership. Our members and senior Americans generally need to remember this when they vote.

Health and Benefits: Trustee Mike Keller read the deceased list: **Local A:** Wesley Anderson, John Bechen, Sharon Fingerson, Junice Fisher, Margaret Jewett, Bruce G. Smith, James Vetter **Local C:** Glen Breshears, Laurance Coghill, Robert Damitz, Krefling Earl. Ivan Eikenberry, John Furber, Oleatha Green, Richard Hummel, Freeman Johnson, Doris Slaymaker. **Local E:** None. **Local F:** William Atkins, Harold Bates, Emma McLemore, Patricia Moore, Rose O'Brien, Thomas Ponder, P.A. Sabado. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Good & Welfare: None.

President's Report: President Boschok stated the July 8 Monday Alert Retiree News has an article about the Older Americans Act. It was signed into law by President Johnson on July 14,

751 Retirement Club Summer Potluck Lunch - Aug. 12 at Seattle Union Hall

Mark your calendars for the annual Retirement Club Summer Potluck Lunch, which will be held on Monday, August 12 at 11 a.m. at the Seattle Union Hall (9135 15th Pl. S.). This will be a potluck lunch and District 751 staff and reps will provide the chicken. So, make your favorite dish and plan to be there. You can catch up with old friends and make new ones.

1965. Although it is not as well known as Medicare and Social Security it has brought about many programs that benefit seniors such as Meals on Wheels and SHIBA representatives who help seniors select Medicare plans.

The Retiree Club summer potluck lunch will be Monday, August 12 at 11 a.m. at the Seattle Union Hall. District 751 staff will provide chicken. We are working on a surprise fun activity.

The whale watching cruise will take place July 18. Details were discussed.

Jackie asked for a show of hands to make sure at least 20 people were interested in going on the Salmon Dinner Blake Island tour. A commitment of that many people is needed in order to get a group discount. There were enough people interested so Jackie will make reservations for Thursday, August 22. Keep an eye out for more information in the August *Aero Mechanic* (see left bottom of page).

Wednesday, August 14 join the Washington State ARA's celebration of the anniversaries of Medicare and Social Security from 10 a.m. to 3 p.m. at the Laborers Local 242 Union Hall, 22323 Pacific Highway South, Des Moines, WA. Let them know you are coming

Continued on Page 11

Celebrating July birthdays were Jerry Seidl and Fred Smith. Celebrating anniversaries Helen and John Mah and Vennie and Pam Murphy (Pam not pictured).



Lucky Eagle Casino Run - Tuesday, August 20

Join other retirees for a trip to the Lucky Eagle casino in Rochester on Tuesday, August 20. The bus will leave the Seattle Union Hall at 9 a.m. The bus will leave the casino at 3 p.m. and arrive back at the hall around 4:30 p.m. If you would like to go, call Betty at 206-772-5331 to reserve a seat on the bus.

751 Retirement Club Cruise to Tillicum Village Thursday, August 22nd Board the ship at 11 a.m.

Join the Retirement Club on a Tillicum Excursion to Blake Island on Thursday, August 22nd. Learn about Native American culture, watch a live performance featuring traditional song and dance and enjoy a salmon buffet. Tickets cost:

- Senior (65+) \$72.38
- Adult \$80.22
- Youth (4-12) \$31.39

Kids 3 and under are free but need to be included on the order to ensure required boarding pass.

Deadline to purchase tickets is August 13. Tickets can be purchased at any of our Puget Sound Union Halls or a check can be mailed to: 751 Retirement Club, 9125 15th Pl. S, Seattle, WA 98108. Make checks out to 751 Retirement Club. Please note if is transportation is desired.

Those needing transportation to Pier 54 will meet at the Seattle Hall at 9:30 a.m. and depart at 10 a.m. General boarding begins at Pier 54 at 11 a.m. and cruise departs at 11:30 a.m.

Call Jackie at 206-890-1009 for more information.



Retirees Go Whale Watching

Eleven members from our Retirement Club enjoyed a long day of whale watching in the San Juans on July 18th - leaving the Seattle hall at 6:30 a.m. and returning at 10:30 p.m. The day began with overcast skies as retirees embarked on Clipper Vacation Whale Watching Cruise to Friday Harbor. Club members were thrilled to have sunny skies to watch the transient orca whales cavort near the Canadian border. Everyone agreed the long day was loaded with fun.

Vennie Murphy and Calvin Roland enjoy sun on the boat deck.



Nancy Holland-Young and Jackie Boschok on the deck going through Deception Pass.



751 Retirement Club members who went on the whale watching tour pose at the Seattle dock upon returning: L to R: Calvin Roland, Mike Keller, Nancy Holland-Young, Jim Hutchins, Dallas Radford, Betty Hutchins, Pam Murphy, Alice Villareal, Vennie Murphy, and George Braun.

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009	Trustees:	Michael Keller	206-723-4973
Vice President	Helen Lowe	206-523-9526		Jim Hutchins	206-369-2309
Secretary	Pam Harris	206-769-5179		T.J. Seibert	206-909-4870
Treasurer	Tom Lux	206-551-1371	Union Office:	(1-800-763-1301) or 206-763-1300	
Srgnt-at-Arms	Vennie Murphy	253-985-0951			

RETIREES

Congratulations to the following who retired from our Union:

Michael Anderson	John Denman	Dennis Iverson	Rodney Russell	Local 86
Darrell Andrews	George Eddy	Timothy Jacobson	Jeffrey Sailing	Wayne Denman, ASC
Donald Austin	Timothy Evans	Dash Kawasaki	Susan Schauer	Machine Tools
Richard Bennett	Robert Fisher Jr	Tracy Lafayette	Steven Schulfer	John Kofol, URM Stores Inc
Steven Buck	Darrel Fox	Wilson Longstreet Jr	Mickey Shay	
Donald Carnley	Sidney Fugate	Brenda Manry	Loren Shirley	Local 1123
Martha Carr-Nelson	B Mac Gallier	Donald McMurrin	Willie Stein	Roy Begsholm, Bureau of
Dylan Cepeda	Richard Gross	Randal Miles	Bradley Stucky	Reclamation
Thomas Church Jr	Vernon Guenther	Sharon Nugent	Robert Studerus Jr	Jeffery Fogelstrom, Alcoa
James Clayton III	Robert Hall	Leslie Nystrom	Michael Tanay	
Craig Coad	David Hamre	Yvonne Nystrom	Eao Taing	
Sab Cumbee III	Brian Heinz	Robert Orlosky	Scott Tieu	
Dorothy Davidson	Terry Henslee	Patrick Ouellette	Roy Wilkinson	
Becky Davis	Steve Howerton	Mario Papini	John Yastrum	

FREE WANT ADS

FOR MEMBERS ONLY

BOATS

1991 SPECTRUM OPEN BOW 19 1/2 feet, aluminum, 115 hp Yamaha, only 6 hours on new motor. \$15,000. 425-870-3440

1985 HUNTER SAILBOAT 24 ft. \$1,400.00 with trailer or make an offer. Both licensed Last chance to purchase and enjoy this summer. White with blue interior cabin with stove, bunks and lounge w/stove. Nice sails. Full cover. No motor. Home# 425-322-5870 or Cell# 425-319-3631

1986 BAYLINER 20' w/350 ChevV8 in-board. Runs good. Toilet, 2 bunks, low hours with trailer. Boat and trailer both licensed. \$1,500 for both or make an offer. Boat is white with gray interior. Home# 425-322-5870 Cell# 425-319-3631 Last chance to purchase. Donating to charity at end of the month.

TOOLS

ACRA vertical turret horizontal milling machine \$12,000 OBO High performance variable speed lathe model 1440V \$14,000 OBO. These tools belonged to Fred McKenzie. 206-248-0686 or 206-595-0636

AUTO PARTS & ACCESSORIES

ELITE UNDERCOVER TONNEAU COVER fits 2009 to 2014 Ford F-150. \$250.00 OBO 253-435-0501 or 253-334-3159

TOWBAR and BRAKE BUDDY—used for motor home towing a car. \$400.00 425-503-8288

1997 GRAND CHEROKEE LIMITED. Does not run. Great parts vehicle. New tires, radiator, alternator, catalytic converter. \$500.00 206-578-1807 Kevin Davis

FALCON ALL TERRAIN TOW BAR. Like new. \$400.00 206-618-5304

ENTERTAINMENT

I have a COLLECTION OF GOOD RECORD ALBUMS. Tell me what 5 you want, if I have them. \$50.00 plus shipping. 509-686-1778

RECREATIONAL VEHICLES

25' FLEETWOOD FLAIR MOTOR HOME. Spouse passed away. Modernized a bit. Price is firm. \$10,000.00 OBO Come and look. 309 17th NE Long Beach WA or call to put a "hold" on it. 360-431-7061

2013 ROADTREK MOTOR HOME, VAN 190 --popular, gold, winter & summer water tank, solar panel, generator, many extras. Like new tires, 14,000 miles. Email: mjvreidne@yahoo.com or 402-452-1653

COTTAGE INDUSTRIES

Summer is here REAL ESTATE MARKET IS HOT! Mobiles to mansions — call me, I can help you transition to your dream home today. 253-353-0650

IN PAIN? GOOD NEWS! There's plant medicine alternatives to BIG pharma's addictive solutions with the side effects. Distributorships available. More info: www.brizopure.com/dena23906 or 425-231-5432

FLY FISH WITH A GUIDE FOR trout in Montana this summer. Call at 425-327-9343 or www.allwateranglers.com

INTERESTED IN BETTER HEALTH & WEALTH? Great business, fun too. Worldwide company is #1 and growing. You can even will the business to your kids. Call Jerry 253-389-8384

PHOTOS BY CHAD is your premier portrait and wedding photographer... www.photochad.com 253-231-7950

NEED A MORTGAGE LOAN? I can help you get pre-qualified for a home, need to refinance and get cash out? Call me 425-977-3878 or email Kimberly.peterson@guildmortgage.net

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 Aug. 15th

HEALTH — n — BEAUTY want better focus, sleep, energy, strength, fat loss? Mood! 253-358-6302 or carlbauer.experienceketo.com

A HAPPY HOME. Could your home use TLC? A new deck, fence, beautiful flooring or lovely crown molding. Home remodeling and-repairs. Dennis, Hammer-n-Nails 253-686-4030

THINKING ABOUT SELLING YOUR HOME? Downsizing? Need more room? July Small will do a free market analysis. Licensed real estate broker Windermere. Call now! 206-734-7122

NEED A REAL ESTATE AGENT? I would be honored to help you buy/sell a home. I'm passionate and dedicated to helping people with their real estate needs. Jamie Hanson, Person Real Estate Group. Cell 253-332-3816 (call or text) JamieHansonHomes@gmail.com

READY FOR A NEW CAREER AFTER RETIREMENT? Unable to advance in current job? Get your FCC commercial radio licenses. GROL, Radar, GMDSS, military MOS + marine. Call Mark at 513-604-4054

HOUSING

CONDO FOR SALE in EVERETT. 2 bedroom, 1.75 baths, 1158 sq. ft. 10 minutes to the Everett Boeing plant. \$235,000. Can see on NWML - address is 5915 Hwy Pl. #301, Everett, WA 98203 or contact Robert T. Racz, Windemere agent at 425-345-7229

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garages, 3600 sq. ft. 4 acres. Culbertson, MT plus 30x40 shop. \$395,000. Opt. on 10 more acres attached. 406-787-5242 or 406-790-0383

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konaaliicove.com. Ready for that month long vacation in paradise? Sleeps 5. Minimum stay 30 days. 10% discount to Boeing employees. Pays the taxes. \$2850-3500/month. Amenities include designated parking, DSL for Wi-Fi, pool, Jacuzzi and much more. 206-459-3444

MISCELLANEOUS

1985 JOHNSON 25 HP OUTBOARD, 2 stroke with 6 gallon gas tank. \$300.00 425-681-4161

2009 UTILITY TRAILER — 14X6.5 foot deck. Single axle 3500 lbs — custom made for moving small cars — Ritzville WA \$1,750.00 206-498-7495

FENDER STRATOCASTER GUITAR w/ hardshell case. American made, looks and plays excellent. Sunburst finish w/no scratches, maple neck. Hardly played. Please call for details, Puyallup area. 253-770-2399

WANTED TO BUY: old "slides" from past unlimited hydroplane races fifties and sixties only, also photos from the same time period. Thank you 206-557-0282

GREAT BUSINESS OPPORTUNITY, low startup cost. Like new, 12 needle commercial Brother embroidery machine with digitizing software. 29 hoops, spools of thread, backing, etc. Business retired. thetwoharp@hotmail.com or 425-432-4128. Leave message

RETIRES WHO WORKED AT KSC N/C MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Café. For more info contact clintbonnie@hotmail.com

EXPERIENCE REAL WELLNESS by using pure, powerful, life-changing therapeutic grade essential oils. Relax, refresh, rejuvenate, motivate, create abundance and more through transformational oils. Https://ylessentials4u.vibrantscents.com

TRAINING FOR STUDENT PILOTS. Ground school for private commercial, ATP. FAA certified AGI flexible schedule. Weekend ok. All day. 310-626-3520 nicasioarturo@yahoo.com

TREASURE HUNT FLEA MARKET, first Saturday of every month. Located at the Eagles Club, 8201 Lake City Way, Seattle. Contact Dori Heck for information. 206-909-0916

VENDORS WANTED to participate at the Treasure Hunt Flea Market on the first Saturday of every month. Contact Dori Heck for booth rental information 206-909-0916.

NEED AN AWNING COVER for your wood deck, concrete patio, carport for your car or truck, front or back porches? Call Awning Buildings 206-250-7139

GARAGE DOORS REPAIRED OR REPLACED. South of Olympia, located at 2100 N. National Ave, Yard Birds Mall space #105. Parts & tools also. Open Sat & Sun. 360-264-6319, 253-569-9532 or 253-261-4933

HOUSE PLANTS: rooted plants and planted ones \$3 to \$5 medium and large and ones. Dieffenbachia rooted and planted (dumb cane), spider plants, crown of thorns, African milk tree, ivies, split leaf rhododendron (two large), peperomia starts, planted green — nice plants — will have purple heart. 253-852-6809

PRE-1960 BASEBALL CARDS — Retired member wants to buy pre-1960 baseball cards. 206-954-3039

IRC RETIRES meet for breakfast on the 2nd Wednesday of each month at 10 a.m. at The Stump restaurant in Arlington. Come and join us.

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, metal, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-861-6557

CLEAN PLASTIC CONTAINERS 20 oz-80oz peanut butter ones .25 each. metal coffee cans, clean with lids .25, plastic ice cream buckets and lids, clean .25 each. 253-852-6809

CHILDCARE AVAILABLE IN MARYSVILLE Building Blocks Daycare and Preschool. Educating the next generation. I have 15 plus years' experience and love watching children learn and grow. 425-244-0230

PROPERTY

LUXURY SPRING VACATION CONDO, BNP Paribas Tennis Tournament March 8-15, 2020 or March 15-22, 2020. Palm Desert, Beautiful — swimming pools, tennis courts, golf, loaded kitchen, sleeps four. Great attractions nearby. \$2000 per week. 206-245-1642

CEMETERY PLOTS in GREENWOOD CEMETARY in Renton. 2 plots in the Azalea Garden across from the Asian Garden. Cost is less than other cemeteries. \$15,000 for both. 425-269-0621

40 ACRES EASTERN WA \$60,000. Call any time 253-863-8372

GREENWOOD MEMORIAL PARK, Renton. I have 4 plots side by side in the Azalea Garden and 1 double headstone for sale. \$1,500 less than retail price on each plot. Great location and beautiful cemetery. Will negotiate the price of the headstone. Call to find out the price. 253-852-6809

SPORTING GOODS

COMPUTER GRAPH RECORDER, Eagle Mach by Lowrance w/mount. New, never used paid \$336.00 in 1986. Several rolls of graph paper, sleeping bags, Coleman lantern (make offer), plus 75 years of fishing gear: lures, nets, rods, reels. Fresh and salt water. Too much to mention. 425-271-8751

VEHICLES

2002 TOYOTA HIGHLANDER, LMTD. V6 4WD maroon ext. tan int. Heated front seats, sunroof, 6xCD, cassette, JBL sound system, 179,000 miles, needs windshield, nice camping rig \$5,500 OBO. 425-530-5925

1991 GEO 46K on motor. New muffler, new battery. Great commuter. 40 miles per gallon. \$2500 OBO. 425-870-3440

'78 BANDIT, T-TOP for sale. Call Tony Mariscal 1-209-947-0187. Fixer upper. 2001

ACURA MDX Touring Sport SUV. All wheel drive, leather seats (heated), 5 speed, automatic transmission, power windows, burgundy color with tan interior. 206-651-6632

BEAUTIFUL 1982 FLEETWOOD BROUGHAM 4 door Cadillac. Shiny black exterior and beautiful black leather interior. Always garaged. 15,000 miles on motor. Must sell — father passed away. \$5,000.00 360-652-3650

2006 HARLEY DAVIDSON soft tail heritage. 11,800 miles, 2 stage upgrade gear drive, tranny and extras. \$7,000. 425-681-4161

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

FINANCIAL \$ENSE:

Three Tips for Pursuing an Active Retirement

Retirement today is active—a time to reinvent yourself, pursue your passions, or do the work that you find especially rewarding.

The freedom to do that requires careful planning, says Will Larson, Retirement Planning Strategist for Wells Fargo Advisors. Here, he provides his top three ideas to consider when it comes to preparing for active, fulfilling retirement years.

1. Have a clear, focused plan. During most of your working life, it's fine to plan based on realistic estimates of what your retirement might be like. "About five years before you retire, though, you should get very accurate and detailed with the assumptions about how you'll live and what you want to accomplish," Larson says.

Along with creating a detailed estimate of your costs in retirement, this is also the time to plan out what you want in this next chapter—and how you'll afford it.

"For some people, recognizing that you can retire is often more powerful than

the act itself," Larson says. Which means that when you no longer need to work, you might choose to work anyway, for the sheer enjoyment—or choose to work at a job you're passionate about but have never had the freedom to try before. A side benefit: Continuing to work can help you delay using your retirement savings.

2. Let your finances form your lifestyle changes. Once you make the switch to retirement, you might also need to adjust the way you think about your money. In your working years, you save for retirement and focus on accumulating assets. In retirement, you take actions that help give you a reliable, sustainable cash flow and keep your spending and expenses in line with that cash flow.

It's crucial to develop a clear picture of your income potential before entering retirement. That income potential will drive the decisions you make about working and spending during retirement. "The answers will help you determine whether your retirement vacations are to Paris, France, or

Paris, Texas," says Larson.

3. Prepare for the psychological shift. Larson often asks this question of clients who are considering retirement: "It's Tuesday at 9:45 in the morning, and you're retired. What are you doing?" The question is designed to spur thought. How will you restructure your life when your day is potentially filled with free time?

To help clients get ready for the shift, Larson often suggests that they consider easing into changes slowly—perhaps working reduced hours for the years leading to retirement or using vacation days to try out a retirement lifestyle. For some, this transition phase leads to new expectations around retirement—and new goals for their life in retirement.

Larson tells his clients that planning for retirement "isn't complicated but it is complex" due to the many inter-related components. For a fulfilling retirement, start planning those details early and carry out your plan deliberately.



Proudly Serving the I.A.M.A.W. for over 30 years. This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmgmt.com.

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Solidarity Night at Everett Aquasox

Join IAM members for a Solidarity Night at the Everett AquaSox, Thursday, Aug. 15. A limited number of free tickets for IAM members and their families are available at the IAM 751 union halls.

Thursday, Aug. 15 - Game at 7:05 p.m. - Doors open at 6:05 p.m. Everett Memorial Stadium.

Enjoy discounts (\$2.50 each for hot dogs, beer, soda and popcorn), and check out the IAM 751 booth as well as other union booths at the stadium.

Remember to wear an IAM shirt in solidarity!



Garage Sale Donations Wanted

Local F is seeking donations of new or gently used items (with the exception of used clothing, large furniture or heavily used items) for their upcoming rummage sale fundraiser. Donations will be accepted at the Seattle Union Hall only during business hours. Proceeds will go to the 2020 Convention.

Items will be available for purchase before and after Local F meetings in August and September and again the weekend of Sept. 28 and 29th between 11 a.m. and 4 p.m.



Wild Waves Private Event Discounted Tickets for You & Your Family

IAM District 751

Union Solidarity Day
Sun, Sept. 8th
10:30am - 6:30pm

Private Day for Members Only

ONLY \$15⁹⁹
+taxes/fees

INCLUDES PARKING!

Buy Now! Event Will Sell Out!

Join other union members for a discounted day of solidarity and fun at Wild Waves Theme Park on Sunday, September 8 from 10:30 a.m. to 6:30 p.m.

Wild Waves is not open to the public on Sept. 8. This is a private discounted day for our union members and their families. The reduced rate that includes free parking is \$15.99 + tax (\$2.40) & online processing fee (\$1). Total of \$19.39 per person. NOTE: Kids age 3 & under do not need a ticket.

Purchase tickets online at: wildwaves.com/iam751 for this discounted private day at the park.

Tickets are limited so purchase yours today!



**36201 Enchanted Pkwy S
Federal Way, WA 98003
Off I-5, take exit 142B**

For details and to purchase tickets, visit WildWaves.com/iam751

Once in the park, all rides and water park are FREE!



NOTE: Food is available for purchase in the park; however, Wild Waves policy does not allow outside food or beverages in the park except sealed plastic water bottles and baby food (milk, formula, etc.) Some bring a picnic lunch and pop, which is left in a cooler in their car, and then they eat at the car during a break from the park (since you can go in and out).

751 Retirement Club Minutes

Continued from Page 9

by calling 206-890-1009 or RSVP at bit.ly/2INA9Ys. Current and future retirees are welcome and a free lunch is included.

New Business: Ken Dining inquired about increasing the amount of the Fred Meyer gift card drawing from \$10 to \$20. Discussion followed. Tom Lux reminded everyone that the money comes from our funds. Jackie said the idea behind the drawing is to encourage new members and keep people coming. She asked if the current amount was working. After further discussion a motion was made to increase the amount of the gift card to \$20 effective in September. **M/S/P.**

Unfinished Business: None.

July Birthday and Anniversaries: Fred Smith and Jerry Seidl celebrated their birthdays and John and Helen Mah and Vennie and Pam Murphy celebrated their anniversaries. The club sang happy birthday to them.

The \$10 Fred Meyer gift card was won by Larry Burns.

Meeting adjourned at 11:50 a.m.

EASTERN WASHINGTON

Negotiations Prep at Pexco and Republic Services

Union negotiators and shop floor leaders from both Republic Services and Pexco are gearing up for contract negotiations later this fall. Both contracts will expire in November.

In July, Union negotiators, including the shop floor representatives from both Pexco and Republic Services, spent an intense week of Collective Bargaining training at the IAM training facility in Maryland.

The week provided a unique opportunity to analyze, build, and practice effective bargaining techniques in preparation for when formal bargaining begins in October. Topics included: Bargaining Timeline, Preparation for Bargaining, Negotiation Committees, Power Analysis, Collective Bargaining and the Law, Contract Costing, Research for Negotiations, Drafting and Presenting Proposals. In addition, each group developed a communication plan to keep members involved throughout the process and ensure feedback occurs every step of the way.

In addition to Business Rep Steve Warren and Staff Assistant Chris Powers,



Shop floor leaders from Pexco and Republic Services take part in an intensive week long class to prepare for contract negotiations this fall, along with Business Rep Steve Warren and Staff Assistant Chris Powers.

members from Republic Services taking part in the training were: Dustin Wells, Corbin Strader, Rick Porter, Laura Keffeler, Jack Armstrong and Lawrence Jittu. Members from Pexco attending the training: TD Jeremias Yharte, Katie Neifert, Brett Travis, Manny Balderas, Shawn Mitchell, and Ben Schlaich.

One of the most intense sessions involved dividing into teams with assigned objectives specifically related to members' top issues in a simulated real bargaining setting.

"I went into this class thinking I knew a lot of what goes on with contract preparations, but was very surprised at how little I knew about the process. Overall, the class was very informative and educational, but also tough at times," said Katie Neifert, a Steward at Pexco.

"Our Pexco team experienced some of the struggles that could be potential problems in a real negotiation process, but at the end of the day we were able to work through those struggles as a team."

"The simulation of negotiations was

very scary at the start, but as a team we worked together and learned a lot of what we could do better or different when going to the actual table," Katie added. "I am very grateful for the experience we gained in this class."

The intense training ensures our bargaining committees are better prepared for contract talks with Pexco and Republic Services and whatever proposals management may bring to the bargaining table.



Shop floor committee members from Pexco review potential contract language to propose on issues members identified as important.



Shop floor leaders from Pexco and Republic Services brainstorm ideas to keep members engaged and best methods of communication.

Volunteers Make Life Easier for Resident

Machinists union members in Spokane again volunteered their skills to help others. After building a wheelchair ramp for a local handicapped boy and having it shown on the news, the Spokane Office got a call from an area resident asking if our members would build a wheelchair ramp for his father who was having his foot amputated as a result of diabetes.

Local 86 Officer Tony Wade worked with the family to coordinate the project and round up volunteers, who completed the ramp less than two weeks after getting the call. Thanks to the following who helped: Allen Eveland, Rene Ochoa, Tony Wade, Steve Warren, Jerry Purser, Blaiden Purser, Ryan Purser, Cory White, Ua Tui Kaio, Jay Purser, John Warren, Rick Olson, Darrin Truitt. Also thanks to Dave Brandfish with Ziggy's Home Improvement who gave contractor pricing for all the materials.

"We help our members in the workplace to have better lives. We do the same to help improve lives with members in our community. It is a great feeling to give back and help others," said Tony Wade.



Group photo after completing the ramp for a local resident. Front L to R: Allen Eveland, Rene Ochoa, Tony Wade. Standing on Ground: Steve Warren, Jerry Purser, Blaiden Purser, Ryan Purser. Standing on Ramp L to R: Cory White, Ua Tui Kaio, Jay Purser, John Warren, Rick Olson, Darrin Truitt.



Building the ramp frame.



Tony Wade cutting the wood.



Attaching the frame to the porch.



Trap Shoot to benefit Guide Dogs will be Saturday, Aug. 24.

Trap Shoot for Guide Dogs Will be a Blast - Saturday, Aug. 24

Local 86 in Spokane will hold its 7th annual charity trap shoot on Aug. 24 at the Spokane Gun Club (19615 E. Sprague Ave, Greenacres, WA).

Registration starts at 9 a.m. Trap shoot begins at 10 a.m. The cost is \$80 per person, which includes lunch, trophies and door prizes. RSVP by Aug. 16. Optional gun rental available.

There will be additional drawings for prizes including a pellet grill, kayaks, portable table saw and much more. Raffle tickets will be sold separately from officers and at the hall. Need not be present to win.

To register, call the Spokane Union Hall at (509) 534-9690 or e-mail aeveland28@msn.com or call 509-953-9246.