Union reverses unjust discipline

A group of IAM 751 members perform a tremendous amount of work each day that ensures all other Boeing employees have a more safe and sanitary day at Boeing facilities throughout Puget Sound – these are the approximately 350 factory service attendants. Many assume that factory service attendants are a Boeing vendor, but these hard-working individuals are fellow IAM members covered by our contract. These members seldom receive credit or even a thank you for the stellar job they do each day. While many may not consciously notice the work our factory service attendants do each day, it is certainly something that would be noticed if their job wasn’t done.

“These members do a great job keeping hundreds of buildings throughout Puget Sound clean and sanitary for our members and other Boeing employees,” said IAM 751 President Jon Holden. “They take tremendous pride in their work and deserve recognition and respect for the work they do. Because of their hard work, every other Boeing employee has a more pleasant work day.”

These members are responsible for cleaning approximately 15 million square feet of Boeing facilities in hundreds of buildings throughout Puget Sound. Daily they must clean about 4.2 million square feet, including full service cafeterias, meeting rooms, and stairwells. Just keeping the 1,370 restrooms in Puget Sound stocked with toilet paper, seat covers, paper towels, and hand soap is a big task – not to mention cleaning.

Continued on Page 4

Our Factory Service: an integral part of Boeing operations

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Continued on Page 4

Don't believe anti-union hype; Union brings positive change at Cadence

After one year of membership in the Machinists Union, union stewards at Cadence Aerospace-Giddens have this advice for workers at companies in the midst of union votes:

Don't believe what the company’s anti-union consultants say.

About anything.

"None of it came true," said Union Steward Gary Naple. "Nobody lost their job. The company’s still here. Our wages went up – they didn’t go down. We were told that we wouldn’t have an open line of communication with management, but it’s 100 times better than it was."

Feb. 16 will mark the one-year anniversary of the date Cadence-Giddens workers ratified their first union contract as members of District 751. They approved the agreement with a 72-percent "yes" vote. The biggest raise was the 85 cents an hour all union workers got when they ratified the contract a year ago.

"A lot of people had gone a couple of years with no raises at all," he said. "Now they realize they've got raises coming, and they're starting to get excited."

In addition, the stewards say they’ve gained from locking in health care cost shares for three years. A new pay schedule raised entry-level wages $1.50 an hour, plus workers got back a 401(k) match that management had taken away.

Continued on Page 4

Cadence-Giddens

Union stewards Gary Naple (left) and Mike Powell (right) talk with Business Rep Greg Campos (center) about the union's successes during workers' first year under a union contract.

New Year brings new BRs

Newly elected business reps hit the ground running to serve the membership

Marching with a Mission

Machinists take part in historic Women's march

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Factory service carpet crew and Everett flight line crew take a group photo before starting their day's work.
New Year brings renewed commitment to core values

Second contract brings improvements at Hytek

Machinist Union members who work at Hytek Finishes in Kent will see pay increases as the result of their new union contract.

Second contract brings improvements at Hytek

Machinists Union members who work at Hytek Finishes in Kent will see pay increases as the result of their new union contract.

Union members at the plant approved a new three-year collective bargaining agreement on Jan. 27, with a 95-percent “yes” vote that contained no takeaways.

Over three years, the contract provides:

- Raises the minimum wage for workers in each of four job categories – immediate effective – and raises minimum pay on maximum pay.
- Raises minimum pay of some workers by an additional $1.50 an hour in January 2020.
- Provides for additional raises for all workers in March of 2017, 2018 and 2019; raises would be 2.25 percent each year in all three job categories, assuming workers accumulate the expected amount of “skill points.”
- Improves language regarding sick leave, holiday pay and probationary periods for new employees, and sets new requirements for the company to give advance notice before requiring overtime work on holidays and when making changes to work schedules.

"This is the second contract for workers at Hytek since they joined the Machinists Union District Lodge 751 in 2011. The contract covers about 180 hourly workers at Hytek, who do metal coating and finishing on aircraft parts for Boeing, BAE Systems, Lockheed Martin, Bell Helicopters, Goodrich Corp. and Gulfstream.

"This is a good contract that makes improvements in wages and other areas," said Jon Holden, IAM District 751 President. "Our members at Hytek work hard, and this contract rewards them for their skills and dedication."

Union members voted to approve a new contract with Hytek on Jan. 27.

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Coalition pushes for paid family leave bills

Under bills proposed by the Washington Work and Family Coalition, Washington workers would be able to use paid family leave for events like the birth of a child, a personal health emergency, or to take care of an ill family member, like an aging parent. A recent poll showed at least 72 percent of Washington voters supported passing paid family medical leave and, the Work and Family Coalition - which includes Washington State labor unions - is looking to the Legislature to act.

“All of us have experienced a family or personal crisis for which a paid leave, days just weren’t enough, whether it was a premature baby, an unexpected illness, or the health of a parent,” said Sen. Karen Keiser (D-Des Moines), the sponsor of Senate Bill 5032. “Paid family and medical leave would mean better health outcomes for Washington babies, moms, and families in every stage of life.”

“No family should have to struggle to take time in the face of a serious illness or to care for a new baby,” said Rep. John Lovick (D-Kirkland), the House sponsor of House Bill 1116. “Our plan was created with the advice of health experts, worker groups, community organizations and Washington business owners. This is a solution that works for everyone.”

Beginning in 2019, employees could take up to 26 weeks of paid family leave, which includes caring for a newborn or newly adopted child or an ill family member, including in-laws, and one or two family members. Beginning in 2020, an employee could take up to 12 weeks of paid medical leave, which can be used for the employee’s own serious health condition.

The program would be funded by payroll premiums paid by both employees and employers, costing each about $2 a week for a typical Washington worker — which makes it incredibly affordable for working families.

“This is an affordable, predictable solution to a problem too many workers -- and business owners -- face,” said Molly Moon Neitzel, owner of Molly Moon’s Homemade Ice Cream. “We’ve done the math, and under this plan the annual cost to cover our entire company for a year would be less than I’m paying for maternity leave for one employee alone this year.”

Only 13 percent of workers have access to paid family and medical leave, usually high-wage earners, according to the Bureau of Labor Statistics. Among lower-wage workers the rate is 4 percent. The Boeing Co. offers paid family leave to some categories of workers, but so far has not been willing to include District 751 Machinists in the program, despite requests from union leadership.

“We’re going to continue to push Boeing to include our members in the company’s paid family leave program,” said IAM 751 President Jon Holdenhurst. “But at the same time, we’re going to support this effort in Olympia, which would extend family leave to all Washington workers.”

Despite the high costs of infant childcare and pediatricians’ recommendations to

Hey Marchers, Run for Something

Best way to elect worker-friendly politicians is for workers to run for office themselves

By LARRY BROWN
IAM 751 Legislative Director

More than 3 million Americans -- of all genders, races and religions -- took part in the Women’s Marches on Jan. 21. District 751 was represented by 100 union officers, activists, family and friends, all marching together through the streets of Washington to protest sexism and bigotry, and an economic system that pays non-unions in our state only 79 cents for every dollar a man makes. It was an amazing moment in American history, but it left many people asking: “What’s next?”

The best way to ensure we have elected officials who support working families is for workers to run for office themselves. That’s more true than ever today, because if a billionaire who has never run for office can be elected President, then there’s no reason to think a District 751 Machinist can’t be elected to his or her local school board or city council.

To help with that, the AFL-CIO and Washington State Labor Council are conducting training for union members interested in running for local elected office. The goal is to recruit a generation of leaders who can promote worker-friendly laws and policies at the local level, and prepare them to run for higher offices in the future.

If you’re interested in taking on this challenge, please call (206) 764-0305 or email larryb@iam751.org

IAM 751 backs Sullivan for mayor of Everett

Machinists Union members who live in Everett face a clear choice in this year’s race for city mayor.

A long-time public official who has been a strong advocate for working families in general and District 751 in particular — OR one of the politicians who spoke out in favor of you losing your union during the 2015 contract extension fight.

“It’s a pretty obvious choice, isn’t it?” said IAM 751 Legislative Coordinator Brian Sullivan. “Our union is wholeheartedly endorsing Brian Sullivan for mayor of Everett.”

Sullivan, who now serves on the Snohomish County Council, has a long track record of working to secure aerospace jobs. He’s served on the Mukilteo City Council and has been Mukilteo’s mayor. He served three terms in the Washington State House of Representatives and has won election to the Snohomish County Council three times.

“Brian Sullivan has been with us ever since our union worked with him to help land the 7E7 program for Everett,” Brown said.

“Brian has been an advocate for workforce training, education and transportation,” Brown said. “He had a 98-percent pro-labor voting record during his six years in Olympia, and he won awards from both conservation groups and the real estate industry for his work on behalf of his constituents.”

“When labor, environmentalists and pro-business groups all unite to support a politician, that really says something about the caliber of his leadership,” Brown said.

Most recently, Sullivan was among the elected officials who joined District 751 and SPEA in advocating for changes in Washington State’s aerospace industry tax breaks. Sullivan testified in 2015 that the current program — which has no wage or employment standards for Boeing or other aerospace companies, “simply doesn’t protect the taxpayers the way it should.”

Incumbent Mayor Ray Stephanson, on the other hand, has been a reliable ally for Boeing Co. management since he first took office in 2003, and he brags on his official website of having “more than 30 years of corporate business experience.”

Many Machinists know Stephanson best as one of the leaders among local politicians who took Boeings’s side during the 777X contract extension fights of 2013-14. Brown said.

“Ray Stephanson did all he could to help Boeing management convince our members that the only way the 777X would be built here was if you gave up your defined benefit pensions,” Brown said.

“He worked as hard to help Boeing take your pensions as he did in any of his election campaigns,” Brown said. “He issued press releases, made public appearances and spoke at press conferences. He did all he could to scare you, our members, and when it worked, he kicked back the pension during the 777X contract extension fight.”

Since then, Stephanson has joined a group called Aerospace Works for Washington, which Boeing formed to lobby the Washington Legislature to ensure it can keep sending our tax dollars to Chicago and our jobs to other states — and nations.

“By joining this group, Ray Stephanson has committed himself to working against legislation that would ensure that the citizens of Washington, who are paying for the largest corporate tax breaks in U.S. history, get what they’re paying for — a growing aerospace industry that provides family-wage jobs,” Brown said.

A real mistake in judgment, after Sullivan spoke out in favor of our union’s tax incentive accountability legislation in Continued on Page 8

IAM&AW welcomes U.S. withdrawal from TPP

President Trump formally withdrew the United States from the Trans-Pacific Partnership on Jan. 25, and announced plans to renegotiate NAFTA, two trade deals with dire consequences for working people. What his administration does next is the real question.

The IAM, and a strong coalition of labor and other groups that successfully blocked the TPP last year, have had this trade agenda on their agenda for years — not to help Trans Pacific trade agreements, but to help U.S. jobs home.

“The IAM is heartened by the announcement that the U.S. is withdrawing from the TPP and is seeking to reopen NAFTA,” said IAM International President Bob Martinez. “The move signals the beginning of changing a culture that has for years encouraged companies to ship American jobs overseas.

While this is an important first step in stopping corpora
tions from offshoring manufacturing jobs to countries like China and Mexico, the real work is still ahead,” said Martinez. “Establishing a new trade policy that actually works for work-

ing people must include a number of essential changes that are fair and just.”

The AFL-CIO has issued a blueprint for how to rewrite NAFTA to benefit working families. The plan addresses currency manipulation and rules of origin, eliminates a private jus-
tice system for foreign investors, and removes a rule that under-
mines “Buy American” laws.

“This is a moment to come together and advance a new trade agenda that benefits working people at home and strengthens our position in the world,” said AFL-CIO President Rich Trumka.
IAM-Boeing Joint Programs Career Advisors go that extra mile

Everett IAM-Boeing Joint Programs moves from Evergreen Way in March

IAM-Boeing Joint Programs will be relocating all services from the Everett 7-76 Building on Evergreen Way. Joint Program will move to two locations:

- 7-76 Building (ERC near BOMARC off of 100th St. SW) which will ensure continued off-site access and in the factory, and
- the 40-53.2 Building, which will provide greater accessibility to members on the Everett Site.

Beginning in March, computer lab and computer classes will be located in the 7-76 building as will access to Career Advisors. As it is today, Career Advisors will continue to be located throughout the Everett Site and are available by appointment. When calling to schedule an appointment, the phone number will remain the same (425-266-3993). The 7-76 Building is on Boeing Shuttle route 31 for your convenience.

The map (see right) will help you in locating the new office at the 7-76 location (Bomarc) 9901 24th Pl. W., Everett, WA 98204 (off of 100th St SW).

Don’t believe anti-union hype; Union brings positive change in first year for members at Cadence

Continued from Page 1

That combination means each Cadence-Giddens worker will take home thousands of dollars they wouldn’t have had without a union contract, the stewards said.

Besides the better pay, all of the workers are enjoying a bit more job security, because they are “just-cause” employees instead of “at-will” workers who can be fired at any time.

“Arbitrary firings and write-ups have stopped,” Naple said.

Union steward Mike Powell said communication with all levels of management has improved. “They actually come and meet with us, and let me know when changes are coming.”

Instead of knocking heads, union stewards have been working with Human Resources and managers to reduce workplace conflicts, Naple said.

That contrast to the greatest testament to the improved relationship is the fact that our union did not file a single grievance in the first year.

“We do have a form for it,” said Business Rep Reg Campos, who represents the Cadence-Giddens workers.

That doesn’t mean our union isn’t making things better for members. Naple said he went to a manager about a safety issue that had been ignored for years — it got fixed within a week. Combs said he recently worked with a manager to get an overtime issue resolved on the spot.

It wasn’t always this way. Before unionizing, Combs said certain managers would pick on workers. Nobody complained, Naple said, because “if you spoke out, you were treated as someone who needed to be walked out of the building.”

When workers decided to unionize, management didn’t play nice.

Anti-union consultants tried to scare Cadence-Giddens workers out of voting for the union, saying the plant would lose work and might just close.

“They started clearing out a space in the shipping department,” Naple said. “They said ‘When you guys unionize, all this work is going away.’”

But the stewards said hourly employees at Cadence-Giddens are virtually unchanged since February 2016, and the company has been able to win new work.

All in all, the situation is “completely opposite” of what the anti-union consultants said would happen if Cadence-Giddens workers unionized, said Campos.

“It’s been very good,” he said. “Together, we’re fostering better communication. We want to work together with management so that the company is profitable, while we make sure it does the right thing for the employees.”

Naple agreed. “I can’t think of one thing that went sour because we unionized, and I can’t think of one thing that came true that the union-busters said would happen.”

March 1 deadline to file 2016 safety shoe reimbursement

At Boeing, don’t forget to apply for your safety shoe reimbursement for purchases made in 2016.

Each year the IAM-Boeing Joint Programs allows a grace period for employees to take care of their previous year’s safety shoe purchases. March 1 marks the deadline for turning in applications for safety shoe reimbursements for purchases made in 2016.

Applications for 2016 purchase reimbursement received after March 1 will not be accepted. Applications must be accompanied by the ORIGINAL itemized sales receipt. Mail your applications to “SHIP – Shoes” at M&C 6Y91 (implant) or to 6840 Fort Dent Way, Suite 250, Tukwila, WA 98188.

Now is also a good time to review the reimbursement guidelines online, and browse the frequently asked questions for any possible changes. IAM-Boeing Joint Programs would like to encourage you to check back now and then to make sure you don’t miss any information that may be important to you. The better you understand the reimbursement process, the smoother the experience will be.

Questions can be directed to your local IAM/Boeing Joint Programs office by calling (425) 965-4300 or 1-800-235-3453, or get an application online by visiting the web page at http://iamboeing.web.boeing.com/shoe_general.cfm.

Check out all the benefits and services that IAM-Boeing Joint Programs has to offer by visiting http://iamboeing.web.boeing.com on the Boeing Intranet or www.iamboeing.com from your home computer.

Continued from Page 1

ask right then?”

“It was nice to know our union had my back when I needed them. This would have been the first CAM I have ever received in my 31 years here,” said Kemon.

“I learned why it is important to have a steward attend these meetings and should it happen again, I will always ask for a steward — that’s my right!”

The union requested the documentation that the CAM was based on and discovered that the ETS was wrong for everyone on the crew, and there was no consistency or correlation between start time and lunch time. Our Union presented the proper facts and ensured the improper CAMs were removed.

“John Lopez was instrumental in ensuring this unjust discipline was overturned,” said Randy. “I learned a lot in challenging management since I have rarely had members called in for discipline.”

This incident gave these members a firsthand look at the value of union representation. Even the most seasoned member should ALWAYS ask to have a union steward present in any meeting that could result in discipline or any investigation being conducted by the company. A second set of ears and eyes to take notes, ask questions, and flush out the facts can be very important, AND it is your federally protected right as a union member.
Machinists join 10,000 at Seattle MLK Day march

The new national political climate should be a call to action to everyone who believes in equality and human rights, speakers at this year’s Martin Luther King Day rally in Seattle said.

“It is not one day that we are trying to honor,” said Congresswoman Pramila Jayapal. “It is the values that Dr. King was fighting for – that we are all one people. We will do everything to stand up for every man, woman and child in this community.”

The event on Jan. 16 attracted an overflow crowd to the Garfield High School gym, and a record 10,000 people joined a march from the school to the Federal Building downtown.

The November election represented a backlash against much that progressives hold dear, but “we have been here before, we know what to do,” said Seattle Mayor Ed Mur- ray. That means organizing, he said, and forming coalitions with people who are different from ourselves.”

Keynote speaker Ron Sims, the former King Coun-
ty executive, vowed action. “We’re gonna march and we’re gonna march and we’re gonna shout and we’re gonna vote,” he said.

Things will only get better if individual Americans take responsibility for making them better, spoken word artist Durell Green rhymed: “Are you waiting on Trump or Clinton or your pastor? I guarantee that the face you see in the mirror will get the job done fastest.”

A delegation of union officers and activists took part in the march and rally. IAM District 751 President Jon Holden presented 751’s $31,000 donation to the MLK Seattle organizing committee. Unions like ours “are right here beside you,” Holden told the crowd, “with every-
thing you stand for.”

Our Factory Service: an integral part of Boeing operations

is our factory service employees who daily empty trash cans and mop the floors so others have a clean area to eat their lunch.

Like other jobs at Boeing, our factory service attendants are asked to do the same amount of work with less people. As headcounts are reduced, these members are still expected to get all the cleaning and sanitation tasks completed before heading home.

Regardless of our headcount on a given night, we are responsible for the Everett Delivery Center. How it looks will affect the customer’s impression of Boeing so we strive to keep it spotless,” said Sean Leaf, who serves as team lead for the Everett flightline janitorial crew which covers the delivery center, office buildings, paint hangars and crew shelters. “We are emotionally vested and passionate about our work.”

For some Machinists Union members, the factory service job is how they got their foot in the door at Boeing, and it provides a pathway to other jobs using the rich educational benefits in our contract. However, those who move to other jobs always remember the hard work and vital service our factory service members deliver.

A number of members make factory service a career and beam with pride for ensuring the Boeing buildings remain clean and professional day in and day out.

“This is a lot of work, but I am proud to work for Boeing,” said Yanett Hansen, who spent 30 years self-employed as a cleaner before she came to Boeing for the benefits. Recently, she began using our education benefits to go back to school. “I’m going back to school to set a good example for my kids and show them, you can do anything you put your mind to.”

Our factory service crews take care of each other. At the start of shift the Everett

These members deserve the respect of not just other union members for the fine job they do, but respect from all Boeing employees. Tomorrow when you come to work pause a moment to think of the effort the previous day from fellow IAM members to ensure your work environment was cleaner. And while at work, remember, the mess you leave behind, is a mess your brothers or sisters in factory service must clean up.

Above: Rodney Lam and Christina Dahl attended.

Above: Martin Smith brought his son on the march.

Above: John Cox cleans a sink.

Above: John Lam mops a stairwell in the Everett Delivery Center.

challenging that day and does nothing to send a message to corporate Boeing. Others complain when our factory service attendants close the restroom to complete their daily cleaning.

Dist. 751 President Jon Holden presents a $1,000 check to MLK organizers.

Princie Stewart took part in the event.

Sav Sal and Paul Richards carried the banner to lead the 751 delegation on the MLK March.

Rodney Lam and Christina Dahl attended.

Marvin Smith brought his son on the march.

Above: John Cox cleans a sink.

Left: Tara Bensch vacuums a hallway.

Above: Princie Stewart took part in the event.

Above: Rodney Lam and Christina Dahl attended.
New leaders committed to represent members

The New Year brought new union representatives for many members of IAM District 751. The October 2016 elections delivered four new Business Representatives: Ira Carterman, Robley Evans, André Trahan and Paul Veltkamp. In addition, Howard Carlson, who was also elected in the October elections, was appointed Business Rep early last November and has been covering the 787 line in Everett.

As the new Business Reps took over assigned areas, other reps were transferred to new assignments with the goal to put every Business Rep where they can be the most effective in representing our members.

In addition, District 751 President Jon Holden appointed Lester Mullen to serve as Health and Benefits Rep to fill the position previously held by Paul Veltkamp, who is now serving as a Business Rep in Everett. Each was excited to take on the challenges of their new positions, which is to serve the membership. While they have new positions, each has years of union leadership experience.

Ira Carterman

Ira has been a member for more than 20 years working as a structures mechanic and QA on the 747 line. For the past two years, Paul has served the membership as a Health and Benefits Rep answering questions on medical claims, leaves of absence, medical and voluntary layoff, L&I claims, retirement and a multitude of other topics.

Prior to accepting a full-time union position, Paul worked his way up in leadership through Local F serving as Recording Secretary, District Council Delegate, Local F Conductor-Anti-Sexist, and also in having been in leadership of Local A as Auditor and Trustee. He also served many years as a Union Steward. Paul was active on the Legislative Committee, and assisted with various rallies, contract votes, strikes, events and organizing drives.

In addition, Paul served as a labor representative for the Shoreline Community College Manufacturing Advisory Board. Paul has always seen the value of our educational benefits in the IAM-Boeing contract and used them to complete a bachelor’s degree from Western Washington University in political science and a master of science degree in adult and post-secondary education from Capella University.

Paul’s new assignment covers the 767 line, 777 wings, crane operators, SPC, BAE and Training Connections north site.

“I am very grateful to the members for putting their trust in me. It’s humbling and uplifting at the same time, and I hope to always meet that trust with the right amount of heart and doggedness needed to represent them as they deserve,” said Paul. “It’s astonishing how big the job is, but I am honored to be allowed to do it, and I’ll depend on the members and my stewards to let me know when I’m not getting it right.”

Ira Carterman

Ira has been a member for 35 years and worked and served as an Electronic Technician at 717 to 767 Boeing. He has been a strong advocate for our membership for decades – serving in various leadership roles.

He has served as Local E President for the past decade, as a King County Labor Council Delegate for 20+ years, and as a Union Steward for 25 years. In addition, he previously served as Local E Vice President, Conductor-Sentinel, Local and District Audit.

While working in the shop, Ira took advantage of our rich educational benefits to obtain a bachelor’s degree in business administration with a focus on human resources at Pacific Lutheran University.

He has a strong commitment to our membership and is excited to meet the Stewards and members in his new area of assignment that covers Plant II, D.C., Thompson Site, South Park, Kent (Rec and Commerces, and 116-178.

“I am honored members have entrusted me with the position of Business Representative,” said Ira. “I will do my best to rebuild solidarity and ensure our Union is strong forward - with strict enforcement of the contract every day.”

Robley Evans

Robley brings passion and commitment to every task he takes on. In his 35 years as an IAM member working in reclamation, he has held numerous leadership positions in Local F. For the past three years, Robley served as Local F President and as a District Council Delegate. He served as Steward for 22 years and held various other leadership positions including Local F Vice President, Local F Audit and District Audit. He has continued to work with many union leaders and is excited to work with the new Business Reps.

Robley’s goal is always to serve the membership and build better communities.

To help achieve that, he served as chair of the Machinists Volunteer Program for four years – coordinating various community service projects throughout Puget Sound. In addition, Robley also served as President of the Employee Community Fund to help determine the projects employees donations would fund.

He is excited to meet the Stewards and members in 737 final assembly, the market place in Renton and at the Bellevue site.

“And actions speak louder than words. My actions will show the members my commitment to representing them. My focus is to increase union visibility and have a stronger union presence on the shop floor so management will think twice before violating the contract,” said Robley. “I am honored members have trusted me with this new position.”

André Trahan

André has a presence when he enters a room. His size and booming voice project authority, and he can often be heard before he is seen in a noisy shop environment.

He has been a member for the past 27 years, working as a Toolkit in Everett. He has been a Union Steward for the past seven years and really stepped up his involvement after the Jan. 3, 2014 contract extension vote. Since then, he has served as a local captain that covers Plant II, D.C., Thompson Site, South Park, Kent (Rec and Commerces, and 116-178.

“I am honored that the members elected me as one of their

Continued on Page 7
New leaders committed to represent members

Continued from Page 6

Business Representatives. As I begin this journey of trust, I will go forth with the integrity, honesty, and compassion that our members deserve,” said Andre. “I have always stated that I will proudly stand before any storm that threatens our members. Despite the changing face of our nation, I look forward to a time when we all stand together and reap the benefits of our solidarity.”

Howard Carlson

Howard has been actively involved in our union for more than two decades. He initially hired in as a wingline mechanic serving as a Union Steward there before moving to QA production test, where he continued to serve as a Steward. He served as a Local F auditor for 4 years, has been a legislative volunteer, chaired several Local F and District elections, and was active during the strikes.

Howard always had a passion for safety – serving on the HSI Site Committee and District Safety Committee for many years, as well as being a peer trainer for safety training including “Move Smart” and “Incident Investigation.”

In 2011, he accepted a position with IAM-Boeing Joint Programs to take a more active role in safety. There he helped develop and deliver “Don’t Fear the SHEAR” classes to managers and Stewards to encourage more to use the “preferred method” to address safety concerns. His attention to detail and follow through made him a natural to track SHEARs filed by our members throughout Puget Sound and encourage swift resolution to our members’ satisfaction.

“I look forward to the challenge of helping support our members every day and ensuring their contractual rights are not violated,” said Howard. “It is truly an honor to be elected to this role as Business Representative, and I will do my very best to serve our membership with the utmost integrity and trust!”

Lester Mullen

Lester has been an active IAM member for more than 40 years since joining our union as a member of District 160 in 1975. As a member of Local 289, Les served 12 years as a Union Steward and advocate for his co-workers. When he hired into Boeing in 1989 as a wingline mechanic, he again took on a leadership role as Union Steward in his shop. Les worked his way up through many leadership positions in the union including, Local A Auditor, Conductor-Sentinel, District Council Delegate, Snohomish County Labor Council Delegate, Local A Vice President and Local A President. In July 2015, Les was also elected to serve as District Vice President and runs the District Council meeting in the absence of the IAM District 751 president.

For the past two years, Les has served our members as an IAM-Boeing Joint Programs Coordinator teaching Safety Leadership Training, Incident Investigation, Body Mechanics and Core Safety Training.

Les’ compassion and caring attitude make him a natural to serve as one of our Union’s Health and Benefits Reps. His guiding principle has always been representing the members. He is excited to serve in his new role in Health and Benefits to more directly help members each and every day on the job.

“I have proudly represented our members in many ways and different capacities around the country. I am honored to take on this new responsibility as yet another way to serve our members,” said Les. “This office ensures members have access to all of their benefits, both as active employees and as retirees. I look forward to the challenge.

Union volunteers make a difference in our communities

IAM 751 volunteers packaged 10,900 bags of beans that equal 8,386 meals on Dec. 28 at Northwest Harvest warehouse in Kent.

Winter weather may be cold, but IAM 751 volunteers continued to warm hearts with their efforts.

Photo left: Machinists seal bags of beans for packaging to send to food banks throughout the state.

IA M 751 volunteers dig out the path for the wheelchair ramp frame for a family in Everett.

Above and right: Volunteers build a wheelchair ramp frame for a family in Everett.

Coalition pushes for paid family leave bills

Continued from Page 3

breastfed for at least six months, one in four women goes back to work within two weeks of childbirth because they can’t afford to stay home longer. Women in states with paid leave programs take longer leaves and are more likely to be working a year following childbirth.

“Paid family and medical leave helps women and low-income workers keep their job through an emergency,” said Makini Howell, owner of Plum Bistro in Seattle. “I’ve been a service employee, and I know what it’s like to work long hours for low pay and poor benefits. This policy makes it affordable for me to provide extended paid leave.”

Workers and parents from coalition organizations shared their experiences about not having paid leave for family or health emergencies.

“I can tell you that the last thing you need when facing cancer is worrying about losing your job and health insurance,” said Terri Calvillo a Tacoma member of UFCW Local 367. “It was the worst experience of my life, and the financial security of paid medical leave would have helped.”
751 Machinists part of historic Women’s March

The Women’s March on Saturday, January 21 drew the largest crowd ever to march and demonstrate in the streets of Seattle. Women and men of all ages rallied for rights, and 751 members were proud to be a part of this historic event. Labor groups, who have said for decades an injury to one is an injury to all, were joined by citizens from all walks of life in a truly inspiring and powerful effort. The Seattle crowd stretched more than 3.6 miles from Judkins Park in the International District, down Jackson Street, up Fourth Avenue to the Seattle Center across all lanes of traffic. Many said they were marching to ensure that rights we currently enjoy are not taken away while others were there to continue the fight for equality for all.

However, record-setting crowds weren’t just taking to the streets of Seattle. Across the country and around the world, record numbers turned out to stress that “women’s rights are human rights.”

751 member Bruce McFarland brought 22 others to take part in the rally. Many brought their children to inspire a new generation of activists so they could see the power of the people. “My daughter Lexi and I marched not only to fight women’s rights, but for human rights for all mankind. It was an amazing experience,” said Steward Denise Strike. “Nothing but peace and love in the air. We are so honored to have been a part of it.”

“I am so proud to have stood with so many people from all around the world who came together in solidarity to show support and to stand strong, which sends the message we won’t back down!” Denise added. “An injustice to one is an injustice to all. Thank you to all who took a stand for what we believe is the right thing to do for all of mankind. Human rights are everyone’s rights!”

“I marched in support of my wife and daughter to ensure equality for all and to teach my sons the importance of unity,” said Steward Shane Van Pelt, whose kids helped carry one of our 751 banners. “I felt honored to be able to participate in this march and to stand in this united front. I was amazed at how friendly everyone was and remained so through this event even though everyone was crowded and could only inch along for miles. It was truly an amazing march for equality and a common goal. As we Machinists say, ‘An injury to one is an injury to all.’”

“I felt excited, I was going to be part of this amazing march that will be in history books!,” said Christina Van Pelt, who is 15 years old. “It won’t only affect me but my children, grandchildren, and everyone’s children.”

“I march to show that everyone is equal – no matter what gender and for my future wife and children,” said Shane Van Pelt Jr., the 13 year old son of Steward Shane Van Pelt. “It was amazing to see so many people called to action. I hope we can capitalize on this solidarity and turn it into positive change across the country,” said District 751 President Jon Holden. “The energy in the crowd was truly inspiring.”

Bruce McFarland brought 22 others to send a strong message.

“Nothing but peace and love in the air. We are so honored to have been a part of it.”

“We hope we can capitalize on this solidarity and turn it into positive change across the country,” said District 751 President Jon Holden. “The energy in the crowd was truly inspiring.”

“Nothing but peace and love in the air. We are so honored to have been a part of it.”

District 751 backs Brian Sullivan for mayor of Everett

Continued from Page 3

Olympia, Stephanson worked with Boeing to recruit anti-business, anti-labor candidate to challenge Sullivan for re-election to his Snohomish County Council seat in 2015.

With the support of unions like District 751, Sullivan beat Stephanson and Boeing’s hand-picked candidate. Our union will support Sullivan again, said Brown, with both campaign contributions and motivated volunteers.

“Ray Stephanson and his friends at Boeing like to say that our state thrives when the aerospace industry is profitable,” Brown said. “But the truth is, communities like Everett only prosper when the aerospace workers who live there are prospering too.”

He continued. “Big Boeing profits don’t support the businesses on Colby Avenue or Evergreen Way. Those businesses are supported by the paychecks of workers from Boeing and aerospace suppliers like Cadence-Giddens.”

Brian Sullivan understands that, and he will support the aerospace workers who live, work, and spend money to support local businesses in Everett, Brown said.

“We’ve had 14 years of a mayor who has represented the interests of Boeing management all too well,” Brown said. “It’s time Everett had a mayor who will put the people who live and work in Everett first. Brian Sullivan will be that mayor.”

Shane Van Pelt and his son and daughter carried one 751 banner while Jason Chui and Paul Richards marched with a second IAM 751 banner.

In front of the IAM 751 banners, Denise Strike, District 751 President Jon Holden, Amanda Hines and Richard Jackson proudly marched.

Left: Lexi Strike, joined her mom, 751-Steward Denise Strike, on the march and wrote her own message.

More members, family and friends of 751 taking part in the historic march.

Bruce McFarland brought 22 others to send a strong message.

Stephanie Parker, Grace Holland and Dena Bartman marched.

Members, like Cris Dofredo, brought their children and grandchildren to be a part of the historic march.
January retirement meeting minutes

The meeting was called to order by President Jackie Boschok on January 9. John Guevarra led the prayer, and President Boschok then led the club in the flag salute and singing of God Bless America.

Roll Call of Officers: All officers were present.

Executives Board Report: Secretary Lucia Raum read the following motion: Motion to spend $500 for 10 months of $10 Fred Meyer gift cards and two months of $100 gift cards for the attendance door prizes for Fred Meyer gift cards and two months of $100 Boschok then led the club in the flag salute (prevailing wages) Act trades workers, a repeal the ability of working with Republicans in power also plan to pass so-called the qualifying age for Social Security. The majority Act, change Medicare into a “voucher” plan and raise the level of dignity and economic security of ALL Americans. M/S/P

Senior Lobby Day in Olympia will be Thursday, February 23. A motion was read to spend up to $450 for registration of our members and associate members to register for the event. President Boschok stated that PASARA will pay the registration fee for their members. M/S/P

Good & Welfare: Tom Lux reported on several events taking place in January and early February and encouraged involvement. The Audit Committee reviewed the books, which were in order. M/S/P

Health and Welfare: No report this month. Boschok said we expect a busy year. As you know Republican members of our Congress are planning to repeal the Affordable Care Act, change Medicare into a “voucher” plan and raise the qualifying age for Social Security. The majority Republicans in Congress and in the several states with Republicans in power also plan to pass so-called right-to-work (free rider) laws. This will weaken the ability of working people to organize. And for those building trades members, a repeal of the Davis-Bacon (prevailing wages) Act could be introduced, which would cut construction worker wages nearly in half.

Retiring Members Check-In Form

Cut the mailing label bearing your name and address attached to this issue’s front page. Attach the label in the space provided in an envelope and mail to Susan Cufley, Secretary-Treasurer, IAM District 751, 9125 15th Place S., Seattle, WA 98108 or call the information on the Dues Office at 206-763-1300 or 1-800-763-1301 or email the information to retirees@iam751.org. The Union requests this information each year to ensure we have your current address.

NAME: ____________________________ CITY ____________________________ STATE ________ ZIP __________________
PHONE __________________________________ EMAIL ___________________________

Retirement News

January retirement meeting minutes

Carf made the following motion: To sponsor a conference with the theme “Save Social Security and Senior Health Care.” The conference would be held in April or May. We will be contacting all the members of our Congressional delegation on this, on Medicare on other issues. We hope to mobilize all of our members to stand together to save the programs which have done so much to raise the level of dignity and economic security of ALL Americans. M/S/P

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Congratulation to the following who retired with the Union:

January retirement meeting minutes

Retirees

Join other retirees in visiting legislators in Olympia on Thursday, Feb. 23 for Senior Lobby Day. District 751 will provide transportation in two vans. Reserve your spot at Union van and please note which location you will be leaving from:
• 6:30 a.m. from the 751 Seattle Union Hall (9135 15th Pl S). Van leaves at 7 a.m. OR
• 7:50 a.m. from Lakewood Grocery Outlet (11011 Pac Hwy SW, Lakewood, exit 127 off I-5)

Registration is paid for 751 Retirement Club members and associate members. Please RSVP to Jackie Boschok at 206-885-1049 or email jackieboschok@hotmail.com. Continental breakfast provided in Olympia and box lunch at noon. Van leaves Olympia no later than 3 p.m.

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WANT ADS FOR MEMBERS ONLY

“Curt” Delux Bike Rack for 2 bikes (fits 2004 to 2009) Toyota Prius (like new) Paid $324 make offer 206-452-9526

Vehicles
2006 FORD F150 SUPER CAB SHORT BED 4x4 TOURING, 157K, fully equipped $8000.00 contact email: MBRT1558@gmail.com
1995 FORD F 150 4x4 4.5L V8 175K miles, 2 new tires 205/70R15, all other tires are good $4000.00

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

AD RULES
Each single ad must be 25 words or less. Include a piece of paper, ad blank, or ad for blank for each ad as they are pre-classified physically. Ads are free only to members, active, retired, or deceased. For best response, include phone number. Members’ “cottage industries” will be OK on ads, but no business ads. When using own paper, ads include information required on regular ad blank.

Deadline For Next Issue Feb. 16th

KONA, HAWAII OCEAN VIEW 2 bdrm, 2 bath condo plus loft. See www.konali-

Circle One: ANIMALS BOATS HOTELS TOOLS HOUSING AUTO PARTS & ACCESSORIES

ELECTRONICS & ENTERTAINMENT FURNITURE & APPLIANCES RECREATIONAL VEHICLES MISCELLANEOUS

PROPERTY
ONE ACRE, flat with gated community in the Eatonville/McKenna area. Power, phone and paved road frontage. Lot $50,000, The highest and best use is a home. Please contact us for more info. clintbonnie@hotmail.com

RECREATIONAL VEHICLES
1999 HOLIDAY RAMBLER, Endeav-
ors batteries. 3 years old. Diesel Cum-

Housing

Circle One: ANIMALS BOATS HOTELS TOOLS HOUSING AUTO PARTS & ACCESSORIES

ELECTRONICS & ENTERTAINMENT FURNITURE & APPLIANCES RECREATIONAL VEHICLES MISCELLANEOUS

PROPERTY

MISCELLANEOUS
RETIREE WHO WORKED AT KSC MACH SHOP 18-42/62 Holy, Join us for breakfast once a month at a McDonalds in town. For more info contact clintbonnie@hotmail.com

RECORD ALBUMS LAYING AROUND? I will buy them! Rock and roll, blues, funk, jazz, obscure. Those genres wanted. Fair price for good stuff. 206-874-6557

BEAUTIFUL BOATING FRAMED 70' (25’ x 21’) Paid $100 make offer 206-523-9526

Child of a Member Applicant--
Must have one living parent with two years of continuous good-standing membership up to and including the closing date of Feb. 24, 2017.

Must plan to graduate during the spring or the end of the present school year (i.e., normally a high school senior);

Must be enrolled in a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of “continuous good-standing membership” at the time of death.

For information on all rules of eligibility or to obtain an application form, visit www.giom.org/iamscholaship.

NOTE: Completed Application Packets must be postmarked no later than Feb. 24, 2017.
FINANCIAL SENSE: Comparing IRA choices: Roth vs Traditional. Which is right for you?

With the decline of corporate pensions and the aging U.S. population putting stress on the Social Security system, the burden of saving and planning for retirement falls increasingly on individuals. This is especially true for younger Americans. Yet, navigating the retirement savings account options as well as investment choices can be a daunting task. But taking the time to understand these choices can go a long way toward paving the way for a more secure retirement down the road.

Many people agree one of the most important retirement savings steps to take is to fully fund your 401(k) or other employer-sponsored retirement plan. If you’re not able to contribute the maximum amount, consider contributing at least as much as your company’s matching amount, if available. Otherwise, you’re leaving free money on the table.

If your employer doesn’t offer a retirement savings plan or you’re able to save more, consider contributing to an Individual Retirement Account (IRA). Many people don’t realize you can contribute to an IRA even if you already partially or fully fund your 401(k) — you just may not be able to deduct your contribution.

There are two main types of IRAs – Traditional and Roth. One is not better than the other – each offers distinct features.

Traditional IRA
With a Traditional IRA, you must be under age 70 1/2 to contribute and you or your spouse, if married filing jointly, have earned income. Contributions may be tax-deductible and earnings grow tax-deferred, meaning you pay taxes at the time the money is withdrawn or distributed, presumably in retirement. If you make non-deductible contributions, a portion of each distribution will not be taxable based on the percentage of before-tax and after-tax amounts in your Traditional IRA. Please note that distributions taken prior to age 59 1/2 may be subject to a 10 penalty IRA tax penalty. There are no income limits in order to be eligible to contribute, but account owners must begin taking required minimum distributions (RMDs) at age 70 1/2.

Roth IRA
With a Roth IRA, there are no age restrictions for contributions. But you or your spouse, if married filing jointly, must have earned income. Contributions are not deductible.

However, earnings may be withdrawn tax-free and penalty-free provided: (1) the Roth account has been open for at least five years and you are age 59 1/2 or older; or (2) the distribution is a result of your death, disability, or using the first-time homebuyer exception. Unlike Traditional IRAs, Roth IRAs have no RMDs. Please note that distributions taken prior to age 59 1/2 may be subject to a 10 penalty IRA tax penalty and ordinary income tax.

There are, however, limits on income in order to be eligible to contribute. If your income is too high to contribute to a Roth IRA, you can always contribute to a Traditional IRA, assuming you are eligible. Even if you can’t deduct your Traditional IRA contribution, you can take advantage of tax-deferred growth potential.

How taxes affect your decision
Now that you have an understanding of Traditional and Roth IRAs, you can decide which one works best for you. And, remember, you can contribute to both types of IRAs in any given year, as long as your total contributions don’t exceed the annual maximum.

The primary driver of your decision is taxes. Assuming you’re eligible to convert your Traditional IRA to a Roth IRA at any time, after-tax dollars converted are not subject to tax or penalty. However, any pre-tax dollars converted will be included in your gross income for the year the conversion takes place, but there is no 10 penalty IRS tax penalty.

It’s important to know you cannot convert only your after-tax dollars – instead, a portion of each conversion will contain both before-tax and after-tax amounts. The benefits of tax-free income in retirement may justify the cost to convert.

Key factors to weigh in your decision to convert include your current income tax rate and expectations for future tax rates as well as availability of funds to pay the taxes associated with the conversion. Roth conversions can be complex. We recommend you consult with your tax professional and Financial Advisor before converting your Traditional IRA.

Evaluate your options
There are a number of factors to take into account when evaluating your IRA options. Some financial service providers offer online calculators that can help you choose. Or, you may want to enlist the help of your tax advisor and Financial Advisor to help you decide. Regardless of which IRA – or IRAs – you choose, starting early and saving consistently can help build your retirement savings and help ensure you can lead the retirement you envision.

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Machinists at ASC win raises, better retirement benefits

Local 86 members who work at ASC Machine Tools in Spokane Valley are getting raises and improved retirement benefits, thanks to their new union contract. The workers approved the agreement with a 65 percent yes vote on Dec. 27.

Under the terms of the three-year agreement, Machinists at ASC will get:

- Raises of 2.5 percent in the first year, 2 percent in the second year and 2.5 percent in the third;
- Yearly increases to the company’s contributions to workers’ 401(k) retirement accounts;
- The ability to take cash advances of up to $500 at a time to buy tools, work clothes or boots.

In addition, the company has gone ahead and implemented the paid sick leave standard mandated by Initiative 1433, which will increase the rate at which ASC workers accrue sick leave this year. The law, which was approved by Washington voters in November, doesn’t take effect until 2018.

“We’ve got a good deal here,” said Allen Eveland, a Local 86 union steward who served on the bargaining team. “We got good wage increases for three years and good medical. We got an extra allowance for tools, boots and clothing. We improved the 401(k) match. It’s just over all a good contract for three years.”

Local 86 represents 99 hourly workers at ASC, who build specialized tools and machines used in the metal building, can manufacturing and metal stamping industries worldwide.

Deal will keep generators running at region’s schools, hospitals

Local 86 members who work for Pacific Power Group’s Spokane division will see wage increases and improved paid leave benefits with their new union contract. The two members in the unit approved their new three-year contract on Jan. 23.

The two union members -- the father-son team of Todd and Spencer Hutzler -- do maintenance on die- sel generators across Central and Eastern Washington, providing back-up power generation in emergencies for schools, hospitals, cities and data centers.

The agreement provides for raises for all Pacific Power Group proposal with Todd and Spencer Hutzler.

Local 1951 steward and officer moves into union staff position

A Machinist who has been a union steward for 10 years at the Hanford Site will be District 751’s new staff assistant for Central Washington.

Chris Powers was named to the post in January. He replaces Ken Howard, who retired last month after seven years in the role.

As staff assistant, Powers will help Eastern Washington Business Rep Steve Warren with duties like contract enforcement, handling grievances and negotiating contracts. He will cover a wide area including Hanford and the Tri-Cities, Yakima Valley, Goldendale, Roosevelt and Quincy.

“Chris is going to make an excellent staff assistant,” Howard said.

Powers has a background in a number of trades, he noted, and has a great deal of experience with worker health and safety issues as a result of his union involvement since coming to work at Hanford, Howard said.

“Chris has been involved in hazardous waste response training and been part of the beryllium safety council,” Howard said. “He’s got a strong background, he’s very committed and he’s always done the right thing as a shop steward.”

Powers worked as a heavy equipment mechanic before taking a job at Hanford in 1999.

He served seven years as a shop steward before becoming District 751’s

Howard retires after seven years

IAM 751 President Jon Holders (left) was among those attending union Staff Assistant Ken Howard’s retirement party on Jan. 18.

IAM 751 Staff Assistant Ken Howard retired in January after seven years of service to our union’s members in Central and Eastern Washington. In that role, Ken provided support to Union members with contract enforcement, handling grievances and negotiating contracts. His assignment covered a lot of miles and included Hanford, Yakima, Goldendale, Roosevelt, Wenatchee, Quincy and Pendleton, Oregon.

His Jan. 18 retirement party attracted a contingent of high-ranking Machinists Union officers, including International President Robert Martinez Jr. and Western Territories General Vice President Gary Allen.

“Ken has done a great job representing the interests of our members in the Tri-Cities, Yakima, Goldendale and Quincy,” said IAM 751 President Jon Holders. “I congratulate him on his retirement, and thank him for being a great friend and union brother.”

Howard joined District 751 in 1983, when he hired on as a light-duty mechanic at Hanford. He later became a HAMMER Center trainer, and a site coordinator for both the IAM and International Chemical Workers Union.

He became a union steward in 2003, and was elected President of Local 1951 a year later. He was a delegate to both the Washington Machinists Council and Washington State Labor Council before being appointed to the union staff job in 2010.

Ted Hagenewald reviews the Cummins offer before voting Jan. 27.

Two-year agreement provides raises, severance at Cummins

The two-year contract was ratified on Dec. 27.

Machinists Union members who work for Cummins

Sales and Service at locations in Spokane and Pendleton, Ore., have approved a two-year collective bargaining agreement.

The contract was approved on Jan. 27 with a unanimous “yes” vote.

The contract covers a total of 13 Cummins employees between the two sites, who are diesel truck mechanics and diesel generator technicians.

The agreement provided for raises for all Cummins workers in the bargaining unit, and a severance pay package for the two workers at the Pendleton site, which the company intends to close.

Workers there will get up to 12 weeks’ pay as part of negotiated benefit.

“You never like to have to negotiate those kinds of contract provisions,” said Steve Warren, who is District 751’s Business Rep for Eastern Washington.

“But even so, that is one of the benefits of having union representation,” he continued. “At times like this, when a business is downsizing or closing, you have an advocate looking out for your interests and bargaining on your behalf.”

Business Rep Steve Warren (right) reviews the Pacific Power Group proposal with Todd and Spencer Hutzler.

Local Machinists who work for ASC Machine Tools sign in to vote on a three-year contract, which they ratified on Dec. 27.

They are one of our smallest bargaining units, but the work the two of them do is really important,” said IAM 751 Business Rep Steve Warren. “They cover a big area, and because of their efforts, the company is really successful.”

The contract grants:

- 2.5-percent wage increases in each year of the contract;
- Employer coverage of all pension surcharges; and
- Increases in paid time off.