Safe jobs: You’ve got a right

Boeing contract empowers Machinists to stop unsafe work before it’s too late

IAM 751 members working at Boeing have unique power to ensure that they are safe on the job. Article 16.1 of our contract gives you the power to stop work if you believe there is “imminent danger” to your health or physical safety. While the clause should not be used routinely, it should be invoked anytime a person believes such work or working conditions could result in injury.

“The language has been in our contract since 2002, yet few members are aware of it or feel empowered enough to use it,” said District 751 President Jon Holden. “We recognize members may not feel comfortable speaking up to stop work, so the Union will be distributing ‘imminent danger’ badges in late October, which can clip behind your Boeing badge. With so many new members and pressure being so great to meet record production rates, it is even more important to educate members on their rights – especially when it comes to safety.”

A Union Steward suggested the badges so members will always have them available. If a person is not willing to speak up and challenge a supervisor, they can simply hand the badge to the supervisor and accomplish the same thing. The point is to keep everyone safe.

Usually members recognize obvious safety issues, but often there are smaller things just as dangerous that get overlooked. One safety issue was highlighted recently at the Everett Modification Center (EMC) by Union Steward Greg Lether, who is also a member of the HSI Site Safety Committee.

Because of pressure to get the work done, second and third shift EMC members ignored the potential risks. However, Greg was not willing to have his co-workers risk their safety. The issue stemmed from a gap on one of the many temporary stands in the EMC to enter Boeing contract to get the hazard resolved before anyone was hurt and shows the situation to Business Rep Jason Redrup.

You have rights most workers don’t

Lawyer: IAM contract with Boeing protects worker right, establishes benefits

District 751 members who work at Boeing enjoy rights and benefits that most working Americans don’t have, a labor lawyer said.

“These rights are empowering,” said Laura Ewan, who is an attorney with the Seattle firm that represents District 751.

“There are hundreds of benefits in here,” she said, holding up a copy of the union’s collective bargaining agreement with Boeing. “You have a lot of rights related to wages. And you guys have education benefits as good as any I’ve seen in any other workplace.”

Ewan was one of the lawyers who presented workshops on union workers’ rights at the IAM 751 Town Hall meetings in Renton, Auburn, Everett and Seattle. Those workshops were followed by question-and-answer sessions with District 751 President Jon Holden and other union officers.

One of the biggest advantages to a union contract is the fact that you can’t be fired on a whim, Ewan said.

A lot of people assume that your employer has to have a valid reason to fire you, she said, but if you’re an “at will” employee who doesn’t have a union contract, that’s simply not true.

Ewan pointed to an example in Illinois, where a man was fired for wearing a Green Bay Packers tie to work at a place where the boss was a Chicago Bears fan.

The termination was legal because the Packers fan was an at-will employee, Ewan said.

But under a union contract, “your employer has to have an actual reason

Members at the Seattle Union Hall ask questions about their rights.

Meetings offer two-way dialogue

The second set of Town Hall meetings concluded in Seattle on Oct. 2, bringing the total Town Hall meetings to 24 this year with six meetings at each of the Union Halls. Hundreds of members turned out for the meetings to learn more about their rights, provide input, and talk with Union leaders.

Members appreciated the educational class on workers’ rights and the chance to ask questions of knowledgeable union attorneys. Arming members with information on their rights, makes our Union stronger. While it is a member’s right to ask for Union representation
At Boeing, health assessment required; screenings optional

The health assessment questionnaire for District 751 members working at Boeing is now available through Boeing’s TotalAccess. Keep in mind there are no limitations on the assessment. Also keep in mind that health screenings (mentioned in Boeing’s mailer) have no impact on your union’s benefits. It is simply your choice whether or not to take the screenings.

Each year Union members and their spouses or partners covered by Boeing medical plans have to complete the health assessment questionnaires or face higher monthly out-of-pocket costs for health care in the coming year (up to $40 per month if both employee and spouse/partner fail to complete the assessment). This year’s health assessment can be taken between Oct. 1 and Dec. 3.

The assessment questionnaires are available online. Members can fill them out at work by logging on to the TotalAccess site and clicking the “Well Being” tab. To answer the questionnaire at home, members can log on to TotalAccess by going to www.boeing.com/express, then entering their BENESID and TotalAccess password, then clicking “My Well Being.”

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan can also go online at www.webndhealth.com.

Candy Drive for Salvation Army

District 751 members will once again this year take part in the Halloween candy drive. Donations of unopened, individually wrapped candy can be dropped off from now through Oct. 31 at any 751 union hall in Puget Sound. All the candy we collect will be given to the Salvation Army of White Center for its annual Halloween party, which offers children in the community a safe alternative to trick-or-treating. Focals to help with the effort are at each union hall: Auburn Hall – Business Rep Joe Crockett; Everett Hall – Business Rep Richard McCabe; Renton Hall – Business Rep Tommy Wilson; and Seattle Hall – Health and Benefits Rep Gurp Leuk.

For a list of union-made candy, go online at www.unionplus.org/union-made/halloween-treats.

Reserve on BESS? Save it or lose it by Oct. 31

The Boeing Enterprise Staffing System – or BESS – is being replaced by Careers@Boeing, effective Oct. 31. This means employees with resumes in the BESS system and/or active job alerts need to take action before Oct. 31.

If we speak as one, we can make change

For further information about IAM/Boeing Joint Programs and the services provided to IAM-represented employees, visit the website at http://iamboeing.web.boeing.com.

The Labor Center at South Seattle Community College – that will provide you and all our members with the knowledge you need to protect yourselves and your coworkers’ rights guaranteed to you by our union contract.

The Town Hall meetings also gave me an opportunity to talk face-to-face with members about some of the topics that have been in the news lately.

Quality pensions. There have been a lot of rumors flying around for the past few months about a pension buyout. In September, Boeing offered a lump-sum pension buyout to former Boeing workers who were already retired and had not been represented by a union. District 751 Machinists – currently employed or already retired – were not affected by that pension buyout offer.

To date, Boeing has not approached our union with any kind of pension buyout scheme. Anything you may have heard otherwise is simply untrue.

We, as union leaders, are doing all we can to educate ourselves on the law surrounding pensions, so that if Boeing ever does approach us about further changes, we’ll be informed. We’re building a frequently asked questions list about pensions to help bring clarity for our members on the shop floor.

At the Town Hall meetings, we also talked about the movement of engineering work and potential layoffs and the need for our state to hold the aerospace industry accountable for the way it is using the $8.7 billion.

As it happens, there is a citizens’ commission in Olympia that is reviewing the aerospace tax incentives this year. As you may know, they were originally created back in 2003, as part of our state’s bid to ensure Boeing assembled the 787 here. What Governor Inslee and the Legislature did last winter, during the 777X debate, was extend the tax breaks for Boeing and the rest of the industry out to 2040.

As part of this review process, the commission took public testimony. SPEEA Executive Director Ray Goforth and I took advantage of the opportunity to tell the commission there needs to be amendments to the law.

For starters, we need to have a better way of determining whether the incentives are actually growing our state’s aerospace industry. Boeing, and a handful of its supporters, say of course the incentives have grown the industry – just look at the employment numbers. That’s because they use 2003 employment as the baseline.

In 2003, Boeing and its suppliers were in the midst of the layoffs that came after the September 11th terror attacks. More than 30,000 Washington State residents lost their jobs in the most-brutal aerospace crash since the infamous “Boeing Bust” of 1970-71 – the one with the billboard that asked the last person leaving Seattle to please turn out the lights.

The reality is that with or without tax incentives, aerospace employment in our state would be higher than 2003 because the worldwide aerospace market rebounded.

Ray Goforth and I – along with a few likeminded allies – also told the commissioners that our state needs to do a better job of ensuring taxpayers get a return on our $8.7 billion investment. The way the law reads now, Boeing and its suppliers are free to keep the existing Washington State tax incentives while moving thousands of Washington State jobs.

As the law currently stands, in order to receive tax incentives, there is no requirement to maintain any quantifiable level of aerospace jobs, which allows existing Washington aerospace jobs to be placed outside of Washington State. That’s what just Boeing is doing, of course. So far, the company has announced 300 job losses out of our state. The concern is there will be even more. We need your help to fight back. Please continue to share this information with everyone you know.

If we speak as one, we can make change.

For a list of union-made candy, go online at www.unionplus.org/union-made/halloween-treats.
Complete text of Holden's testimony before the commission

Thank you for this opportunity to speak on this issue, which is so very important to our state’s future. My name is Jon Holden and I am the President and Directing Business Representative at Machinists Union District Lodge 751 in Seattle. I speak on behalf of more than 33,000 working men and women in Washington State, including more than 30,000 aerospace workers at Boeing, and at key aerospace suppliers like Triumph Composites in Spokane, Pexco in Union Gap, Hytek Finishes in Kent and AIM Aerospace in Sumner.

Our union believes that tax incentives can be an appropriate way to help grow aerospace jobs in Washington State. Our union members were here in Olympia to testify in support of the 2003 $3.2 billion aerospace tax incentive package and again in 2013 for the $8.7 billion extension approved in November – the largest state tax incentive packages in U.S. history.

I believe we must come up with a better method for evaluating the effectiveness of the 2003 Project Olympus tax incentive package and ensure these incentives are actually delivering on the stated public policy objectives for our state.

In the July 2014 Joint Legislative Audit and Review Committee’s Preliminary Report on Tax Preference Performance Reviews, one of the public policy objectives for granting preferential tax rates in 10 separate aerospace sector categories is stated as, “providing jobs with good wages and benefits.” That objective is the reason our unions, SPEEA and the IAM, have supported these incentive packages.

When we passed the 2003 tax incentive package our aerospace industry was in the depths of a downturn running from the September 11th terrorist attacks. America was attacked using our own commercial aircraft. Our industry was devastated. In the JLARC report, it states Boeing announced it would lay off 30,000 employees. Those layoffs were terrible.

We believe these layoffs and the subsequent recovery of the commercial airplane market distorted the employment picture beyond our ability to truly evaluate the effectiveness of the 2003 tax incentive package. We do know those tax incentives were not effective enough to retain the jobs related to a second 787 line which Boeing decided to place in South Carolina. And that’s because there were no employment, wage or benefit standards that guaranteed the important investment by the citizens of this state would ever deliver what was promised.

Boeing suppliers laid off workers on a similar scale. As a result, Washington’s aerospace workforce continued to decline.

Ray Goforth at a hearing of the Citizens Commission for Performance Measurement of Tax Preferences testified in Olympia. He said, “We must have hard data that shows these tax incentives are working,” he said.

“This law as it stands today allows companies to use our tax dollars to create poverty-wage jobs in our state,” he explained. “When this happens, Washington citizens pay twice. Taxes are used to secure these jobs. However, instead of fueling the economy, those same jobs are draining valuable social programs when those employees must be subsidized through state-funded health care, food stamps, and fire or reduced school lunches.”

SAMMAMISH Co. DC JUDGE
- Pos. 1 - Anthony Howard

SPokane Co. PROSECUTOR
- Breaen Beggs

State legislature
- 1st District - Derek Shanks
- House 1 - Liz McSconce
- 3rd District - Marcus Ricelli
- House 2 - Timm Ormsby
- 5th District - Esse Hicks
- House 6 - Rich Caw
- 11th District - Zach Hedges
- House 2 - Steve Bergquist
- 19th District - Brian Blake
- House 2 - Brian Blake
- 21st District - Marie Lites
- House 1 - Steve Peterson
- House 2 - wind O’Toole
- 22nd District - Chris Kilby
- House 1 - Sam Hunt
- 23rd District - Sherry Appleton
- House 1 - Dwor Harris
- 24th District - House 1 - Kevin Vaughn
- House 2 - Steve Thrallinger

25th District
- House 1 - Dave Morrell
- 26th District
- Senate 1 - Judy Aragon
- House 1 - Nathan Schlicher
- House 2 - Larry Seals
- 27th District
- House 1 - Paul Alkins
- House 2 - Jake Fey
- 28th District
- Senate 1 - Tami Green
- House 2 - Christine Nadott
- 29th District
- Senate 1 - Shera Conner
- House 2 - David Sawyer
- 30th District
- Senate 1 - Shari Song
- House 1 - Greg Ranou
- House 2 - Roger Freeman
- 31st District
- Senate 1 - Pam Roach
- 32nd District
- Senate 1 - Marjorie Chase
- House 1 - Cindy Rya
- 33rd District
- Senate 1 - Karen Kaiser
- House 1 - Don Smith
- 34th District
- Senate 1 - Sharon Pearson
- House 2 - Joe Fitzgibbon
- 35th District
- Senate 1 - Irene Bowman
- House 1 - Kathy Howard
- House 2 - Tammy Newton

36th District
- Senate 1 - Jeanne Kohl-Welles
- House 1 - Renee Carlyle
- House 2 - Scott Getty
- 37th District
- Senate 1 - Pam Roach
- 38th District
- Senate 1 - John McCoy
- House 1 - Jane Paskin
- House 2 - Mike Sells.

39th District
- Senate 1 - Joan McBride
- House 1 - Judy Clibborn
- 40th District
- Senate 1 - Kristine Lytton
- House 2 - Judy Clibborn
- 41st District
- Senate 1 - Tonya Beninger
- House 2 - Cindy Glidewell
- 42nd District
- Senate 1 - Seth Fleetwood
- House 2 - Frank Chopp
- 43rd District
- Senate 1 - Brad Walden
- House 2 - Frank Chopp
- 44th District
- Senate 1 - Hans Dunshee
- House 2 - Mike Wilson
- 45th District
- Senate 1 - Matt Shea
- House 1 - Roger Goodman
- House 2 - Larry Springer
- 46th District
- Senate 1 - David Frost
- House 1 - Jessyn Farrell
- House 2 - Gerry Pollet
- 47th District
- Senate 1 - Sam Kudjoe
- House 1 - Christine Kilduff
- House 2 - David Fitzgibbons

48th District
- Senate 1 - Chris Barriga
- House 2 - Pat Sullivan
- 49th District
- Senate 1 - Jessyn Farrell
- House 1 - Ross Hunter
- House 2 - Jean McBride

100% recommended candidates for this November’s general election

Political Action

Aerospace Machinists support using tax incentives to help grow Washington’s aerospace industry, but the Legislature needs to act to ensure they are working as intended, the president of the largest union for Washington aerospace workers testified in Olympia.

“We need a more robust method for evaluating the success of our state’s past investment in aerospace tax breaks – as well as for determining whether our new $8.7 billion investment will deliver the right return on investment for the citizens of our state in the future,” said District 751 President Jon Holden.

“It’s not enough for our Legislature to infer that tax incentives are working,” he said. “We must have hard data that shows these investments of public dollars are working for the taxpayer and the public good, and not simply generating private gain.”

Holden testified Sept. 19 alongside SPEEA Executive Director Ray Goforth at a hearing of the Citizens Commission for Performance Measurement of Tax Preferences, a seven-member body that reviews Washington State tax incentives and gives the Legislature recommendations on whether to continue, modify or terminate them.

Holden said the unions support tax incentives for the aerospace industry, but added that the Machinists want to see a “qualitative job standard” for companies that accept the tax breaks.

“The law as it stands today allows companies to use our tax dollars to create poverty-wage jobs in our state,” he explained. “When this happens, Washington citizens pay twice. Taxes are used to secure these jobs. However, instead of fueling the economy, those same jobs are draining valuable social programs when those employees must be subsidized through state-funded health care, food stamps, and fire or reduced school lunches.”

“IAM 751 President Jon Holden testifies Sept. 19 in Olympia before the Citizens Commission for Performance Measurement of Tax Preferences. The commission is reviewing the original 2003 tax incentives the Legislature gave the aerospace industry after Boeing agreed to assemble the 787 in Everett.”
District 751 Machinists who work for L-3 Communications at Joint Base Lewis-McChord have unanimously ratified a new three-year collective bargaining agreement. The workers are instructors who train U.S. Air Force C-17 pilots and loadmasters.

Under the agreement, they will receive:

- A 3 percent wage increase for 2015, 2016 and 2017;
- Increases in shift differential pay to 75 cents an hour for second shift and $1 an hour for third shift work;
- Increases in the amount of cash the company provides to workers in lieu of providing health insurance, and the option for workers to buy supplemental group health, disability and life insurance;
- Up to $7,500 a year for each full-time employee to reimburse education expenses;
- Improvements in vacation time and bereavement leave policies; and
- Improved contract language regarding seniority and layoffs, and a commitment from the company to stabilize hours of work and minimize schedule swings.

“Our members at L-3 had identified pay, group benefits and seniority as their top priorities,” said IAM 751 Business Rep Joe Crockett, who led the union bargaining team. “It took some work, but we were able to get all those things in this agreement.”

District 751 represents some 350 civilian employees at JBLM, who work for seven different contractors, providing specialized aviation support services for the U.S. military.

“We’ve been able to make some very real gains for defense workers at JBLM, Whidbey Island Naval Air Station and Fairchild Air Force Base,” said District President Jon Holden. “These workers do work that keeps all Americans free, and we’re proud to have them as part of our union.”

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Meetings offer two-way dialogue

Continued from Page 1

In any interview that could result in discipline, it was emphasized that the attorneys cautioned that often management or human resources make it appear to simply be a ‘friendly discussion’ to clarify a situation, but in reality they are conducting a formal investigation and the conversation could lead directly to discipline. So again, be sure to ask for your Union representation.

Members also asked questions about their rights if management asks them to write a statement. This has been occurring more frequently and members were confused if their right to representation applies to this situation. The attorneys advised members to have their Steward look over any statement they provide. The attorneys also noted it is perfectly acceptable to state, “I need more information on the situation and what you are asking.”

These Town Hall meetings provided good discussion and interaction between members and Union leadership. The open format allows a very candid question and answer period. By holding the meetings at the various Union halls, they are close to work locations — making it more convenient for members to get involved.

Members who attended felt they were worthwhile and indicated they would attend future Town Hall meetings.

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Members at Solid Ground approve new 3-year agreement

Operations supervisors who oversee door-to-door transportation for King County Metro Transit’s Access Personal Transit have ratified a new three-year collective bargaining agreement.

The workers, who are employed by Solid Ground, voted unanimously Aug. 27 to accept the agreement. They are members of Local 751-F. Under the terms of the agreement, the seven workers in the bargaining unit will receive:

- Immediate 2 percent wage increases, plus raises of 2.5 percent in January 2016 and January 2017;
- Improved employer 401(k) matches;
- Increases in paid time off, plus an additional holiday (the Friday after Thanksgiving); and
- Improvements to the bonuses paid to those called in to work on holidays.

Solid Ground Transportation is a non-profit agency that contracts with King County Metro to provide Metro’s Access Personal Transit service. Through the service, people who are elderly or who have disabilities can get next-day transportation for things like medical appointments, visits with family or friends, or trips to work or to grocery stores.

“The Machinists at Solid Ground provide an invaluable service to their clients, who typically wouldn’t be able to take care of basic chores without the personal transit service,” said Ron Bradley, the IAM 751 Business Rep who led the union bargaining team. “They deserve this kind of good union contract.”

“We’ve been able to make some very real gains for defense workers at JBLM, Whidbey Island Naval Air Station and Fairchild Air Force Base,” said District President Jon Holden. “These workers do work that keeps all Americans free, and we’re proud to have them as part of our union.”

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President’s Column: If we speak as one, we can make change

Continued from Page 2

be more on the way. The overwhelming majority of those lost jobs have been SPEA-represented engineers — men and women with incredibly rare skills and experience who will come up with the next breakthroughs in aerospace.

Without this commitment to these high tech, innovative jobs, the concern is that our state would not remain the world leader for creating these cutting-edge jobs and the citizens of our state would not have additional opportunities associated with those jobs.

This, I told the commissioners, is detrimental for our state and damaging for our industry, and it must change. In addition, the law does not prevent aerospace companies from receiving incentives for creating poverty-wage jobs. In 1983, Machinists Union members at Boeing earned $12 an hour, on average. Three decades later, there are non-union shops from Aberdeen to Zillah where Washington State residents are still paid $12 an hour to do the work we used to do until it was outsourced.

It’s not possible to raise a family on $12 an hour. It’s barely possible for a single person to keep a roof over their head and provide food on the table. A number of aerospace workers who are paid those kinds of wages rely on food stamps and public housing for themselves, as well as free and reduced-price lunch at school for their children -- all of that provided by taxpayers. And there are thousands of Washington State residents -- some of our relatives and neighbors -- stuck in this kind of poverty, building critical parts for $200 million airplanes.

It is not fair to ask Washington taxpayers, I told the commissioners, to give money directly to companies to ensure they keep jobs in our state, and then ask the taxpayers to also give money to the workers who fill those jobs. Our members who attended the Town Hall meetings seemed to understand and support where we’re coming from, but they had a serious question: How likely is it that we’ll succeed?

It’s a big lift. Management at Boeing and its suppliers don’t want to be held accountable, and they’ve got a well-funded political machine. We know this all too well. But this is the right thing to do, for our state, our communities, our industry and for those 6,300 families whose lives have been turned upside down.

So we’re going to push forward, and if all 35 IAM 751 Machinists and all 25,000 SPEA engineers and techs speak as one, then the players in Olympia will have to listen and we’ll be able to make some meaningful change in our state.
As members, you have rights most workers don’t

Continued from Page 1
to fire you,” she said.

“They’ve got to have clear rules. They’ve got to have an investigation. They’ve got to have progressive discipline.” Ewan explained. "Without a union, your boss can fire you for wearing a shirt he doesn’t like.

When workers have a union, they also have the right to have a union steward go with them whenever they are called into a meeting that could result in discipline.

Ewan encouraged workers to take advantage of that.

“When in doubt, when something seems weird, go to your shop steward,” she said.

District 751 also has very strong safety language in its contract with Boeing, including Section 16.1 of the contract – commonly called the “imminent danger” clause – which allows workers to refuse a work assignment and immediately call for a safety investigation if they feel they are at danger of losing life or limb.

“You have much clearer rights than somebody else at another company who might have to muddle through until OSHA shows up,” she said.

Back on the topic of shirts management doesn’t like, Ewan said the recent proliferation of “We Cower to No One” t-shirts inside Boeing factories is a classic example of how workers united together in a union can push back against arrogant managers.

One person wearing that kind of shirt could expect to lose their job, Ewan said, but when nearly 10,000 Machinists buy and wear the shirts to work, it’s a different story. “Since you’re all acting together, you’re protected by the law.”

Safe Jobs: You’ve got a right

Continued from Page 1

the airplane. Rather than three normal-size steps up to the airplane, there was a single step. This required workers to step up about 18 inches to enter the plane, which placed them off-balance. The majority of the floorboards on the plane are not secure, which compounded the risk and potential danger of a misstep. In addition, to the right or left of the one stair was a three-foot gap large enough for a person to fall to the ground some 15 to 20 feet below.

When Greg initially pointed out his safety concerns, the supervisor gave reasons why they couldn’t fix the problem. Knowing his contractual rights, Greg logged out of his contract book and threatened to use 16.1 to shut down the entire airplane. Within one hour, management had found two three-step staircases that aligned to the airplane with no awkward transitions or unnatural steps. It also eliminated the gaps to fall to the ground below.

“Members are so busy trying to get their work done and avoid mandatory overtime, they often just do their work even if it is not the safest way. Others don’t speak up because they don’t want to make waves,” Greg said. “Members need to understand that a safe work environment is their right. Management fixed this issue immediately because they recognized it was enforceable.”

“Trips and falls are one of the most-common causes of injuries at Boeing. This was a small thing that protected a lot of people. Just one misstep could have caused serious injury,” said Business Rep Jason Redrup, who is the Everett Site Safety focal. “I applaud Greg for speaking up. It is important to educate all members on their right to have a voice on safety at work. You have the right not to do the job if it puts you at risk. The new imminent danger badges should raise awareness and ensure no member is performing work they know poses a potential danger to themselves or their co-workers.”

The imminent danger language is on page 73 of the contract. The clause states “no employee shall be required to perform work that involves imminent danger to their health or physical safety. Imminent danger is defined as loss of life or limb.”

If Section 16.1 is invoked, the contract specifies in Section 16.1(c) and (d) what must happen before work can be resumed:

• Inform the immediate supervisor and/or site safety manager or a designee (per the contract a contact list of Site Safety Managers and HS1 Site Safety Committee members must be posted and available to all employees).

• The work will not continue until a final decision has been made by the Site Safety Manager (or designee).

• Members should offer to do other work which they consider safe while a decision is being made. Being aware of this contract language and keeping a danger badge behind your Boeing badge may help ensure members remain safe in their job. The language is there for your protection so don’t be afraid to use it.

No member can be required to perform work that involves imminent danger to your health or physical safety (per Section 16.1.c of your IAM contract).

Hand this card to your supervisor or contact a site/safety manager to invoke this language. You should offer to do other work which you consider safe while a decision is being made.

Knowing your rights will help you and your co-workers remain safe on the job.

* Defined as loss of life or limb.

Back side of imminent danger badge.

Over the years, District 751 and our legal team have helped secure imminent danger rights.

You have a right to refuse work that involves imminent danger to your health or physical safety. Members may use imminent danger rights to invoke the contract to avoid potentially dangerous work.

“These rights that you have are empowering, but they’re only effective if you stand up for them.” Ewan said. “For all of us, it’s our job to make sure our rights are protected. It’s our job to hold management accountable.”

October 2014

751 AERO MECHANIC

Page 5
Thousands of IAM 751 members and their families turned out for a day of fun in the sun on Saturday, Sept. 27, courtesy of our Union. To keep the ride lines shorter, our Union offered two locations: the Monroe Fairgrounds up north and the Puyallup Fairgrounds to the south. Even the weather cooperated.

The IAM 751 Labor History Committee handed out booklets that included a labor history quiz to get members thinking about our rich history and how everything we have today was because of sacrifices past generations made. The quiz asked five historical questions that were contained in the book. Eight $100 Fred Meyer gift cards provided incentive for members and their families to find the answers and enter the contest. It was a great day of solidarity and family fun for all. Thanks to all who volunteered to help hand out balloons and assist with the quiz.

**Monroe Gift Card winners**
- Jim Dorgan
- Rob Westby
- Ed Shelley
- Russell Bennett
- Will Hasbrouck
- Jeremy Stradley
- Brett Allen
- Warren Baker

**Puyallup Gift Card Winners**
- Jorge Garrido
- Denise Johnson
- Thanhbazz Nguyen
- Jarrid King
- Glenn Lorenzo
- Demtrius Hammond
- Terry Kilbourne
- David Lee

**Monroe Gift Card winners**
- Saraya Boran helps grandson Paul Pung swing a hammer to test his strength. Boran works at the IRC in Everett.

**Bumper cars were popular at Monroe.**

**Above left:** The petting zoo was a huge hit at Monroe. Yuabella and Rod Santos (at right) ride The Surge at the fairgrounds in Monroe. Rod is a 777 mechanic in Everett.

**Bumper cars were popular at Monroe.**

**Above and right:** The petting zoo was a huge hit at Monroe.

**Monroe Gift Card winners**
- Abraham Lincoln tests his arm at the Monroe fairgrounds. His father, Dean, is a 787 flightline mechanic.

**Left:** Kids loved the zip lines at Monroe.

**747 interiors mechanic Mark Reams finds that face painters can do biceps too.**

**Reyen (left) and Nouha Bencherfi go down the big slide at Monroe with their father, Ibrahim Bencherfi, who is a 737 mechanic in Renton.**

**Monroe Gift Card winners**
- Saraya Boran helps grandson Paul Pung swing a hammer to test his strength. Boran works at the IRC in Everett.

**Bumper cars were popular at Monroe.**

**Left:** Kids loved the zip lines at Monroe.
Families worked together to find answers to the Labor History Quiz to be entered for Fred Meyer gift cards. The scrambler is always a favorite at the fair.

Kids were excited to take their cars out for a drive. Both get to steer!

Right: Paxton Nichols made an awesome Superman and loved the added face paint!

Left: Kids and adults loved the swing ride at the Puyallup fair.

El Niño was a thrill ride for adults and kids alike, sending them spinning in every direction high into the air.

Two kids tackle the Puyallup rock wall.

Evelyn Paone was one of the many kids who loved the petting zoo in Puyallup.

Karaoke was a hit in Puyallup and provided music for those in the ride lines.

Monkey Motion had kids jumping and doing flips at the Puyallup event.

The Rainier Rush rollercoaster in Puyallup was a hit with all ages.

Little ones loved riding the tractor tracks through the small farm at Puyallup.
Car show shines for Guide Dogs

The sun shined on the 2014 Bill Baker Memorial Steel and Wheel Super Show held at the Everett Union Hall. The event provided a day of fun for car and motorcycle enthusiasts. While there were many prizes awarded in various categories, the real winner was Guide Dogs of America, which received more than $9,300.

Beyond the 50 custom and classic vehicles on display, the event also featured a mobile chassis dyno testing system to test the horsepower and torque of your engine. Thanks to all who helped with the event, and Lance Huffman for taking all the great photos. Thanks also to Paul Richards, who won the barbecue and donated it back to raise additional funds for Guide Dogs.

2014 Steel & Wheel Winners

President’s Choice: Dennis Masanda, 1969 Road Runner
Local A’s President’s Choice: Jack Kivehn, 1940 Ford Deluxe

People’s Choice: Mike Brook, 1985 Cobra
Best in Show Awards:
- Car: Bill Spagola, 1939 Chevrolet
- Custom: Bruce Quinn, 1931 Ford
- Custom: Nick Meyer, 1970 Chevy C-10
- Engine: Tony White, 1957 Chevrolet
- Paint: Thomas Calhcart, 1950 Olds
- Bike Paint: Brian Henrikis
- Custom Chopper: Jayzi Horton, 2010 Road Glide
- Stock Truck: Phil Westberg, 1999 Ford Rausch
- Antique: Thomas Calhcart, 1942 Fire Truck
- Street Rod: Van Campen, 1934 Ford Coupe
- Factory Muscle: Mike Spitzer, 1966 Buick Skylark

Under Construction: Aaron Anderson, 1970 Austin/Ford

Jayzi Horton has customized his 2010 Road Glide over the years and includes a 30-inch chip foose wheel.

Thanks to Our Sponsors:
- Kathy Evans Beauty Studio
- Heather Barstow
- Connie Kellihier
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- Everett Business Reps
- James Williams
- Jon Holden
- Brett Covy
- Larry Brown
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- Pat Bertrudt
- Bill Langlois
- Susan Palmer
- Dan Swank
- Richard Jackson
- Paul Veltkamp
- Jason Chan
- Donovan McLeod

Local 751-F’s second annual Karting Challenge raised more than $14,000 for charity. The event was held Sept. 6 at PGP Motorsports Park at Pacific Raceways.

Twenty teams, each with as many as four drivers, raced for two hours on the 0.9 mile track, hitting speeds up to 50 mph. The racing was close — the top two teams finished 8 seconds apart.

Starting positions in the race were determined by how much the team had raised for Guide Dogs. Showing that starting position matters, the top two teams in the race were also the top two teams in fundraising. Team “Fear Us” raised $1,328 while the “Bad Axes” delivered $1,108.

The folks at Pacific Raceways were great to work with, and thanks to our teams, we had a great time, and raised a lot of money for a very worthy cause,” said Local 751-F President Robley Evans.

Everyone had a fun time. Several members cooled off by doing the ALS Ice Bucket Challenge in honor of retired Local A Council Delegate Mike Olebar.

For the second year, first place went to Team “Fear Us.” Local F President Robley Evans (far left) and District President Jon Holden presented the trophies to Pete Bristow, Mark Fearnborn and Dennis Hall. This year team “Fear Us” also was the top fundraising team.

Second place team consisted of Sean Lambert and Ron Jarvis, who were less than 9 seconds out of first place. Caroline Schoenecker (Ron’s granddaughter) joined them on the podium.

Competition was fierce as racers completed their laps.

“Fear Us” also was the top fundraising team.

Above far right: Jack Kivehn’s 1940 Ford Deluxe won Local A President’s Choice.

Local A President Les Mullen (r) congratulates David Springstead, 767 Final Assembly Inspector, who won the big screen TV.

Thanks to Our Sponsors:
- Les & Shelley Mullen • Kathy Evans Beauty Studio
- IAM District 751 • IAM 751-F
- Jon Holden • Susan Palmer • Richard Jackson • Fergie • Jason Redrup
- Stosh Tomala • Robby Evans • Cameron Griffin • Wes Heard
- Elton Smith • Grace Holland • Brett Covy • Matt & Peggy Clark • Cameron Griffin
- Jason Chan • Fred & the Boys • The Haviland Family • Emelia, Olivia & Violet Rae Jackson
- Mike Brook won the People’s Choice with his 1965 Cobra.

For the second year, first place went to Team “Fear Us.” Local F President Robley Evans (far left) and District President Jon Holden presented the trophies to Pete Bristow, Mark Fearnborn and Dennis Hall. This year team “Fear Us” also was the top fundraising team.

Right: The green flag signaled the start of the two hour race. Below: passing in a corner.

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Below: passing in a corner.

Karting Challenge drives in green for Guide Dogs

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Local A President Les Mullen (r) congratulates David Springstead, 767 Final Assembly Inspector, who won the big screen TV.
Retired Club minutes

The meeting was called to order on Sept. 8 by President Jackie Boschk. John Guevarra led the attendees in a prayer which was followed by the flag salute and the singing of God Bless America.

Roll Call of Officers: All officers were present.

Minutes: MSP to accept the July minutes.

Financial Report: Tom Lux gave the report. He also spoke about the Sept. 27 bus tour to Leavenworth for the Leaf Festival.

Communications: None

Business Report: Dena Bartman, the newest Business Representative in Everett, gave the report. She said she has been active in the union since she was hired by Boeing in 1988. She looks forward to serving the members in Everett and assisting with organizing drives to bring the benefits of union membership to other workers in our state. She reminded everyone about the IAM 751 Appreciation Day, Sept. 27 at the fairgrounds in Puyallup and Monroe. Dena also spoke about how unions can make things better for the younger generation. We need to stay involved in politics and get more people involved. He also spoke about a recent Bill Moyers show with Sen. Elizabeth Warren titled “Fighting Back Against Wall Street Giants.”

President Report: Jackie thanked everyone who came to the Retirees’ social in August. She announced that September is National Senior Month and encouraged everyone to attend their center.

Legislative Report: John Guevarra spoke about unions and how important it is to get the word out to others about the upcoming Town Hall meetings and reminded Local C retirees can vote in their upcoming election.

President Boschk then introduced Paul Veltkamp, who recently joined the staff as a second Health & Benefits Rep to work with Garth Luark. Paul said he looks forward to helping the members.

Health and Welfare: Helen Pompey gave the report. A moment of silence was observed for the following deceased members: Ernest Brookes, Leslie Brown, John Torfin, Lynda Tullis, Seth Whitten, David Williams and Philip Yeo. Sympathy cards were sent to the next of kin. Helen reminded everyone to let her know if they have information about any brothers or sisters who are sick, in the hospital or deceased.

Legislative Report: John Guevarra spoke about unions and how important it is to get the word out to others about

Educating seniors on ALEC

The American Legislative Exchange Council is taking aim at unions and retirees—and they’ve got allies here in Washington state to help.

That was the warning that Joe Kendo, the legislative and policy director for the Washington State Labor Council, gave to members of the IAM 751 Retirement Club on Sept. 8. The council – commonly known as ALEC – “has all these model bills, and a lot of them have to do with labor, and different ways to erode labor rights and union strength,” Kendo said in an interview following the presentation. ALEC also promotes legislation that would directly harm seniors, including efforts to privatize Social Security and Medicare.

Kendo said ALEC is funded by a network of corporations and conservative billionaires, like the infamous Koch Brothers, who give hundreds of millions of dollars to “big funding clearing houses” like the group Americans for Property. Those groups in turn fund ALEC’s nationwide network to promote ultra-conservative laws in each of the 50 states, with the goal of getting those laws passed on a state-by-state basis.

Kendo said the goal of his presentation was to inform Retirement Club members of what is happening on a national level – and how it relates to politics here in our state.

For example, the Olympia-based Freedom Foundation has received big-donor dollars to pursue an attack on unions, Kendo said, and it has hired an executive director, Tom McCabe, who was hired from his previous job as director of the Building Industry Association of Washington because he pursued “divisive and poisonous” politics, Kendo said.

McCabe’s tactics harm Washington’s building industry, but they were a perfect fit for the Freedom Foundation, Kendo said.

Older last year, conservative legislators introduced five anti-union bills in Olympia, which would have weakened unions by doing such things as making it easier for state workers to avoid paying dues or agency fees to the unions that negotiate and enforce their employment contracts. Another bill would have forced unions and state agencies to negotiate all contracts in public forums open to the news media.

None of those laws made it out of the Legislature, Kendo said.

The Freedom Foundation has gone beyond that, with campaigns to get teachers to decertify their unions, and by promoting anti-union ballot measures in four Washington cities that would essentially create local Right to Work ordinances.
ANIMALS
MINIATURE POODLE PUPS, three fe-
elle, one white, two black. Turned six weeks on Sept. 28. Will need vet check and shots. $500 each. Please call 360-691-5980.
MUSCOVY DUCKS. Free ranged and wa-
State certified organic. Browns and brown.
SCOTTISH HIGHLAND COWS. 8 year-
old bred cow $1,400. Due Feb. 2015.
also 6 year old cow due Sept. 23, 2014.
Both cows are gentle and excel-
entrust. 253-332-8612, Enumclaw, WA.

BOATS
19’ 2008 BAYLINER, 192 Cuddy V-6 Merc. excellent condition, $13,000. 425-488-4259.
FLAT, FENCED & CROSSED FENCED,
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COTTAGE INDUSTRIES
FIELD MOWING, ROTOTILLING,
and 12 gallon oxy.
MARYSVILLE on 2.5 acres. 200 amp ser-
VILLA CORTINA 4-PIECE ENTERTAIN-
MENT CENTER, includes hutch, TV con-
and one coral. Call for price. 425-226-2385.
2007 27’ FLEETWOOD. Low use; sleeps
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HOUSING
OCEANFRONT CONDO, Lincoln City, OR.
LIKE NEW FULL SIZE MATTRESS
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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
junk. No more than 6 ads per family, per
number. Include information required on regular ad blank.
Deadline For Next Issue
Oct. 30th.

PROPERTY
LOWEST PRICE I CAN SELL THIS ONE
ACRE IS $60,000. This lot is in a gated
community, completely flat with perk holes
and approved for gravity sewer. Power and phone from lot. With paved road all the way
to front of lot. 425-378-5760.

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1998 DODGE RAM V10 LB, 20’ box,
6x20, 2005... $2,000. Call 253-753-3560.

Tools
ALTERNOR PAPER PAN with an
auge for cutting for 45, b. can cut 3 inches high.
5 x 12 x 12 panel can be cut on this saw.
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CANNON $50.00 EFS 20D DIGITAL, EF-8
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new. For sale by owner. 425-337-9325.

FREE WANTS ADS
FOR MEMBERS ONLY
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Ad (25 word limit. Please print).

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Oct. 30th!
More than half of Americans say they don’t have a personal budget, and nearly 40 percent report that they live paycheck to paycheck.* While it may seem like a chore to track all your accounts and purchases, you could be taking unnecessary chances with your standard of living if you don’t. You need a method to keep track of your spending and maintain an accurate view of where you stand with your personal finances. Online tools and budget plans can help you make the budgeting exercise easier while helping you build confidence and personal satisfaction in the process.

Tally Your Expenses

You have easy access to a range of personal finance and budgeting tools to smooth the process. Before using any of them, start by understanding the basics of budgeting.

As a first step, add up everything you spend in a month. You can use up with your own ledger or use Wells Fargo’s Budget Watch. These tools pull data directly from your checking, savings, credit card and brokerage accounts. That allows you to quickly sort your spending into categories—from groceries to health care—to create a more comprehensive and accurate picture of where your money is going. Divide your monthly spending into two categories: necessities, such as rent, groceries and utilities; and discretionary costs, such as entertainment and shopping.

Total up your monthly income, including paychecks, investment proceeds and any other earnings. Then subtract your monthly expenses from this figure. If you’ve got money left over, pat yourself on the back. If you’re in the red, proceed directly to the next step.

Adjust Your Spending

Categorizing your monthly expenses may lead you to rethink your spending habits. For example, you may find that frequent restaurant dinners are siphoning off hundreds of dollars from your end-of-month balance. Also look carefully at other spending decisions. Could the money you spend each month on premium cable prompt you to rethink your entertainment and shopping.

There’s the only place to look for savings. Tally the interest earned on each of your credit cards and, if possible, transfer balances to lower-rate accounts. Likewise, refinancing your mortgage to take advantage of lower interest rates may save you hundreds of dollars a month.

Save for Emergencies

An unexpected medical bill or house repair can quickly throw a wrench into a budgeting plan. Prepare for these unforeseen setbacks by building an emergency fund large enough to cover living expenses for three to six months. This can help buffer your finances if a catastrophe strikes. Review your budget to see how much you can comfortably allot to an emergency fund each month.

Set Up Automatic Transfers to Your Savings Account

Once you have a savings target, set up automatic transfers from your paycheck to your savings account—and make sure you don’t dip into those funds to pay for a dinner out or a spontaneous weekend getaway. For instance, don’t let a destination wedding knock your budget off track. Perhaps your best friend is getting married in a vineyard three states away—or at a tropical resort an airplane ride away. If you’re hoping to attend, make sure you plan for it the way you would for any other vacation: carefully and ahead of time.

The work you do now to build a sustainable budget will likely pay dividends. You’ll manage your day-to-day finances better and free up financial resources to pursue long-term goals such as retiring comfortably or helping fund a child’s education.

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tell to its lowest level since the infamous “Boeing Bust” of 1970-71 that had everyone worried about who was going to be left to turn the lights off in Seattle. We need a more robust method for evaluating the success of our state’s past investment in aerospace tax breaks— as well as for determining whether our record $7 billion investment will deliver the right return on investment for the citizens of our state in the future. The Machinists Union believes the Legislature should act to ensure our tax incentives meet our public policy objectives previously stated by creating job with good pay and benefits. The Machinists Union is working with the engineers and technicians at SPEEA in an effort to suggest accountability measures to help us achieve these goals. We believe we must add standards for the quantity of jobs, just as South Carolina has done in exchange for that state’s much-lower tax incentives. Additionally we believe there should be a qualitative job standard for tax incentive eligibility. The law as it stands today allows companies to use our tax dollars to create poverty-wage jobs in our state. This degrades good-paying jobs held by citizens in the state—when jobs are subcontracted to companies who pay wages at or below the poverty line.

The average wage of our members at Boeing in 1983 was $12 an hour. Many of those same jobs are now performed by aerospace workers at subcontractors today, who now 30 years later, are still paying $12 an hour for that same work package.

When this happens, Washington citizens pay two times as much as we are used to secure these jobs. However, instead of fueling the economy, those same jobs are draining valuable social programs when those employees may be subsidized through state-funded health care, food stamps, and free or reduced school lunches. In addition, there is a long-term negative impact on the local community because people too poor to do these jobs do not provide retirement security. This process destroys the standard of living in our communities and this must be measured to determine whether the tax incentives are working.

The original 2003 Project Olympus SPEEA Executive Director Ray Goforth lists as I AM 751 President Jon Holden testifies before the Citizens Commission on Government Performance Measurement of Tax Preferences.

tax incentives have been modified time and again for the benefit of aerospace companies. Going forward, we need to see the tax incentives contain language that specifically defines measurable employment numbers as JLARC recommends. Our citizens also deserve to see those jobs created for the tax incentives have a wage and benefit requirement that set a standard you can raise a family on.

We look forward to talking with you about our ideas for ensuring we meet the promises of the 2003 project and in exchange for providing the preferential aerospace tax rates. But for today, I’d urge this committee to recommend these actions: We must have a better method of determining whether the aerospace tax incentives are working than simply comparing current employment with the near-record lows of 2003. We should take some simple steps to ensure that the job numbers being reported by companies taking state tax incentives are correct. Finally, we need to evaluate the economic impact to the community if the jobs created are low-wage jobs.

At this point in our state history, it’s not enough for our Legislature to infer that tax incentives are working. We must have hard data that shows these investments of public dollars are working for the taxpayer and the public good, and not simply generating private gain.
Members at Pexco united for a fair contract

Machinists Union members working at Pexco in Union Gap are gearing up for their contract talks. The current contract expires on Nov. 30, but the group has already been building solidarity, wearing union t-shirts and talking about their issues.

The next chance for members to step up and send a strong message to Pexco that they are united and determined to obtain a fair contract will come on Oct. 21. That day members should plan to attend the general membership meeting and strike sanction vote from noon to 6 p.m. at the union hall.

But that is just the latest opportunity for members to show their solidarity. On Sept. 16, a membership barbecue was held for both first and second shift employees. The barbecue was a chance for members to get the “We Cower to No One” shirts, as well as talk contract issues with Union leaders. Union stewards and the Shop Floor Subcommittee attended.

In August, members elected the shop floor subcommittee: Jerry Phillips, Albert Salazar, Tony Graybill, Rex Dietz, and Don Wartman. This diverse group can collect and provide direct input to the union negotiators and are key to maintaining two-way communication throughout the bargaining process.

The barbecue also allowed members to help raise money for Guide Dogs of America with the third annual Guide Dogs Raffle. Winners were drawn at the end of the barbecue (see box lower right).

Union Stewards and shop floor subcommittee are standing strong with the theme “We Cower to No One!” Joining them for a photo following a strategy planning session were District President Jon Holden, Chief of Staff Richard Jackson, Business Rep Steve Warren and Staff Assistant Ken Howard.

On Sept. 25, the shop floor subcommittee members and stewards met with District President Jon Hold en, Chief of Staff Richard Jackson, Business Rep Steve Warren and Staff Assistant Ken Howard to do further preparations for the negotiations. The group discussed strategies and issues that need to be addressed in the talks. The group also discussed:

- Survey distribution, which began on Sept. 29;
- Seniority lists, shifts and departments for survey assignments;
- Contract review for potential changes;
- Website communications; and
- Volunteers to help with strike sanction vote on Oct. 21 and contract vote.

District 751 President Jon Holden, who was one of the primary union reps on the initial organizing drive in 2007, was glad to see many familiar faces.

“Look back and be proud of what you have already accomplished since organizing in 2007. Your first agreement provided good wage increases and a grievance procedure that laid a foundation for the future,” Holden stated. “Then in 2010 your second contract also provided four general wage increases. You focused on work rules and shift issues at the time and made headway. This round you will continue to build on that success.”

He added, “It is important to push for retirement security in the contract — to get a pension and matching 401(k) funds. It is a tough lift, but if you work hard and stick together, you can accomplish amazing things. Act as one, stay united and show your strength.”

Business Rep Steve Warren thanked the shop floor committee and stewards for stepping up to be a part of the negotiations. The two-way communication between shop floor and negotiators is key to success. Solidarity will be key in securing improvements in these negotiations. The next step is a strong strike sanction vote on Oct. 21.

Steps to Contract Success

1. Membership Survey
   Complete and return survey distributed by stewards and shop floor committee by Sept. 10.

2. Wear Union Shirt
   Union members can show their solidarity and promote visibility by wearing a Union shirt to work.

3. Plan to Attend & Vote for Strike Sanction
   Tuesday, Oct. 21, Noon to 6 p.m. Union Hall, 507 S. 3rd St., Yakima. A strong vote shows the company members are determined to get a fair contract.

4. Stay Informed & Involved
   Bring issues to Union stewards and shop floor subcommittee. Get updates and stay informed. Deliver a united message on the shop floor on issues.

Guide Dogs of America Raffle Winners

- Tyler Wortman, $1,000 Grumpy’s Shopping Spree
- Sam Jensen, Oakley Sunglasses
- Joan Duke, $150 Crazy Ink Gift Certificate
- Shelley Morgan, Lube, Tire Rotation & Balance at Frank’s Tire Factory
- Nelson Trahan, $50 SeaGalley gift card
- John Knight, $50 Crafters Boutique gift card
- Margaret, $50 SeaGalley gift card
- John Stewart, Lube, Oil & Filter Service at Frank’s Tire Factory
- Sandy Lane, Belu Salon cut and color ($123 value)

To view other prize winners, visit www.iam751.org/ pexco.

Members at Pexco united for a fair contract

Easton Washington delivers for Guide Dogs

Eastern Washington really delivered for Guide Dogs with more than $12,220 for the charity. Presenting the check to 751 Sec-Treasurer Susan Palmer (far left) and Dist. President Jon Holden (far right) are: L to R; Jim Henle, Ken Howard, Craig Smoot, Jim O’Brien, Chris Seigfried, Steve Warren, Fred McNeil, Gary Swartz, Allen Eveland, and Renee Ochoa.

Progress in Penske bargaining sessions

Talks toward a new contract for IAM members working at Penske Truck Leasing are continuing to make progress.

Union negotiators reported addressing many economic and non-economic issues during a five-day bargaining session in late September. Negotiators are making progress on issues and concerns that have been brought forward through surveys, shop meetings and membership meetings.

The Penske corporate leadership team is currently cost-cutting the medical portion of the Union’s proposal. The next bargaining sessions will take place the last week of October, when we expect to receive a last, best and final offer to vote.

Members continue to show solidarity with contract shirts and unity at the various work locations.