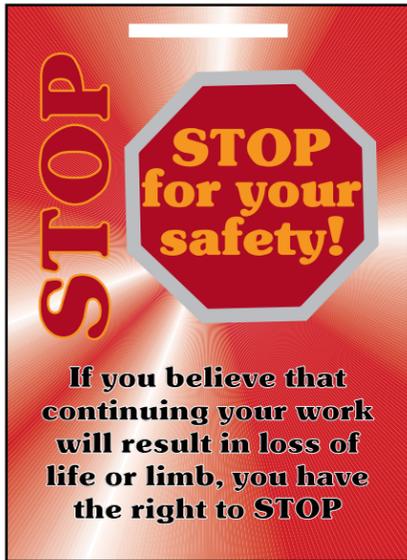


Safe jobs: You've got a right

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



In late October, Stewards will distribute imminent danger badges to hang behind your Boeing badge. Members can use it to stop work they believe will result in imminent danger to themselves or their co-workers.

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

Continued on Page 5



Dangerous gap before proper stairs were used. Initially had one stair, an 18-inch step up and gap between top of stairs & the airplane.

Stairs now align to the airplane eliminating a potential fall hazard. Steward Greg Lether invoked Section 16.1 of the IAM-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 rights, 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 Packer fan was an at-will employee, Ewan said.

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

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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

Continued on Page 4



Labor lawyer Laura Ewan speaks about Machinists' rights under federal law and the Boeing contract during one of the Auburn Town Hall meetings.



Contract Gets Manager CAMEd

Stewards call manager on performing hourly work; manager gets corrective action as a result **5**

VOTE

in the General Election

★ TUESDAY ★

November 4th

▶ See Voting Recommendations, page 3 ◀

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REPORT FROM THE PRESIDENT

If we speak as one, we can make change

By **JON HOLDEN**
District 751 President

Six thousand, three hundred jobs. It's not some theoretical figure: It's the number of Washington State citizens whose futures are in doubt; the number of Washington State families that have been thrown into chaos as a result of Boeing decisions in the past 18 months to move high-paying jobs to California, Missouri and Oklahoma.

It's a very real and very serious problem for our industry and our community, and an absolute tragedy for the families caught in the middle of it. It's an important public policy issue: Boeing will collect their share of the \$8.7 billion our Legislature gave the aerospace industry last winter while at the same time moving existing jobs from Washington State to places like Oklahoma City, St. Louis and Long Beach.

It was also a big topic during our most-recent round of Town Hall meetings.

I'd like to thank everyone who took the time to attend the meetings. More than 300 people came out to ask questions, offer constructive criticism and learn about how working collectively as part of a union helps us as individuals on the job.

This kind of involvement is essential if our union is to become everything we all want it to be, and I thank everyone who made the effort. We're going to continue the meetings, and we're also working on a series of in-depth workers' rights classes – in conjunction with



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.

One of them was 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 laws surrounding pensions, so that if Boeing ever does approach us about further changes, we'll be informed. We are 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 that 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 every dime of 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 just what Boeing is doing, of course. So far, the company has announced plans to move 6,300 jobs out of our state. The concern is there will

Continued on Page 4

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

Jon Holden

*President, Directing
Business Representative*

Pat Bertucci

Vice President

Susan Palmer

Secretary-Treasurer

Clark Fromong

Sergeant-at-Arms

Tommy Wilson

Heather Barstow

Don Morris

Ray Baumgardner

Brett Coty

D. Joe Crockett

Ron Bradley

Emerson Hamilton

Charles G. Craft

Steve Warren (Eastern WA)

Richard McCabe

Jason Redrup

Wilson 'Fergie' Ferguson

Dan Swank

Dena Bartman

Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd, Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:*
 Nationwide 1-800-763-1301
 Tacoma 253-627-0822
 Hotline: 1-800-763-1310
 Web site: www.iam751.org



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 wrong answers on the assessment. Also keep in mind that health screenings (mentioned in Boeing's mailer) have no impact on deduction from your paycheck for medical 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 questionnaires are available online. Members can fill them out at work by logging on to the TotalAccess site and clicking the "My 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 BEMSID and TotalAccess password, then clicking "My Well Being."

Spouses or domestic partners enrolled in a Boeing-sponsored medical plan must go online at www.webmdhealth.com/

boeing.

Union members who'd rather not answer the questionnaire online have the option of calling TotalAccess at (866) 473-2016 to request a paper form to be mailed to them, or have a TotalAccess representative ask them the questions right there on the phone. Paper copies are also available at each of the Union offices.

REMINDER: IAM members and their spouses/partners are not required to get ANY screenings, and they are not required to report any numbers to Boeing on the Health Assessment questionnaires. **Screenings and tobacco use have no impact on deductions from your paycheck for medical benefits.**

Resume 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.

In order to ensure your resume remains active in the system, and to continue receiving job alerts, go to TotalAccess, select "My Career," and then "Career Opportunities."

There you'll find instructions for building your Careers@Boeing profile (which is required), transferring your existing BESS resume and requesting job alerts.

For further assistance, please contact an IAM/Boeing Joint Programs Career Advisor by calling 1-800-235-3453.

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

Candy Drive for Salvation Army

District 751 members will once again this year do their part to make Halloween sweeter for underprivileged children in the White Center neighborhood south of Seattle.

Our union is conducting our annual Halloween candy drive. Donations of unopened, individually wrapped candy can be dropped off from now through Oct. 30 at any IAM 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 Garth Luark.

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

POLITICAL ACTION

Holden: Legislature needs proof incentives are working

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 record \$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 free 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.

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 incentives 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 resulting 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 distorts 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 on Page 11

751 RECOMMENDED CANDIDATES FOR NOVEMBER 4th GENERAL

VOTE IN THE GENERAL ELECTION
Tuesday, November 4

FEDERAL RACES

U.S. Congress

- ✓ 1st Dist. - Suzan DelBene
- ✓ 3rd Dist. - Bob Digenhal
- ✓ 5th Dist. - Joseph Pakootas
- ✓ 6th Dist. - Derek Kilmer
- ✓ 7th Dist. - Jim McDermott
- ✓ 8th Dist. - Jason Ritchie
- ✓ 9th Dist. - Adam Smith
- ✓ 10th Dist. - Denny Heck

SUPREME COURT JUSTICE

- ✓ Pos. 3 - Mary Fairhurst
- ✓ Pos. 4 - Charles Johnson
- ✓ Pos. 7 - Debra Stephens

KING CO. SUPERIOR COURT

- ✓ Pos. 47 - Roger Rogoff

SEATTLE MUNICIPAL COURT

- ✓ Pos. 7 - Damon Shadid

Pierce Co. Council

- ✓ Pos. 7 - Derek Young

SNOHOMISH Co. DC JUDGE

- ✓ Pos. 1 - Anthony Howard

Recommendations based on review of voting records and responses to questions on workers' issues.

SNOHOMISH Co. DC JUDGE

- ✓ Pos. 1 - Anthony Howard

SPOKANE Co. PROSECUTOR

- ✓ Breean Beggs

STATE LEGISLATURE

- 1st District
- ✓ House 1 Derek Stanford
 - ✓ House 2 Luis Moscoso
- 3rd District
- ✓ House 1 Marcus Riccelli
 - ✓ House 2 Timm Ormsby
- 5th District
- ✓ House 1 Essie Hicks
- 6th District
- ✓ Senate Rich Cowan
- 11th District
- ✓ House 1 Zack Hudgins
 - ✓ House 2 Steve Bergquist
- 19th District
- ✓ House 2 Brian Blake
- 21st District
- ✓ Senate Marko Lias
 - ✓ House 1 Strom Peterson
 - ✓ House 2 Lillian Ortiz-Self
- 22nd District
- ✓ House 1 Chris Reykdal
 - ✓ House 2 Sam Hunt
- 23rd District
- ✓ House 1 Sherry Appleton
 - ✓ House 1 Drew Hansen
- 24th District
- ✓ House 1 Kevin VanDeWege
 - ✓ House 2 Steve Tharinger

- 25th District
- ✓ House 1 Dawn Morrell
- 26th District
- ✓ Senate Judy Arbogast
 - ✓ House 1 Nathan Schlicher
 - ✓ House 2 Larry Seaquist
- 27th District
- ✓ House 1 Laurie Jenkins
 - ✓ House 2 Jake Fey
- 28th District
- ✓ Senate Tami Green
 - ✓ House 2 Christine Kilduff
- 29th District
- ✓ Senate Steve Conway
 - ✓ House 2 David Sawyer
- 30th District
- ✓ Senate Shari Song
 - ✓ House 1 Greg Baruso
 - ✓ House 2 Roger Freeman
- 31st District
- ✓ Senate Pam Roach
- 32nd District
- ✓ Senate Maralyn Chase
 - ✓ House 1 Cindy Ryu
- 33rd District
- ✓ Senate Karen Keiser
 - ✓ House 1 Tina Orwall
 - ✓ House 2 Mia Gregerson
- 34th District
- ✓ Senate Sharon Nelson
 - ✓ House 1 Joe Fitzgibbon
- 35th District
- ✓ Senate Irene Bowling
 - ✓ House 1 Kathy Haigh
 - ✓ House 2 Tammey Newton

- 36th District
- ✓ Senate Jeanne Kohl-Welles
 - ✓ House 1 Rueven Carlyle
 - ✓ House 2 Gael Tarleton
- 37th District
- ✓ Senate Pramila Jayapal
- 38th District
- ✓ Senate John McCoy
 - ✓ House 1 June Robinson
 - ✓ House 2 Mike Sells
- 40th District
- ✓ House 1 Kristine Lytton
- 41st District
- ✓ House 1 Tana Senn
 - ✓ House 2 Judy Clibborn
- 42nd District
- ✓ Senate Seth Fleetwood
- 43rd District
- ✓ House 1 Brady Walkinshaw
 - ✓ House 2 Frank Chopp
- 44th District
- ✓ House 1 Hans Dunshee
 - ✓ House 2 Mike Wilson
- 45th District
- ✓ Senate Matt Isenhower
 - ✓ House 1 Roger Goodman
 - ✓ House 2 Larry Springer
- 46th District
- ✓ Senate David Frockt
 - ✓ House 1 Jessyn Farrell
 - ✓ House 2 Gerry Pollet
- 47th District
- ✓ House 1 Chris Barringer
 - ✓ House 2 Pat Sullivan
- 48th District
- ✓ Senate Cyrus Habib
 - ✓ House 1 Ross Hunter
 - ✓ House 2 Joan McBride

Machinists at JBLM win raises in three-year agreement

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:

- 3 percent wage increases in 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.”

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 Transportation, 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.”

For more information about Metro’s Access Personal Transit service, go online at metro.kingcounty.gov/tops/accessible.



Union Steward Kim Jones (l) talks with Business Rep Ron Bradley about provisions in the new three-year agreement for members at Solid Ground.

Meetings offer two-way dialogue

Continued from Page 1

in any interview that could result in discipline, it was emphasized that the member MUST ask for union representation. Unlike Miranda Rights in legal matters, the Company does not have to inform you of this right.

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 attorney also noted it is perfectly acceptable to state, “I need more information on the



District President Jon Holden (l) and Local A President Les Mullen (center) talk with retiree Marvin Stout.



(USAF photo) District 751 members who work for L-3 Communications at Joint Base Lewis-McChord train pilots and loadmasters who fly C-17s for the U.S. Air Force.

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 SPEEA-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 them 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 33,000 IAM 751 Machinists and all 25,000 SPEEA 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.



Members appreciate the candid conversations and are encouraged to ask Union leaders pointed questions at the town hall meetings.

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.

Stewards protect our work and give manager a CAM

We've all seen supervisors who think they don't have to live by the rules or by our union contract.

Stewards in the Everett Modification Center (EMC) recently got to educate one of those supervisors on our contract. As a result, the supervisor received a Corrective Action Memo (CAM) and is now more subdued and will think twice before deciding to perform our work.

This particular supervisor routinely would stare down Stewards as they worked in an attempt to harass and intimidate them. In addition, the supervisor had no qualms about working on the airplane and ignored several warnings from Union Stewards in the building.

Stewards John Kussy and Adrian Camez had both cautioned the supervisor that performing hourly work was a contract violation that would not be tolerated. Adrian and John had also alerted a second level manager who witnessed the supervisor working. Rather than heed the warnings, the supervisor continued to boldly do as he pleased.

When Steward Bill Langlois saw the same supervisor on the horizontal stabilizer and heard pounding, Bill called the supervisor down.

Lively banter was exchanged as the supervisor tried to justify his actions including making the statement, "I was working and guiding the employees because they are too new and will ruin the airplane."

Bill immediately took offense to the implication that members could not perform the work. He ended the discussion by saying "I will call the hall and file a formal grievance because you didn't heed the warnings."

The contract is very clear that under no



Business Rep Wilson 'Fergie' Ferguson (l) thanks Steward Bill Langlois (Adrian Camez and John Kussy - not pictured) for challenging a supervisor who repeatedly performed hourly work. The Stewards' efforts resulted in the manager receiving a Corrective Action Memo (CAM) and learning more about our contractual rights.

Going by 'the Book'



circumstances can a manager perform hourly work. Bill filed a grievance, met with HR and explained the supervisor had previously received several warnings that were documented. He added that the second level had witnessed the manager performing hourly work as well.

HR responded by giving the manager a Corrective Action Memo. The supervisor is now much quieter and has backed off his previous intimidation tactics.

"Bill, Adrian and John did a great job of policing the contract and putting this manager in his place. Supervisors need to realize that they are bound by the contract the same as our membership," said Business Rep Wilson "Fergie" Ferguson. "If you see this type of behavior, contact your Union Steward and provide the details. Members can help ensure every provision of our contract is enforced, but they have to communicate the information and details to a Union Steward. This is even more important with the recent escalation of management abuse."

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. Many 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 pulled out 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 knew it was enforceable."

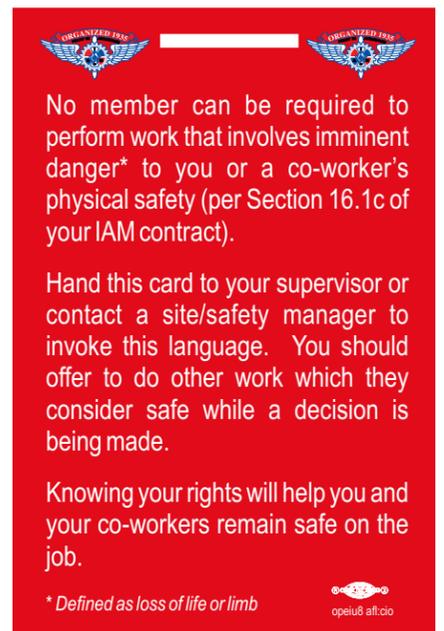
"Trips and falls are one of the most-common causes of injuries at Boeing. This was a small thing that protected a lot of people. Just one misstep could have caused serious injury," said Business Rep Jason Redrup, who is the Everett Site Safety focal. "I applaud Greg for speaking up. It is important to 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 HSI Site Safety Committee members must be posted and available to all employees).
- In addition, the employee should contact the Union Steward or HSI Site Committee member for assistance.
- 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.



Back side of imminent danger badge.

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.

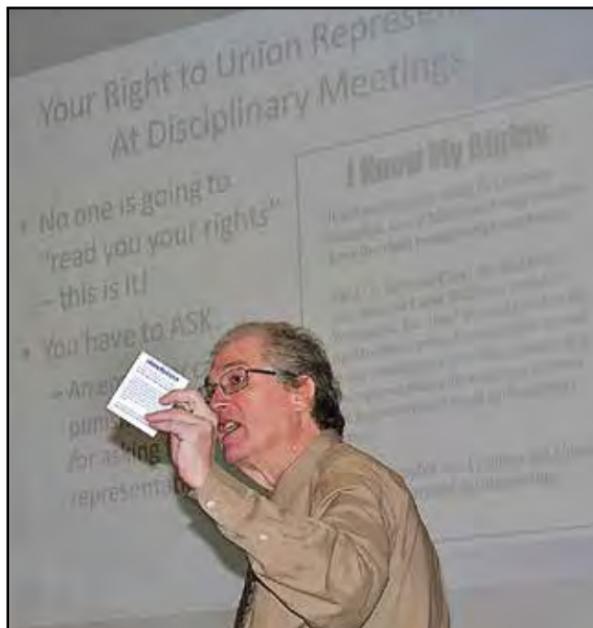
District 751 also has very strong safety language in its contract with Boeing, including Section 16.1 of the contract – commonly called the "imminent danger" clause – which allows workers to refuse a work assignment and immediately call for a safety investigation if they feel they are at danger of losing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



Union attorney David Campbell discusses workers' rights at one of the Seattle Town Hall meetings.

District 751's protests over Boeing CEO Jim McNerney's "cowering employees" insult are a textbook example

of the kind of things union workers can do but non-union workers can't, Ewan said.

"You got attention for this thing throughout the whole nation," she said. "By showing you were going to cower to no one, he (McNerney) had to give a public apology. The national press coverage was intense."

District 751's stewards and business reps "are some of the strongest and most-determined that we see," Ewan said. "They know how to fight for your rights and know how to work with management to get things resolved."

They have to be, she said. "Your employer is not looking out for your rights."

"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."

FUN at the FAIR

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
- Thanhaz Nguyen
- Jarriod King
- Glenn Lorenzo
- Demitrius Hammond
- Terry Kilbourne
- David Lee



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.



Bentley Baum, Taygen Rettig and Alexa Roberts ride a train at the fairgrounds in Monroe.



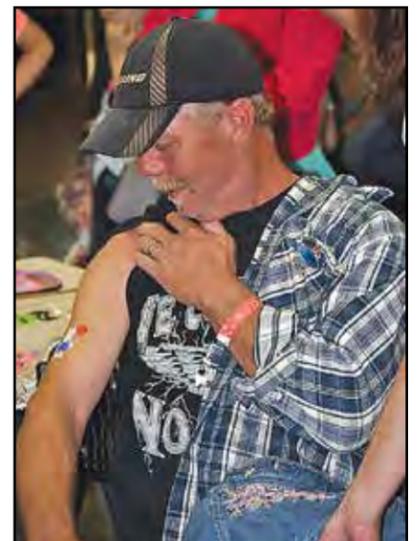
Ysabella and Rod Santos (at right) ride The Surge at the fairgrounds in Monroe. Rod is a 777 mechanic in Everett.



Lila Stradly lines up a putt on the mini-golf course at Monroe, as her sister, Kiley, mother, Chelsie, and father, Jeremy, look on. Jeremy Stradly is a 777 mechanic in Everett.



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



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



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.



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



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.



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



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



Two kids tackle the Puyallup rock wall.



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.



Little ones loved riding the tractor tracks through the small farm at Puyallup.



The scrambler is always a favorite at the fair.



Families worked together to find answers to the Labor History Quiz to be entered for Fred Meyer gift cards.

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



Karting Challenge drives in green for Guide Dogs

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 Feuerborn 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.

Left: Lem Charleston and Russ Wise cheer on their team, which finished third.



Only a day after hiring in, IAM 751-member Mark Ayers took part in the Karting Challenge. Mark high-fives his son before taking his turn driving.

Thanks to Our Sponsors:

- Kathy Evans Beauty Studio
- Heather Barstow
- Connie Kelliher
- Christine Fullerton
- Princie Stewart
- Everett Business Reps
- James Williams
- Jon Holden
- Brett Coty
- Larry Brown
- Grace Holland
- Pat Bertucci
- Bill Langlois
- Susan Palmer
- Dan Swank
- Richard Jackson
- Paul Veltkamp
- Jason Chan
- Donovan McLeod

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 Huffington 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 President's Choice: Jack Kivehn, 1940 Ford Delux

People's Choice: Mike Brook, 1965 Cobra

Best in Show Awards:

Car: Bill Spagivola, 1939 Chevrolet

Custom: Bruce Quinn, 1931 Ford

Custom: Nick Meyer, 1970 Chev C-10

Engine: Tony White, 1957 Chevrolet

Paint: Thomas Cathcart, 1950 Olds

Bike Paint: Brian Henricks

Stock Truck: Phil Westberg, 1999 Ford Raush

Antique: Thomas Cathcart, 1942 Fire Truck

Street Rod: Van Campen, 1934 Ford Coupe

Factory Muscle: Mike Spitzer, 1966 Buick Skylark

Under Construction: Aaron Anderson, 1970 Austin/Ford

Classic: Stan Sexton, 1954 Chev Belair

Import: Bruce Jackson, 1960 Austin Healy

Hot Rod: Jim DuFrain, 1967 Chevelle

Upholstery: Ned Peterson, Olds 442

Cruiser: Dave Sauvagean, 1951 Lincoln

Custom Chopper: Jayzi Horton, 2010 Road Glide



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



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



Dennis Masanda won the President's Choice with his 1969 Road Runner.



Mike Brook won the People's Choice with his 1965 Cobra.



Jack Kivehns 1940 Ford Deluxe won the Local A President's Choice.



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



Custom, classic and antique cars, trucks and motorcycles lined the lot.

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 - Robley Evans - Cameron Griffin - Wes Heard
Eldon Smith - Grace Holland & Brett Coty - Mark & Peggy Clark - Everett Business Reps
Jason Chan - Fred & the Boys - The Haviland Family - Emelia, Oliva & Violet Rae Jackson



RETIREMENT NEWS

Retired Club minutes

The meeting was called to order on Sept. 8 by President Jackie Boschok. 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: **M/S/P** 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 Member Appreciation Day, Sept. 27 at the fairgrounds in Puyallup and Monroe. Dena also spoke about

the upcoming Town Hall meetings and reminded Local C retirees can vote in their upcoming election.

President Boschok 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 Pompeo gave the report. A moment of silence was observed for the following deceased members: Ernest Brookes, Leslie Brown, Peter Cichon, Edward Gerardy, Charles Hagensen, Willie Harris, Frederick Kendo, Dale Lengerfelder, Ruthie McGregor, Randy McPhee, Allan Milliken, Richard O'Neal, Laura Paco, Rena Purdy, Delores Reite, Roger Robillard, Orden Stover, Michael 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 are deceased.

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



Those celebrating August and September birthdays included L to R: Larry Wade, Louise Burns, John Mah, Helen Pompeo, Ruth Render, Leroy Miller, Robert Smythe and Vennie Murphy.

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 Retiree picnic in August. She announced that September is National Senior Center month and encouraged everyone to attend their center.

Jackie noted that Carl Schwartz announced a speaker series sponsored by AARP titled "Life Reimagined Real Possibilities." Love and relationship expert Dr. Pepper Schwartz will speak on Oct. 15, European travel guru Rick Steves on Nov. 6, and inspirational success expert Chris Gardner on Dec. 10. The events are free but pre-registration is required. All events are at the Seattle Central College Broadway Performance Hall and

begin at 6 p.m. To register and find out more information go to the following web site: <http://states.aarp.org/aarps-life-reimagined-speaker-series/#sthash.BDcfJTIk.dpuf>

Good and Welfare: Helen Lowe will attend a meeting on Social Security and report back to the club. She also attended the Labor Day celebration at Woodland Park and received information about Darigold's mistreatment of cows and workers fearing job loss if they speak out about it. She brought flyers with more information.

Helen also spoke about the boycott against Staples because they are now offering postal services in their stores but the workers are not union postal employees. Jackie added that the union representing the postal workers was requesting that customers boycott Staples.

Mike Keller spoke about a scam in which someone calls and states they are with Seattle City Light and say a payment is due and try to get credit card information. Seattle City Light does not call customers in this manner.

Max Templin spoke about a YouTube video showing how to steal credit card pins. A person with a cell phone equipped with an infrared camera can pick up a pin

Continued on Page 10



IAM 751 Retirees took a bus to Leavenworth on Sept. 27 for the Leaf Festival. Retirees enjoyed the parade and touring the town before boarding the bus to head home.

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 Prosperity.

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 fired 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 harmed Washington's building industry, but they were a perfect fit for the Freedom Foundation, Kendo said.

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.



Joe Kendo reported on ALEC that promotes legislation that would directly harm seniors.

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009	Trustees:	Louise Burns	206-242-5878
Vice Pres	Helen Lowe	206-523-9526		John Guevarra	206-762-3848
Secretary	Lucia Raum	206-772-5110		Michael Keller	206-723-4973
Treasurer	Tom Lux	206-551-1371	Union Office:	1-800-763-1301 or 206-763-1300	
Sgt-at-Arms	Mike Lough	253-371-4778			

RETIREES

Congratulations to the following who recently retired from the Union:

David B. Antkowiak	David A. Gray	Judith A. Oldfield
Daniel L. Baker	John L. Heitschmidt	Larry L. Payton
Michael W. Barber	Khuyen V. Hoang	Barbara J. Phillips
Terence V. Bardue	Denise R. Hubbs	Kerry D. Richter
Donald E. Barker	John O. Jordeth	Barbara A. Ruud
Sheridan F. Beaulieu	Judy A. Kalina	David I. Sandstrom
Robert Blagrave	Ronald J. Kalina	Douglas R. Shaffer
Daniel C. Bogus	Kevin N. Karels	Cynthia G. Sieverson
Jerry A. Bowman	Jacqueline R. Kay	Charley M. Smith
Frances M. Bradley	Michael R. Kelly	Jack S. Spooner
Michael D. Brown	Steven L. Kinsler	Dennis D. Stelter
Randy L. Burkel	Theodore R. Kirpes	Michael G. Stewart
Ralph E. Carr	Terrie L. Kribble	Larry E. Stout
David A. Casper	John W. Kunkel	Gregory W. Teufel
Leroy D. Cinnamon	Mark J. Kunnecke	Ronald B. Thompson
William J. Coleman	Larry D. Kyger	Scott R. Thompson
Robert E. Cyr	Theodore Laborde, Jr.	David C. Tucker
Donald B. Davis	John C. Lane	Michael L. Vereeke
Dan W. Dawson	Jean V. Lefor	Anthony D. Vevea
David H. Dethlefs	Debbie J. Lieder	Gerald E. Wade
Alfonso Doce	Vincent M. Lundi	Bradley A. Walsh
Brett E. Dreyse	Craig O. Lundquist	Terry A. Walter
James M. Ellis	Ronald H. Marshall	Richard W. Weimer
Blair J. Emry	Michael J. McGill	Robert E. White
Camiel A. Erickson	Allen J. Melton	John M. Williamson
Gary M. Fee	Anna Nason	Jerry V. Wigren
Loren J. Fiske	Stacy L. Nelson	Linda O. Woo
William A. Forsythe	Thomas G. Niemi	Diana L. Youngs

FREE WANT ADS

FOR MEMBERS ONLY

ANIMALS

MINIATURE POODLE PUPS, three females, one white, two black. Turned six weeks on Sept. 28. Will need vet check and shots. \$500 each. Please call 360-691-5890

MUSCOVY DUCKS. Free ranged and WA State certified organic. Browns and brown/white colors. 6 months old \$20. 5 months \$17. One month \$5. 253-332-8612, Enumclaw.

SCOTTISH HIGHLAND COWS. 8 year old bred cow \$1,400. Due Feb. 2015, also 6 year old cow due Sept. 23, 2014 \$1,400. Both cows are gentle and excellent mothers. 253-332-8612, Enumclaw, WA

BOATS

19' 2008 BAYLINER, 192 Cuddy V-6 Mercy, excellent condition, \$13,000. 425-488-4259.

GOT A BOAT? Join us. Seabacs Boat Club! www.seabacs.com or patbbb@aol.com. Fun on the water! Over 60 reciprocals! Boeing employees past and present! (contact by web or email)

COTTAGE INDUSTRIES

FIELD MOWING, ROTOTILLING, DRIVEWAY GRADING and plows. Reasonable price. 206-437-6943 or 425-413-2630

H2O GUTTER CONTROL continuous aluminum gutters installed, roof and gutter cleaning and repair. Gary Green owner/operator 40 years exp. License #H20GUGC-941NU free estimates. 253-722-4149

YOUR "BOEING REAL ESTATE BROKER" is here to help you buy, sell or consult on your local market conditions. Call, text or email: von@skylineproperties.com . 425-359-0165

ELECTRONICS & ENTERTAINMENT

CANON: \$500.00 EOS 20D DIGITAL, EF-S 17-85 IS USM L, shoulder strap, Lens= EFS IMAGE STABILIZER, 17-85 mm f/4-5.6 IS USM, Lens Hood EW-73B, Battery Charger CG-580 Double Insulated Li-ion Battery Pack, Quanta ray Filter UV Haze. 206-243-1278

FURNITURE & APPLIANCES

SEVERAL ANTIQUE DRESSERS, priced individually. 425-226-2385

KENMORE ELECTRIC DRYER, like new. For sale. Ask \$100 obo. 425-337-9329

HOUSING

OCEANFRONT CONDO, Lincoln City, OR. Sleeps 4, 2 baths, "50 sprays of wave." www.seagypsyrentals.com. Save 15% Nov. 1 through Feb 28. Discount code Boeing. 541-921-3175

LIVE IN YOUR OWN RV above Marysville on 2.5 acres. 200 amp service, washer and dryer, storage shed. \$500/mo. Call Steve at 360-659-3116.

AD RULES

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

Deadline For Next Issue Oct. 30th

MISCELLANEOUS

FIREPLACE, free standing, quaint. Free. Just pick up. 206-783-1111

WOOD FIREPLACE INSERT. Good condition. Selling insert face plate, smoke stack pipe and fireplace. Asking \$800 for all. Willing to negotiate price. Must sell. 425-226-2385

TWO 2-QT CANNING JARS with glass lids and rubbers. Two old 2 qt canning jars with metal lids. Prices negotiable. 425-226-2385

LIKE NEW FULL SIZE MATTRESS and box springs with metal frame "in good condition." \$50 obo. 425-226-2385

TWO 1-QT OLD MEADOW GOLD MILK BOTTLES. Two 1-qt round milk bottles. Two 1-pint old milk bottles. Prices negotiable. 425-226-2385

TWO BRIDE'S MOTHER DRESSES, size 18. One beige and one light rose. Sleeveless with jackets. Two regular dresses, one floral and one coral. Call for price. 425-226-2385

VILLA CORTINA 4-PIECE ENTERTAINMENT CENTER, includes hutch, TV console, two lighted bookcases. \$4,585 new, asking \$2,500. Serious inquiries only. Old world craftsmanship. 253-466-3615

SEVERAL ANTIQUE DRESSERS, priced individually. 425-226-2385

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TROY-BILT CHIPPER/SHREDDER 1150 series motor. Branches 3 inches in diameter chips on wheels. Draw string bag \$700. 509-486-8249

100 BAGS PACIFIC PREMIUM HEATING PELLETS. 100% Douglas Fir 40# bag \$4 per bag. Minimum 10 bags. Firm. U-haul. 206-772-2999

GOT A BOAT? Join us. Seabacs Boat Club! www.seabacs.com or patbbb@aol.com. Fun on the water! Over 60 reciprocals! Boeing employees past and present! (contact by web or email)

GLASS TABLE TOPPER, 3' 6" diameter x 3/8" thick, \$20. Wall decorations: wrought iron, mirrors, sconces, copper leaf type \$10 each. 253-874-2210

PROPERTY

LOWEST PRICE I CAN SELL THIS ONE ACRE is \$60,000. This lot is in an gated community, completely flat with perk holes and approved for gravity septic. Power and phone fronts lot. With paved road all the way to front of lot. 360-458-3765 253-576-6350

THIS IS ROCK BOTTOM PRICE AT \$60,000 for one acre completely flat, paved road to lot in gated community. Power and Phone front lot. All type or size home welcome. Roy/McKenna area sparsely treed. 360-458-3765

TWO CEMETERY PLOTS in Floral Hills Cemetery, Lynnwood, WA. \$5,000 obo. Call collect 480-983-0956 AZ

TWO - 20 ACRE PARCELS of Designated Forest Land on ANDERSON ISLAND, WA FOR SALE by OWNER. One Parcel borders Anderson Park with beach access by foot. 253-863-8372

FLAT, FENCED & CROSSED FENCED, gated with 5 gates. 38x50 2-story structure. Well installed with 12 gpm. Standard septic system installed. 29' trailer kept in side building. The electoral is all in just needs to be hooked up. 206-243-1278

RECREATIONAL VEHICLES

2010 CREEKSIDE TRAVEL TRAILER, 23 rks, 4 season, 1 slide, sleeps 6, electric tongue jack and awning, tow hitch included. Excellent condition, \$18,000. Moses Lake. 509-762-9302

1998 SAFARI SERENGETI, 38' diesel, caterpillar 300. 56K, 1 slide, very clean condition. 253-278-7395

1996 FLEETWOOD CARIBOU 11.5' CAMPER. Inside/outside shower, AC, microwave, sleeps 5. Does not leak! \$3,999 obo. Call 253-846-9044

2003 VICTORY CLASSIC COURSER, \$5500.00, 27,000 miles Runs great, full face and half helmet, tank bag. Newer front tire and brakes. NEW rear tire. Bring cash & motorcycle endorsement, current tabs, \$ rides away with title in hand. You will not find another bike like this, made in Spirit Lake, Iowa, USA by Polaris. Wayne 206-243-1278 leave a message

NICE 1994 34' WINNEBAGO CLASS A with ALL the bells and whistles. <http://seattle.craigslist.org/skc/rvs/4661053643.html>. 253-740-5781

2007 27' FLEETWOOD. Low use; sleeps 6; slide-out; gas/electric water heater; Central/duct A/C; Duct furnace; 2 Propane tanks; 2 batteries. Lots more. 206-755-1092

SPORTING GOODS

PRE-1964 WINCHESTER 30-30, case, sling, 2 boxes shells. \$500 OBO! NIB Sig Sauer SP2022 .40 cal, 3x12 round mags, holster. 2 mags shot. \$600 OBO! I work 2nd shift in Everett. 425-239-4835

LIFESTYLE EXERCISE BIKE, good condition, \$150. 425-277-2941

COMPOUND BOW \$100. 253-838-2108

TOOLS

ALTENDORF PANEL SAW F90 with angle table for cutting 45, S. can cut 3 inches high, 5 x 12 panel can be cut on this saw. This german saw new is over \$20,000, asking \$4,000. 360-458-3765 253-576-6350

TOOLBOX WITH WHEELS, 12 pull-out drawers, \$75. Industrial drill press, 5 speed, \$50. 206-244-2306

CRAFTSMAN 10" RADIAL ARM SAW \$50. 425-488-4259

WANTED REASONABLY PRICED BROKEN PITCH FORKS, garden rakes, shovels, or hand tools. 253-332-8612.

VEHICLES

1998 DODGE RAM V10 LB, two package, \$6,200. 2005 Dodge Ram, ex cab, V8 \$14,000. Boeing employee discount. 253-875-7944 Graham

Retired Club Minutes

Continued from Page 9

number based on heat on the key pad. To combat this, cover the entire pad with your hand after the transaction.

TJ Seibert asked if the information about Darigold could be put in the Aero Mechanic, if space is available.

John Guevarra spoke about the American Legislative Exchange Council (ALEC) and said many companies belong. He has seen a list of the names of 40 or so companies that are associated with ALEC and said he is sad to say that he has had dealings with many of these companies. Jackie will get copies of the list for the Retiree Club so we can be better informed. John also said to remember to ask candidates if they are involved with ALEC.

Mike Keller spoke about Burger King's recent merger with Canadian company Tim Horton's, which would allow Burger King to reduce its taxes in the United States. Many people have voiced their displeasure over this.

Old Business: None

New Business: None

Birthdays: August & September birthdays were: Larry Wade, Ruth Render, Robert Smythe, Louise Burns, Helen Pompeo, John Mah, Leroy Miller, Vennie Murphy and Lucia Raum. The club sang Happy Birthday to them.

Helen Pompeo won the drawing for a Fred Meyer gift card.

The meeting was adjourned at noon.

ALL Retirees Welcome

751 Retired Club meets every Monday at 11 a.m. Seattle Union Hall (9135 15th Pl. S.). Free lunch is served immediately after the meeting. NOTE: Second Monday of month is our business meeting. Come to our meetings and learn about our casino trips, educational workshops, and other events. Everett retiree club meets fourth Tuesday at 11 a.m.

Circle One: ANIMALS ELECTRONICS & ENTERTAINMENT PROPERTY
BOATS FURNITURE & APPLIANCES RECREATIONAL MEMBERSHIP
TOOLS RECREATIONAL VEHICLES SPORTING GOODS
HOUSING MISCELLANEOUS VEHICLES
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Ad (25 word limit. Please print) _____

Phone (or Address) _____

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

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Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Oct. 30th!

FINANCIAL \$ENSE:

How to build a better budget

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 might 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.

How can you keep tabs on your spending and maintain an accurate view of where you stand with your personal finances? Online tools are a great place to start. They can 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 come 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.

Next, 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 channels or new clothes be put to better use elsewhere?

Purchases aren't the only place to look for savings. Review the interest rates on each of your credit cards and, if possible, transfer balances to lower-rate accounts. Likewise, refinancing your mortgage to take advantage

of low 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 should 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.

Proudly Serving the I.A.M.A.W. for over 25 years

This article was written by Wells Fargo Advisors and provided courtesy of Scott Wealth Management Group in Portland, OR at 1-800-923-6399 or www.scottwealthmgmt.com.

* National Foundation for Credit Counseling, "The 2012 Consumer Financial Literacy Survey," 2012, <http://www.nfcc.org/newsroom/FinancialLiteracy/files2012/FLS2012FINALREPORT0402late.pdf>.

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Complete text of Holden's testimony before state commission

Continued from Page 3

fell 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 \$8.7 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 jobs 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 our state 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 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 free or reduced school lunches. In addition, there is a long-term negative impact on the community because all too many of these jobs do not provide retirement security. This process destroys the standard of living in our communities and this must be measured to evaluate whether the tax incentives are working.

The original 2003 Project Olympus



SPEEA Executive Director Ray Goforth listens as IAM 751 President Jon Holden testifies before the Citizens Commission for 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 public policy objectives 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.

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c. Total Print Distribution (Line 15b) + Paid Electronic Copies (Line 16a)		40,794	42,185
d. Percent Paid (Both Print & Electronic Copies) (16b divided by 16c times 100)		77.73%	75.74%

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I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

EASTERN WASHINGTON

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.

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 Holden, 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. Stay informed by visiting www.iam751.org/pexco.

STEPS TO CONTRACT SUCCESS

- 1 Membership Survey**
Complete and return survey distributed by Stewards and shop floor committee starting Sept. 29
- 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



The membership barbecue on Sept. 16 culminated with the prize winners drawn for the third annual Guide Dogs Raffle.

Eastern 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 Rentals continued making 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 costing out 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.