Fact: It Pays to be Union

It pays to be Union is more than a slogan. Union membership translates into more pay and benefits according to data from the Bureau of Labor Statistics. As the Bureau of Labor Statistics released its annual survey of employee benefits in July, more and more workers in America are struggling to simply get by. The best option to improve their situation is very simple: have working people stand together, or in other words, join a union.

The new survey showed besides more pay, union workers are far more likely to have employer-provided health care and other benefits than their non-union counterparts. Across the board the information verified that Union members get more—pay, benefits, vacation, sick leave, paid holidays and life insurance.

In 2016, Union members earned on average 25 percent higher wages than their non-union counterparts, according to data from the Bureau of Labor Statistics. The same report also showed that union membership in Washington State grew again in 2016, and is up by nearly 8 percent in the past year.

Stewards Ensure Pay Is Corrected

Teamwork of two Union Stewards, ensured one of our members received proper compensation for the past two years. Her back pay amounted to nearly $2,500. Union Stewards Lem Charleston and Mike Molser teamed up to ensure this member’s pay was corrected. They stuck with the issue until all compensation was received. The timing of the back pay was especially appreciated since it came as the member was getting medically laid-off.

The issue arose after our member had an injury, which resulted in restrictions that prevented her from returning to her grade 3 sealer job. Her manager made arrangements for her to work as a mechanic on the feeder line to accommodate her injury. Our member appreciated the accommodation. The mechanic job was a grade 4 position, which was an upgrade. She continued in the mechanic job for a little over two years, through two different managers, but received only the grade 3 sealer pay.

Union Challenges Blanket Denial of Vacation so Members Can Take Their Time

Thanks to swift action from our Union, 751 members working in the Seattle and Renton Paint Hangars will continue to enjoy their hard-earned vacation in July and August. Members appreciated the quick response from Business Rep Dena Bartman in getting the matter corrected so the contract was followed and no one missed out on their potential vacation.

The problem arose when management held crew meetings on June 27 for all shifts and announced no vacation would be approved in the months of July and August. They noted the only exception would be vacation that was already pre-approved. Union Stewards in these meetings objected to this arbitrary decision that clearly violates Article 8.4 of our contract. Yet their protests in the meetings fell on deaf ears. Stewards then called their Business Rep to elevate the issue to a higher level.

Dena called the superintendent, explained the managers’ message was a direct violation of Article 8.4 of our contract. Within the hour, the superintendent was working to address the issue and giving his managers a new communication for crew meetings regarding vacation.

“There were a lot of happy people to hear they could still take vacation during the summer,” said Union Steward Nathan Hatch. “After Dena got involved, we received an email that it was a miscommunication and we would still be approved in July and August based on production needs, which has always been the policy.”

Snohomish County Contract Brings Job Security in Goldendale

Politics matter. Just ask the more than 150 Machinists Union Members who work for Republic Services in Goldendale. Thanks in part to our Union’s political efforts, the Snohomish County Council voted 5-0 on July 26 to award Republic Services the 10-year contract (with two optional five-year extensions) to provide solid waste disposal for Snohomish County at their Goldendale facility. Special thanks to Snohomish County Council Chair Brian Sullivan for his leadership in ensuring this work remains in the hand our members.

These union jobs are important in Goldendale because Republic is one of the counties largest private employers and it pays family-wages with good benefits – making the jobs critical to the local economy. Our members at Republic were excited to hear the news that gives them added job security.

“This is a huge contract for our site and will mean added job security for years into the future,” said Rick Porter, who is one of our Union Stewards at Republic. “It was great to have our union pushing on the legislative front to ensure our site was selected. We have worked hard to implement innovations to make us the best choice.”

The decision came down to two giants in the industry; Continued on Page 3

Stereotypes are of the Day

Weekly Earnings, Union vs. Nonunion

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Continued on Page 3

A Great Resource

Career Advisor goes the extra mile to find member a job closer to home

Active Advocate

Steward continually speaks up to challenge C&Ms and contract contract violations

Inside Index

President’s Message ........................................ 2
Political Action ............................................ 3
Commuter Service ........................................ 6
Retirement ................................................. 9
Want Ads .................................................. 10
Eastern Washington ..................................... 12
Unions Are Good for America and All Workers

BY JON HOLDEN, District 751 President

The nation is now in the midst of a soaring. Corporate profits are at an all-time high. These are the headlines we see telling us that business is good for Corporate America. But that is not reality for far too many working families today. In fact, millions of Americans are struggling to wonder what happened to the American dream of working hard to gain a middle-class lifestyle that allows them to buy a home, contribute money for their children’s education and save for their retirement years.

While numbers show that unemployment in June hit 4.3 percent – the lowest it has been since the Great Depression – the same government reports also state that wages for workers continue to lag. The reality is that today’s economy is out of balance with nearly all the economic gains going to the top. The only way workers can change that is to join a union and stand together to improve their wages, benefits and gains right on the job. Who wouldn’t want rights on the job? When union membership was at its peak in the 1950s, so was the share of national income going to the middle class. Keep in mind the great American middle class didn’t just happen. It was built brick by brick, by the hard work of our parents, our grandparents and all those generations that supported them, which created the 40-hour workweek, paid time off and good American wages.

It should be concerning whether union membership is increasing or decreasing. But recent facts conclusively show that strong unions are the path to building a strong America and increasing the middle-class – confirming the saying has held more than the union.

Records show as the percentage of union membership in the U.S. declined; the middle class has proportionately diminished as well. And with this reduction in union density, the economic imbalance escalates with the richest Americans gaining wealth exponentially.

With the growing income inequality in America, you would assume more workers would choose union representation, but when that happens corporations use every dirty trick to intimidate, coerce and illegally fire those who stand up for a better life for themselves and their co-workers.

While union membership in Washington State increased slightly in 2016, that wasn’t the case across America which saw a 4 percent decline. Nationwide union density dropped to 10.7 percent in 2017.

Despite dwindling union numbers and a relentless attack on workers, the message is clear: unions are good for America. Unions built the middle class with workers standing together to bargain with their bosses for better pay, safer working conditions and rights on the job. When workers stand together, we have power. And that power makes the American Dream more possible for everyone.

In July, the Department of Labor, Bureau of Labor Statistics, published its annual report on unions. What again confirms unions help working people succeed in securing better benefits, higher quality health care, and more paid time off. A separate study presents additional facts that union workers earn higher wages – 25 percent more on average.

Armed with these facts, we can all help other workers gain the power that union membership brings with better wages and benefits. But just as valuable is gaining a voice on the job and the right to challenge unjust discipline, safety concerns, or changes in your working conditions.

Workers have the power to change this income inequality in America; they just have to be willing to stand together. Solidarity is a powerful tool. As the saying goes, the power of the people is stronger than the people in power, but only if you choose to exercise your power. Unions are good for the economy. They bring together the membership around non-union employees and the communities they live in. A union contract is the best tool for achieving justice for ALL working people, but with 90 percent of Americans not represented by a union that means we have a lot of educating to do. That education starts with each of us spreading the news because your voice can only be silenced if you choose to.

Special Editorial to the Seattle Times: When Boeing Corporate Touts Profits, Workforce Shrinks

Boeing’s executives in Chicago seem to have forgotten that their most powerful competitive advantage has been – and continues to be – its workforce here at home.

BY Robert Martinez, Jr.
IAM & AW International President

Special to the Times

IAM & AW International President

BY Robert Martinez, Jr.

The company is enjoying a competitive advantage has been– and continues to be – its workforce here at home. For a full-time machinist, Boeing is regularly ranked as one of the top 10 places to work. But at a time when many North American aerospace companies are bringing work home, Boeing has reduced its Seattle-area workforce by more than 20,000.

Boeing’s pursuit of short-term profit for stockholders and executives is not only repulsive; it threatens the long-term viability of the entire North American aerospace industry. The Machinists Union has been sounding the alarm about this for decades.

Lawmakers in Olympia should take the advice of more than 30,000 Boeing Machinists, who have tackled every challenge Boeing’s dominance. They’ve seen how aerospace manufacturing brings investment on a larger scale than almost any other industry, creates high-paying jobs, stronger communities and a better life for working people.

If North American manufacturing is to make a comeback, it must be competitive and grow skilled, good-paying aerospace jobs. We can start by demanding that Boeing, which will receive $8.7 billion in taxpayer dollars, bring its jobs home.

NOTE: IAM International President Roberts Martinez, Jr. submitted this Op-Ed to the Seattle Times following Boeing’s earnings call on July 26. We are reprinting it to ensure more members see our message.

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751 AERO MECHANIC

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Connie Kelliher, Editor


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751 AERO MECHANIC

Connie Kelliher, Editor

Resist, Persist, Prevail is Message at State Convention

BY DAVID GROVES, Washington State Labor Council

This year’s Washington State Labor Council, AFL-CIO convention took place amid threats to take away health coverage for millions, the specter of national “right-to-work” legislation to weaken unions, and budget proposals to cut Medicaid, Medicare and Social Security.

But the mood was inspired, even jubilant at times, as union delegates from across Washington state gathered in Vancouver to talk about efforts to resist what Corporate agenda while persisting with progressive efforts to improve the lives of working families.

“We have been here before! Has it ever been easy to be in the labor movement?” asked AFL-CIO Secretary-Treasurer Liz Shuler in her keynote address. “Now is the time when why we are in the labor movement for the first time. It’s because we care about people. People we love. People we will never meet.”

She rattled off a list of successes here in Washington state, including the recent passage of “the most generous paid family leave law in the country” and last fall’s labor-led Initiative 1433 that raised the state minimum wage to $13.50 and allowing all workers to earn paid sick leave.

WSLC President Jeff Johnson talked about months of activism and organizing to defeat GOP efforts to repeal the Affordable Care Act. During the convention, two more Republican senators announced they were opposed to the latest version of healthcare that would cost millions their health coverage and dramatically drive up costs for people with pre-existing conditions.

“It’s encouraging to see that more and more people are seeing that health care is a human right,” Johnson said, “I find great optimism in this time of resistance.”

Governor Jay Inslee told convention delegates that he was “proud of our state that respects for economic growth is good wages for families so they can be good consumers,” he said.

The governor earned applause when he explained why he vetoed a major business tax cut rammed through in eleventh hour budget negotiations amid property tax increases for homeowners.

“At 3 in the morning, when they put a tax increase on Washington families and tried to pass a tax cut for businesses with no accountability or assurance of good jobs, I vetoed it and that was the right thing to do,” the governor said.

Convention delegates also got to meet Manka Dhingra, labor’s endorsed candidate for State Senate in the 45th Legislative District (Redmond, Woodinville), who is a King County prosecutor. This fall’s critical special election in this race will determine whether or not there will be a pro-worker majority in the Senate.

Delegates to the Washington State Labor Council convention also discussed, deliberated and acted on resolutions submitted by the affiliated union locals and councils. These resolutions, policy, programs and action for the WSLC. District 751 delegates were vocal participants in the resolution process.

751 Legislative Director Larry Brown speaks in favor of a resolution on community and technical colleges.

751 Women’s Committee members lined up at the microphone to speak in favor of the resolution opposing right to work legislation.

Members appreciated our union efforts to help secure a contract with Snohomish County that gives them more job security.

Snohomish County 10-Year Contract Brings Job Security for Members in Goldendale

Continued from Page 1

Republic Services, which has had the work since the early 1990’s or Waste Management. Multiple meetings and heavy lobbying for both companies led up to the decision, which was one of the single biggest financial decisions facing Snohomish County. Roughly $25 million per year was at stake. Under Republic’s winning bid, Snohomish County will save an estimated $1.3 million per year over current rates.

The differences in the two companies were more than just money. Republic’s landfill in Goldendale, Washington employs more than 150 Machinists Union members who receive union wages and benefits, keeping the money in our state economy. The Waste Management facility that was proposed is in Oregon and is a non-union facility.

Our members at Republic helped provide another environmentally-friendly advantage. Thanks to efforts by our members not even garbage goes to waste at Republic. Leachate and methane gas are collected throughout the landfill by a system of pipes, which were installed and are maintained by our members.

The leachate is re-circulated through the landfill prompting rapid decomposition of waste and accelerating methane production. The methane gas is then used to create electrical power – enough to power more than 30,000 homes.

In early 2016, Republic Services contacted the Machinists Union to ask for assistance in securing the contract with Snohomish County. Your union responded with our very effective political program influence. We contacted the Snohomish County Executive and the County Council members to highlight the reasons why Republic was the best choice. Union members are certainly aware of the benefits of belonging and now this employer knows the advantage of having employees with a union that has clout.

“Tham was a win-win situation. Snohomish County wins by getting continued efficient and environmentally sound disposal of our garbage. Our members win as their employer Republic Services has a long-term agreement providing service to Snohomish County, which secures these good paying jobs long into the future,” said District 751 President Jon Holden.

751 delegates joined union members from across the state at the Washington Labor Council convention to establish policy, programs for action, and a strategy to build solidarity and strength for the future.

Inslee Vetoes Unchecked Business Tax Break from Budget

On June 30th, with less than a day left before a historic state government shutdown, Governor Inslee signed the two year state operating budget. With an approved operating budget, the state does not have to close the state parks for the 4th of July weekend.

The state colleges and other state services continued to operate, the K-12 educational funding was secured and other state services continued uninterrupted.

There was one fly in the ointment though when the Legislature submitted the state budget to the Governor. In the eleventh hour, the State Senate had insisted on a 40 percent Business & Occupation tax cut for manufacturing businesses.

While it was clear the property tax increase was intended to fund education as determined by the McCleary lawsuit.

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While it was clear the property tax increase was intended to fund McCleary decision for K-12 education, the business tax cuts were simply a gift without purpose. Most objectionable, the tax cut came without any accountability. No requirement to create jobs, much less family-wage jobs; no review of the impact of the tax cuts and no sunset clause.

To the Governor’s credit he vetoed that section of the operating budget.

The Machinists, SPEEA and others have been working for 3 years to ensure accountability for tax cuts given to businesses. It has been our unions’ position that tax breaks for business can only be good business if there are some obligations that go with the tax break.

For example, our unions have been promoting bills we call Aerospace Tax Incentive Accountability. This idea is to attach job creation or job maintenance requirements in exchange for business tax breaks. There is another idea that would require living wage jobs in exchange for tax breaks.

Tax breaks for businesses are fine but only if they create a public good. However, without a discernable benefit for our community, the loss of tax revenue only creates a void in funding for our schools, colleges and transportation systems.

We want businesses to thrive, but for that to happen we need the taxes for schools and roads.
July 8 and 9. The Snohomish the Mill Creek Festival on others on the benefits of helping to educate Spreading Our Message in Our Communities am very grateful for her help.”

Throughout the process as my career advisor, she has been a known about the open position without Jodale’s watchful eye,” said Marina Albee transfer to a job closer to Graham. Her commute was regularly two hours each way, which added considerable stress to her life and left little time for anything but work. On top of her four-hour commute, she was regularly asked to work overtime.

The overtime and long commute added to her stress by making it difficult to get the training required to turn her lights green so she could qualify for a job closer to home. With help from Jodale, Marina was successful in getting multiple ERTs filed, but unfortunately, no openings were posted in those particular jobs.

Jodale recognized the hardship on Marina and kept her eyes out for any south end position she was already qualified for. One day she saw an open requisition for a position in Auburn and immediately emailed Marina to see if she wanted to file for the job.

Jodale helped file the ERT the very next day so Marina would have the best chance at the job. Three days later, she received a job offer and is now working second shift in Auburn. An added bonus with the shorter commute is the fact she can carpool with her husband, 751-member Kevin Albee, who also works second shift at the Auburn plant.

“This transfer really gave me my life back. I would not have known about the open position without Jodale’s watchful eye,” said Marina. “She truly cares for all her clients and goes over and above to help. Throughout the process as my career advisor, she has been a great resource of information and advice, as well as offering ongoing support in my efforts. I am so thankful to have her as an advisor and am very grateful for her help.”

With more free time on her hands, Marina is now working with Jodale researching college courses to take. To make an appointment with a Career Advisor to discuss ERT options, potential other jobs or educational programs, call 1-800-235-3453.

Potential Open Jobs for the Future; If Interested Call a Career Advisor

Boeing informed us they believe they will have an increased need in two specific job classifications for the future: 31606 Integral Fuel Cell Assembly Mechanic and 59106 Sealer Integral Fuel Tank. If you are interested in transferring to either of these jobs, brief job descriptions and the training requirements are listed below.

To find out more about how to turn your lights green in the Employee Requested Transfer (ERT) system, please contact an IAM Jodale Programs Career Advisor at 1-800-235-3453.

A couple things to remember:

- Any members who have been impacted by surplus in these two jobs, per the contract will fill the first positions.
- If you are in progression and accept a promotion, be aware you are not allowed to carry progression earned in the lower graded job into the progression required to get to max in the higher graded job. For example if after promotion (56 cents a labor grade), you are still $6 away from max pay in the new job, you will go through 6 full years of progression. We are not trying to discourage anyone from pursuing an upgrade, but just trying to make you aware of how your seniority progression to max pay is impacted by a promotion.
- If you have questions on progression, please contact your Business Rep for clarification.

31606 Integral Fuel Cell Assembly Mechanic:

In this position you will work on composite/metal wings and perform various tasks to build major wing assemblies. These tasks could include assembling and the installation of the following: structural components/sub-assemblies, plumbing, electrical components/systems, perform continuity checks on wire bundles/electrical components and sealing operations to integrate systems, sections, and components. This position will require working in confined spaces of the wing fuel cells for extended periods.

59106 Sealer Integral Fuel Tank:

In this position you will work on composite/metal wings and perform various tasks to build major wing assemblies. These tasks will clean, seal, close and test integral fuel tanks on aircraft per drawings and specifications. They may also seal exterior wing surfaces on wings and perform assembly work, as required.

Requirement for Both Job Codes:

Interested employees will be required to complete an advanced movie course to get inside the fuel cell and to become in-tank certified.

Since every employee’s work history and training background is different, we suggest you meet with a Joint Programs Career Advisor (1-800-235-3453) to understand your current status before starting the required courses. You may find that you have already taken OR may receive credit for the required courses. Career Advisors can also help schedule classes as needed.

Classes with an “SP” indicate a self-paced course and the hours shown is an average time to complete the study material if the candidate fails the challenge test. Out of the following list of training required within the CAT process only the 59106 has one course that does not offer a transfer challenge test.

59106 Sealer Integral Fuel Tank CAT C Training:

- TR085816 SP Accessing Boeing Databases via the WEB-MAPS (Boeing Equivalent Only) (5 hrs)
- ERT0086 Windows 2007 Basics Challenge Test
- TR096342 SP BAC Process Specifications - Puget Sound (6hrs) (Boeing Equivalent Only)
- TR086806 SP Blueprint Reading - Basic - Self Paced (20 hrs) (Boeing Equivalent Only)
- GEV46263 SP Practical Math - Level 2 (22 hrs)
- GEV46273 SP Sealing Familiarization (3 hrs) (Boeing or A&P Equivalent Only)
- ERT0009 SP In-Tank ERT Fit and Maneuver Assessment
- ERT0100 Instr Practical Sealing for Employee Request for Transfer (16 hrs) (No Challenge Test)

31606 Integral Fuel Cell Assembly Mechanic CAT C Training:

- GEV46269 SP Precision Measuring Tools - Basic (8 hrs)
- GEV46263 SP Practical Math - Level 2 (22 hrs)
- ERT0086 Windows 2007 Basics Challenge Test
- TR086806 SP Blueprint Reading - Basic - Self Paced (20 hrs) (Boeing Equivalent Only)
- TR095816 SP Accessing Boeing Databases via the WEB-MAPS (Boeing Equivalent Only) (5 hrs)
- ERT0017 SP Introduction to Hand Power Tools for Assembly Mechanics (19 hrs)
- TR011089 Instr Drilling for Quality - Basic (10 hrs)
- TR096342 SP BAC Process Specifications - Puget Sound (6hrs) (Boeing Equivalent Only)
- TR012065 Instr Drilling For Quality - Advanced - Self Paced (20 hrs) (Boeing Equivalent Only)
- TR008616 SP Accessing Boeing Databases via the WEB-MAPS (Boeing Equivalent Only) (5 hrs)
- GEV46215 Instr Floor Mounted Power Tools Self Paced (10hrs)
- ERT0009 SP In-Tank ERT Fit and Maneuver Assessment

Union Challenges Denial of Vacation so Members Can Take Their Time

Continued from Page 1 our union got this resolved quickly and am looking forward to my vacation next week.”

In this instance, management clearly overstepped their boundaries. Per the contract, our members submit a request for vacation, and management then determines how many people are allowed the time off based on production requirements. The Company can’t just say no one can take vacation time for two months,” said Dena. “Compounding the anxiety for our members was the fact this was announced the week before the Fourth of July holiday.”

“A few days ago, after I talked with the superintendent, management reversed their denial of Jean’s request,” said Dena. “I appreciate the superintendent fixing this quickly to avoid any undue stress on our members.”

Just another example of the value of union membership – this time ensuring vacation rights are not unjustly denied!
**Steward Prevents Unjust Discipline**

Daily our Union Stewards are fighting to represent our members and ensure no unjust corrective action is issued. Recently, Renton Flightline Steward Dan Prater helped get a Corrective Action Memo (CAM) reduced to a verbal warning. This was also an opportunity to educate HR on the process.

The discipline focused on a “gate issue.” Rather than simply accepting Boeing’s word, Dan asked to see the supporting documentation to accompany a CAM for misappropriation of company time. While Dan was asking our member and asking for the documentation, which is well within his right as a Steward representing a member, HR became frustrated. The HR rep stated, “This is not up for debate.” and walked out.

Dan called Business Rep Dena Bartman for assistance. She called the second level manager to report HR had walked out on a Steward and member who were acting within their rights. She noted this is not the way we do things and asked that they look into the matter.

In the meantime, Dan received the gate report, which was very helpful in defending our member. It turned out the member had a total of 7 minutes over 4 days. Boeing considered a “misappropriation of time” sweeping the gate. Dan pointed out that HR spends more than 7 minutes talking about their weekend on Mondays, so they should all get a CAM for that misappropriation of time.

When it was broken down to that degree, management agreed not to issue the CAM and made it a verbal warning. The lesson learned for HR is that all CAMs are up for debate and Stewards can and should always ask to see the documentation behind the discipline.

On another issue, Dan learned with Steward Charles “Doc” Docherty to ensure that members were able to use their benefits after a manager tried to prohibit three members from using their benefits. In this instance, members had called in per the policy. When they returned to work, management informed them they could not use benefits and must take Leave Without Pay (LWOP).

Again, Business Rep Dena Bartman was called in to help clear up the matter. Dena called the director to work the issue rather than file a formal grievance. That afternoon members were given the option to use benefits if they wanted to. “It was important to point out that if there are no CAMs on file for the member, management cannot prohibit the use of benefits,” said Dena.

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**FACT: It Pays to be Union Confirmed in National Report**

Continued from Page 1

they are better able to support their families – and the Main Street businesses in their communities,” said District 751 President Jon Holden.

According to the most recent BLS data, median pay for union workers nationwide was $1,004 a week in 2016, which equals a wage of $25.10 an hour, or earnings of $52,200 a year. (Median means half of workers were paid more than that, and half were paid less.) Median pay for non-union workers, by comparison, was $802 a week last year, which equals a wage of $20.65 an hour, or earnings of $41,700 a year. “Five dollars an hour in a Sittonal pay makes a significant difference in your ability to provide for your family,” Holden said. “We often say it pays to be union, and this data proves that saying is literally true.”

The July report from the Bureau showed union workers also have better health care and retirement benefits. That report showed that

- 47% of union workers have paid sick leave, compared to only 52 percent of non-union workers.
- 79 percent of union workers have paid sick leave, compared to only 67 percent of non-union workers.
- 89 percent of union workers have paid vacation compared to only 75 percent of non-union workers.
- 84 percent of union workers have life insurance benefits, compared to only 53 percent of non-union workers.
- 33 percent of union workers have paid retirement benefits compared to only 24 percent of non-union workers.

The quality of union benefit plans typically are better too. For example, the Bureau reported that companies on average paid $3 percent of the premium costs under union-negotiated family health care plans, while only paying 65 percent of the premium cost for family plans for non-union workers.

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

“Combined, the increased wages and lower health care employee costs are a significant difference, which is well worth the investment of annual union dues,” Holden said. “That means it’s easier to buy a car or a home, save for a child’s education, or take a family vacation. These are the basic components of an American middle-class lifestyle, and each one is easier to achieve, if you’ve got a union contract.”

“All of us want the same things for our families,” Holden said. “We want to own our homes. We want our children to be healthy, and we want to save money for their educations. We want to retire with security and dignity.”

“All these basic parts of the American Dream are more likely to become a reality for workers who have union contracts,” he continued. “That’s why we say it pays to be union.”

The advantage more than $10,000 makes a real difference in the lives of working Americans,” said Holden. “Today’s economy is so out of balance with most economic gains going to the top, forming a union is the only way workers can stand together and demand better wages, working conditions and rights on the job. Who doesn’t want rights? Workers deserve their fair share.”

In addition, the Bureau reported that union membership in Washington State totaled $39,000 people in 2016, an increase of $39,000 from the year before. It is the second year in a row that Washington’s union membership total has increased, which is backing a national trend.

Our state has the fifth-highest percentage of workers belonging to unions, at 17.4 percent. That helps raise the standard of living for everyone, Holden said. “Higher union density means employers have to do more to compete for workers, and that raises pay and benefits for non-union workers too, which injects even more dollars into our communities.”

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**Stewards Ensure Pay Is Corrected**

Continued from Page 1

It was a word of mouth agreement with her manager and she had nothing in writing. Pay became an issue when they wanted to transfer her. She asked about the pay at that time and decided to turn to her Union. When it was brought to the attention of the Stewards, they worked together to ensure it was corrected.

“I talked to HR about the issue and wanted to give them a chance to make things right since she had been working the grade 4 job for a long time,” said Mike. “HR looked at the situation and realized we were right and worked to make it right.”

“Lem and Mike did a great job of following through and making sure she received the proper pay. It took numerous emails and phone calls to finally get it correct, but they made sure it was right,” said Business Rep Greg Campos.

“I was glad we were able to get the pay corrected. She had definitely worked the grade 4 position and deserved the pay that went along with it,” said Lem.

---

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You can preschedule a phone appointment now to learn more, call 1-800-264-3961 (Mon-Fri, 8 a.m. to 3 p.m. Pacific Time)

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**Union vs. Nonunion Benefits**

### Health Care Coverage

<table>
<thead>
<tr>
<th>Benefit</th>
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<th>Nonunion</th>
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<tbody>
<tr>
<td>Employer Share of Health Premium for Single Employee Coverage</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Vacation</td>
<td>89%</td>
<td>75%</td>
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<tr>
<td>Paid Holiday</td>
<td>89%</td>
<td>76%</td>
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<tr>
<td>Retirement Benefits</td>
<td>92%</td>
<td>64%</td>
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<tr>
<td>Life Insurance Access</td>
<td>84%</td>
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<tr>
<td>Sick Leave</td>
<td>21%</td>
<td>No</td>
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<tr>
<td>25% Pay (LWOP)</td>
<td>21%</td>
<td>No</td>
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<tr>
<td>24% No</td>
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### Health Care, Pension & Life Insurance Benefits


## Steward Prevents Unjust Discipline

### Business Rep Dena Bartman thanks Union Steward Dan Prater for efforts that reduced a CAM to a verbal warning and in another instance ensured members could use their benefits.

Dan is a vocal advocate for members on the Renton flightline.

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Machinists’ Helping Hands Seen Throughout Region

Machinists volunteers’ helping hands were visible in the communities throughout the region as members volunteered for summer projects from Everett, to Mountlake Terrace, Federal Way, Tacoma and other places in between. Our volunteers continue to build better communities by donating their time and helping hands.

In July, volunteers built a wheelchair ramp, rebuilt stairs at the entrance to a house, prepared and served meals at area missions in Tacoma and Everett, participated in a road cleanup project in Everett, helped at the Northwest Harvest Warehouse, and took part in Snohomish County Project Homeless Connect.

MVP events are listed on the District 751 website (www.iam751.org) or you can sign up for activities by contacting Kay Michlik at 206-764-0335 or email kaym@iam751.org.

Machinists volunteers provided helping hands at Snohomish County’s Project Homeless Connect on July 20. L to R: Eric Reyes, Shane Schneider, Scott Kreider, Phil Westberg, Paul Richards, Brian Butler and Andrew Dennis. Also helping but not pictured: Mike Hill, Wes Heard, and Jonathan Tuan.

Cliff Balka and John Allen recently prepared and served meals early on a Sunday morning at the Everett Gospel Mission.

Machinists volunteers took part in the Everett road clean-up in July: L to R: Patric Boone, Derek Gottschalk, Brian Butler, Wally Czozek, Dan & Nicki Thomaier, and Adrian Camez.

Apply from Aug 14-25 to be on the ECF Board of Trustees

Are you a current member of the Employees Community Fund? Would you like to make a difference in the communities where Boeing employees live and work? You can, by running for a position on the ECF Board of Trustees.

As a trustee, you’ll learn first-hand how health-and-human service agencies help those in need. You’ll review grant requests and make funding decisions on behalf of the ECF membership, as well as help build ECF for the next generation. For more information, visit the ECF website or call Colette Oglesby at 206-544-9246. The Open Application period runs August 14 – 25.

Recently, the current IAM hourly ECF trustees met with District 751 President Jon Holden and 751 Chief of Staff Richard Jackson to explore ways to get more 751 members involved with ECF. L to R: Jackson, Holden, Ryan Mabbot, Kevin Hanford, Joette Marsh and Karl Phillips.

District 751 President Jon Holden and Chief of Staff Richard Jackson met with the ECF hourly trustees to explore ways to get more 751 members involved with ECF.

Vice President Clinton Black was elected to the ECF Board of Trustees.

ECF Board President & Hourly trustee Kevin Hanford (left) welcomed visitors from Warm Beach Senior Center when the agency came by to thank ECF for their new van!
If you are dreaming of owning your own home, now just may be the perfect time to turn that dream into reality. 751 members have union benefits available that make home ownership easier, less costly and more secure than you may think.

Union Advantage, brought to you by Cherry Creek Mortgage, and Union Home Services, a network of Realtors® dedicated to union members and their families nationwide, offers programs that are designed to make a home purchase easy and less costly and reduce the worry of an involuntary job or income loss. It’s easy because you will have both an experienced Realtor® and Loan Officer to guide you through the entire process. Union Home Services’ easy online enrollment form is available anytime that’s convenient for you. Just go to UnionHomeServices.com and click the “Union Members Enroll Here” button. Union Advantage makes it easier to buy a home because you can do it for little or no money down. They offer 751 members USDA loans, in eligible rural areas, with up to 100% financing. Additionally, eligible US Veterans or reservists can finance up to 100% of their purchase price, in any location (loan limits do apply to both USDA and VA loans). They also offer FHA and Conventional loans with as little as 3% - 3.5% down payments.

There are a number of ways Union Home Services and Union Advantage make home purchases less costly. Union Home Services offers a cash back rebate that could put thousands of dollars back in your pocket. Union Advantage provides opportunities to lower closing costs and convert assets you may not even be aware of into part of the Earnest Money Contract. Where you can secure monies from personal assets, employer assistance or gifts from family members to help pay for closing costs. A major reason many people do not choose to pursue home ownership is the fear of losing their job and not being able to keep up their payments. With Union Advantage’s Payment Assurance Program, you can put those fears to rest. For no additional cost to 751 members, if you involuntarily lose your job, up to six months of mortgage payments – up to $1500 per month – will be provided to help you get back on your feet. Details and restrictions apply so call Union Advantage for all the information.

You can contact Jody with Union Advantage at 877-442-0822 or email ua@ccmclending.com.

To help with finding the perfect home, Union Home Services provides a national network of experienced Realtors®. In addition, once your home closes, Union Home Services offers a cash back rebate equal to 20% of their Realtors® commissions. In most cases that equals thousands of dollars back in your pocket. Neal, a 751 member from Kent, WA, says it all. “One of my union sisters gave me an article from the union paper about Union Home Services. I contacted them and am very glad I did. We would like to thank Union Home Services for helping us purchase our new home in 2016. UHS made the experience pleasant and they were there for us every step of the way to help with any questions and concerns. About three weeks after closing on our new home we received a nice rebate check in the mail. This is an awesome benefit.”

What do you think you could do with the cash?

- Home furnishings?
- Vacation?
- Repayment of bank account?

It’s yours to do with whatever you want and it’s absolutely free just for being a 751 member and using the Union Home Services Realtor® benefit. Visit UnionHomeServices.com and click the “Union Members Enroll Here” button. Submit the form and you will be contacted within 48 hours. Or call 877-779-0197 to speak with a Union Home Services representative.

With Union Advantage and Union Home Services, home ownership for 751 members has never been easier, less costly and more secure. Get started today!

---

**Driving the Green for Guide Dogs**

Thirty-six teams converged on Willows Run on July 23 to chip in for Guide Dogs at the 8th annual Guide Dogs of America golf tournament. The tournament delivered more than $18,000 for this worthwhile charity.

A shotgun start and best ball format kept the tournament competitive with one stroke separating the first, second and third place teams. Ben Baker won men’s longest drive while Mary Hopwood won women’s longest drive and women’s closest to the pin. Men’s closest on three different holes was won by Bill England and Mark Clark. Hat to Lori Dorsey and Mark Clark for organizing the event and to all the volunteers who helped with set up and various competitions throughout the day.

**Tournament Director Mark Clark (far right), congratulates the third place team of L to R: Travis Pope, Karl Rainer, Kevin Adams and Peter Umbach.**

**Bill England drives toward the green on hole #1.**

**Retiree Ken Dinning sends one sailing.**

**L to R: Wes Heard and Bill Patterson won closest to while Ben Baker won longest drive. Not pictured: Mary Hopwood and Mark Clark who were also individual winners.**

**Thanks to our sponsors:**

- Grand Lodge
- Scott Cotter, Mark Cotter, Slick Watts and Rob Owen.
- Stosh Tomala
- Garth Luark
- Paul Veltkamp
- Spencer Burris
- Tomalo
- Erickson, Mark Cotter, and Ben Baker who turned in a score of 55.
- Scott Gantt lines up his drive.
- Tournament director Mark Clark, along with a Guide Dog puppy in training, congratulates the first place team L to R: Clark, Rob Larson, Tyler Erickson, Mark Cotter, and Ben Baker who turned in a score of 55.
- The second place team consisted of L to R: Randy Lindemeyer, Mark Creed, Slick Watts and Rob Owen.

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206-442-5456
Puppy Putt Roars Across the Region for Guide Dogs

On July 15, motorcycles roared across Puget Sound from Northwest Harley in Lacey and Sound Harley in Marysville to converge on the Seattle Union Hall. The event drove in $7,100 for Guide Dogs of America. At the Seattle Union Hall, participants were treated to live music from Sir Real featuring 751-member Mark Severson, delicious food and various activities that included motorcycle competition, games, and a huge raffle.

The event culminated with the raffle of a new XL1200C Harley Davidson, which was won by Mark Dempsey. As the prizes were awarded, the generosity increased. Mark Thienes, who won the Poker Run, donated the $75 to Guide Dogs. Kim Rose won the 50-50 drawing and donated the $189 prize to Guide Dogs. Finally, Dennis Raiting and Teresa Winslow provided a delicious barbecue and donated their $585 collected to Guide Dogs as well.

Thanks to all who helped make the event a success.

Thanks to our sponsors:

- Jon Holden
- Susan Palmer
- Dena Bartman
- Pat Bertucci
- Larry Brown
- Greg Campos
- Jason Chon
- Mark Clark
- Jeremy Coty
- Robley Evans
- Wilson Fergie Ferguson
- Christine Fullerton
- Grace Holland
- Richard Jackson
- Rob Jones
- Connie Kellers
- John Kuscy
- John Lopez, Jr
- Rich McCabe
- Les Mullen
- Terri Myette
- Sarzynski girls
- Rod Stigwartson
- Spencer Thad
- Andre Trahan
- Org Dept (Jesse Cole & Loren Gazzone)
- Jackie Boscheck 751 Retirement Club
- 751-A, 751-C, 751-E, 751-F
- District Lodge 751
- Monster Nails
- INDIAN MOTORCYCLE OF AUBURN
- EMMERALD CITY
- Formerly Wrenchman's Motorcycle Store
- Hair by Shavonne
- 737 Wing Laydown
- NOBLERUSH
- Auburn
- 215 SW Everett Mall Way
- www.everettpowersports.com
- Bucky's
- Schater's Bar & Grill
- Perfect Touch Salon
- Des Moines, WA
- Suite A - 1506 E. Pioneer Ave
- Suite 211
- Puyallup. Phone: 253-841-0065
- Lily Spa
- Designer
- Griffin, looks on. Sierra Griffin was thrilled to interact with the Guide Dogs. Her dad, Union Steward Cann Griffin, looks on.

Mark Thienes and Soni Engel win the motorcycle jousting competition.

2017 Puppy Putt Winners
Best of Show .... Bruce Boe
Best Custom .... Ron McGaha
Best Touring .... Bruce Boe
Best Metric .... Ron McGaha
Bowling ....... Ira Carterman
Slow Race .... Ira Carterman
Jousting ....... Mark Thienes & Soni Engel
Poker Run .... Mark Thienes & Kim Rose

Two of the riders who work at the Everett Boeing plant, park their bikes in the shade at the Seattle Hall.

Our union will once again host a series of fundraising events to support Guide Dogs of America, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision across the United States. The charity was founded by a Machinists Union member.

Shoes for Puppies - Aug. 12

The 14th annual Shoes for Puppies horseshoe tournament will return to Maple Valley on Saturday, Aug. 12.

The tournament, which is sponsored by Local E, will start at noon Aug. 12 at the Red Dog Saloon, 18600 Renton-Ma"ple Valley Rd. SE.

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

Pacific Raceways Aug. 18-20

District 751 is teaming up once again with Pacific Raceways for our 12th annual joint charity fundraising event.

Our union is selling $5 tickets for drag racing Aug. 18-20 at the track, which is at 31001 144th Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at 9 a.m. all three days and will feature racing in the Lucas Oil Regional Drag Race Series, featuring Top Alcohol, Screamin’ Eagle Harley Davidson Series, and Sportman Classes.

All proceeds from ticket sales will go to benefit Guide Dogs of America.

The Bill Baker Memorial Steel & Wheel SuperShow is coming to Everett again this year. Local A’s annual show for classic cars, hot rods and custom motorcycles will be from 10 a.m. to 3 p.m. Saturday, Aug. 19th, at Machinists Union District Lodge 751’s Everett Union Hall, 8729 Airport Road.

Along with displays of custom cars and cycles, there will be food, drawings and music. Check-in for exhibitors will be from 8 to 9:30 a.m. on Aug. 19. Registration costs $25 on the day of the event, or $20 in advance. Registration forms are available at all District 751 union halls around Puget Sound.

Local A Car Show - Aug. 19

Local F will hold its fourth annual Guide Dogs Karting Challenge on Saturday, Sept. 9 at PGP Motorsports Park at Pacific Raceways in Kent.

The event will be from 2 to 6 p.m. and will feature teams of drivers racing for two hours around the PGP track, which is at 31001 144th Ave. SE. Prizes will go to the teams that complete the most overall laps in the time allowed.

The cost is $400 per team, and each team can have up to four drivers. Lunch is included in the registration fee. For registration information, call Trevor Riddle 206-779-3506 (trevor.riddle24@gmail.com) or Dominic Patton 206-999-4561 (dom.k.pattton@gmail.com).
751 Retirement Club Minutes for July

The meeting was called to order by President Jackie Boschok. Carl Schwartz said the prayer and President Boschok led the club in the flag salute and singing of God Bless America.

Roll Call of Officers: All were present or excused. She announced that John Guevarra has resigned from his Trustee position and TJ Seibert has offered to fill the vacancy. TJ Seibert was then sworn in by President Boschok.

Minutes: The June meeting minutes were approved.

Executive Board: No report

Financial Report: Tom Lux gave the report and it was approved. Mike Keller also announced the Audit Committee audited the financial records and everything was in order.

Legislative Report: Carl Schwartz spoke about the budget the State Legislature approved to fund public schools based on the Republican Party platform. He fully meets the needs.

Retirees and seniors are reminded that state law permits a reduction in property tax for low income seniors. Contact your county assessor’s office for the details.

At the federal level our main concern is protecting Medicare and Medicaid. There are a wide range of proposals under consideration by Congress, some very harmful to seniors. Our Machinists national Retirees and Seniors Committee has taken on the task of trying to influence the legislation to benefit the retirement income of our members. Our national office of the Alliance for Retired Americans have closely watching developments as they are brought forward. Having such staff to monitor legislative proposals and keep us informed is an important benefit of supporting these organizations.

He also reminded everyone to vote in the primary election, Aug. 1 and check the July 4thoger for recommendations on the candidates.

Retirement News

Trekking with the Animals

On July 12, two van loads of retirees and their guests left the Seattle Hall and traveled to Northwest Trek for a fun day among the animals. Once there, the group took an open air tram ride to view many animals in their natural settings and then walked through the caged predators exhibits.

Animals with their babies routinely came up to the tram. Tom Lux led the group. There were also many birds that perched on a tree limb over the tram.

There was a large group of animals that were being fed. The tram guide was very knowledgeable about the animals and their habitats.

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TREKTING WITH THE ANIMALS

AD RULES
Each single ad must be 25 words or less. Use a separate piece of paper or affix blank for each as they are pre-classified physically. Ads are free one time. Active, retired, or retired. For best response, include phone number. Members “cottage industries” will be OK on ads, but no commercial ads. When using new paper for ads, include information required on regular ballpoint. Deadline For Next Issue Aug. 16th

BUY - SELL - CLOSE. Call your real estate professional Von Provio is available to help you buy or sell. Call at 425-159-4165 or email at von@skylineproperties.com

UTILITY TRAILER 4’ x 4’ x 8’ long. Custom Metal rack on top. New axle and springs and tires. Box made of marine plywood. Undercoat a year for hunting trips. $800.00. 360-652-3650

MEDIUM SIZE LANDSCAPE BLOCKS for retaining walls (several hundred) and several cinder blocks. Selling for $1 each, most look like new. You haul. 253-537-4310

USDA CERTIFIED ORGANIC SCOTTISH HIGHLAND BEEF raised in Enumclaw. 25 pounds includes: steaks, roasts, ground beef at $9 a pound. Meat is aged 21 days, shrink wrapped and flash frozen. Call Broc at 253-332-8612 (cell)

INCAVANCE FRONT WHEELCHAIR. M1 w/3-speed New. Tires, seat, arm rests. Battery 3 years old. Located in Marysville. Must be picked up. $700 or best offer. 426-654-7034

ANGLE IRON $470, lengths 48” to 208”, sold in 1/2” and 1”; wide channel 1 1/2’”. housed, never used, great for building a railing. 203-386-5584

PRE-1960 BASEBALL CARDS – Retired member wants to buy pre-1960 baseball cards. 206-954-5039

UTILITY TRAILER, 4’ x 4’ x 8’ long – custom metal rack on top. New axle and new tires. Box made of marine plywood. Used once only for hunting trips. 360-652-6560

32nd ANNUAL HANNAH-NHRA GETAWAY 4 nights, Plaza Hotel, Alaskan Airlines 28 Oct. leave SeaTac, return 01 Nov. $375. Double. Racin-Ricky@msn.com or call 253-448-9997

FREIGHT VEHICLES

PULLRITE 5TH WHEEL HITCH model 2300 Trailer weight 24,000 pounds. This is a Class A Hitch. Has trailer stop for short boxes. $950 0BO 253-217-6920

2000 JEEP WRANGLER – hard top w/soft top new in box. Spotless, clean great tires w/ new tires. $12,000. 206-500 blank; cash check only. 253-624-0431

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Home 

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Aug. 16th!
FINANCIAL SENSE: Manage Your Finances as You Near Retirement

As your target retirement date gets closer, what was once an abstract concept may now seem like reality. This life event can provoke different feelings for different people. While some might feel excited about the possibilities the non-working years might bring, others may be anxious and fearful.

Regardless of your emotions, now is the time to stay focused on maximizing your savings. You are also looking ahead to develop a retirement income plan that supports your vision of retirement. Here are some tips you may find helpful:

‘Catch up’
If you are age 50 or older, one way to help maximize your retirement savings is to take advantage of ‘catch up’ contributions. The ‘catch up’ contributions are a way to make additional contributions to your 401(k) or other employer-sponsored retirement plan. If you’re unable to do this, it’s important to then use as the employer’s match – otherwise, you’re leaving money on the table.

Open an IRA
If you do not currently have an IRA account, the IRS allows individuals to open an IRA account on any day during the year. You may contribute to an IRA whether you contribute to an employer’s retirement plan or you’re self-employed, leaving money on the table. If your employer doesn’t offer a retirement plan or you’re self-employed, consider opening an IRA. Even if you already participate in a 401(k) or any other plan at work, an IRA can help supplement those savings and help you gain access to a potentially wider range of investment options.

Convert to a Roth IRA?
An often overlooked retirement planning strategy is the Roth IRA conversion. A Roth IRA conversion occurs when you take savings in a Traditional, SEP, or SIMPLE IRA, or employer sponsored retirement plan, and move the assets into a Roth IRA. You will owe federal and possibly state income tax on the before-tax amounts in your employer plan or IRA converted to a Roth in that tax year, but not the 10 percent IRS early distribution penalty.

Once you settle that bill, though, you’ll be able to withdraw all the money in your Roth IRA, even the tax you paid, during retirement without owing any tax or penalty, provided: (1) the Roth IRA has been open for at least five years and you are age 59 ½ or older; or (2) the distribution is a result of your death, disability, or using the first-time homebuyer exception.

The benefits of tax-free distributions in retirement may justify the conversion costs and allow for flexibility to manage taxes in retirement. Converting to a Roth IRA is not appropriate for everyone. Some factors to consider include your tax bracket now and how it is expected to change in the future, the availability of funds to pay taxes due on the conversion, and your time horizon.

Talk to your Financial Advisor and tax advisor to discuss your specific situation before you convert.

Develop a retirement income plan
Now may also be a good time to develop a retirement income plan. A retirement income plan helps make the transition from accumulating assets in your portfolio to determining how you will use all of your various sources of income to cover your living expenses when you’re no longer working.

It’s crucial to start the retirement income planning process before you retire. If your planning process determines there’s a gap between your desired expense projections and your required income, you still have time to make some adjustments. These can include retiring at a later date, working part-time in retirement, increasing your current savings, or reducing expense projections. You may want to begin the process with the following:

Analyze your essential and discretionary expenses and create a realistic budget. This process will help you identify all of your sources of income, including Social Security, retirement savings, pensions, investments, etc. A Financial Advisor can help you determine when and how to take withdrawals and build an investment strategy that generates income in retirement while still giving your investments the opportunity to grow.

Consider Social Security. For married couples or divorced individuals, there are numerous options for claiming Social Security when and how you elect to take your Social Security. Your choices can have a significant impact on the total benefits you receive over time. Your Financial Advisor can help you analyze the Social Security benefit options available to you and help you evaluate which one best fits your personal circumstances.

Think about longevity. Americans are living longer and more active lives, which can translate into two or three decades of living in retirement. This affects not only how much you will need to save but also how much you’ll need to budget for health care expenses. You are eligible for Medicare when you turn age 65. If you retire before age 65 and don’t have health care through your former employer, you will have to purchase your own coverage. And, while Medicare will help cover hospitalization costs and doctor visits, you’ll probably want to secure supplemental coverage. Additionally, you should consider long-term care insurance – the younger you are when you purchase long-term care insurance, the less expensive it is.

Nearing retirement can bring excitement – and also anxiety. But some careful planning now can help ease any anxieties you might experience down the road. You might want to enlist the help of a Financial Advisor to review your investments, help you develop a retirement income plan, navigate the complexities of evaluating your Social Security benefit options, and plan for health care expenses. Now is the time to evaluate where you stand financially and determine what steps you need to take to help ensure you’re able to live out your unique vision for retirement.

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July Retirement Minutes
Continued from Page 9
Sharp, Gary Smain, Joe Terada, Jerry Wahlsbraum, Alfred Watson and Douglas Woods.
A moment of silence was observed. Sympathy cards were sent to the next of kin. President Boschok noted associates can call the Health and Benefits office to let them know when a member has passed away. The union will follow-up and verify. Mike Keller said he provided an obituary of one of our retirees that he clipped from the newspaper.

Good & Welfare:
There was discussion about the new law restricting use of cell phones while driving. It was noted that area unions are working on a solution.

Unfinished Business:
None
New Business:
None
Meeting Adjourned at 11:43 a.m.

Rollin’ in the Money for MNPL

Local C Golf Tournament
Saturday, Sept. 23, 2017
Golfers will want to save the date of Saturday, Sept. 23, 2017 to take part in the 15th annual Local C Golf Tournament to benefit the Machinists Non-Partisan Political League (MNPL). The tournament will be held at Auburn Golf Course (29036 Green River Rd SE, Auburn) with a scramble format and shotgun start at 8 a.m. Cost is $100 per player, which includes 18 holes of golf, cart and barbecue lunch with drinks. Prizes will be awarded for closest to pin and longest drive. Entry forms are available at all union halls or on the website (www.iarn751.org). If you would like to donate prizes, sponsor holes or call questions, Chris Schott at 253-797-2288.

Solidarity Night at Everett AquaSox
Join IAM members for a Solidarity Night at the Everett AquaSox on Saturday, Aug. 17.

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July 23, 2017
Shane VanPelt and Jon Holden.

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Training Prepares Stewards to More Effectively Represent

Union Stewards in Eastern Washington recently received training to help them better represent our members.

IAM Western Territory Educator Melissa Campbell brought her in-depth training to the region after a request from Business Rep Steve Warren. Training took place in three separate locations: Spokane, Yakima and Richland and encompassed stewards from various employers.

Training provided in Yakima covered stewardships from Doss Aviation, Edwards Equipment, Pexco Aerospace and Republic Services. Training in Richland included stewards from Columbia Basin Irrigation - South and Quincy locations, Monarch Machine and contractors from the Hanford site. Spokane training reached stewards from Triumph Composites, UPS, ASC, Kenworth Sales, URM, Durham, Central PreMix, Penske, Pacific Power and Grand Coulee.

“IT is always good, even for long-time Stewards, to get a refresher on their rights and how to best represent the members. She covered lots of good information,” said Business Rep Steve Warren.

“The interaction and sharing of information between the Stewards is always good,” said Melissa Campbell.

While Melissa had topics to cover, the training is interactive and discussions help frame the topics that receive the most attention. Topics covered in the training include:

- Legal Rights of a Steward
- Duty of Fair Representation
- Just Cause and the seven tests of just cause
- Weingarten Rights for Union Representation
- The Grievance Process, which included: what can be grieved, types of grievances, time limits, conducting union investigations including rights to information and access to witnesses, phrases to use when filing a grievance. A grievance preparation flow chart was reviewed to help build stronger cases to challenge violations
- Effective notetaking
- Developing good listening skills
- Filing Information Requests
- The training also reviewed the IAM's history and structure, as well as a piece on the importance of organizing and how unions can help friends, family and our communities.

Stewards left feeling more energized and armed with additional knowledge to push back on any company tactics they may face in their workplace.

Formal Bargaining Begins at ATS Fairchild

On Saturday, July 15, workers from Akima Technical Services (ATS) at Fairchild Air Force Base, spent several hours at the Spokane Union Hall to help finalize the first contract proposal and ensure it incorporated members’ concerns.

“We used input from earlier meetings and surveys to draft the contract proposal. This meeting allowed additional input and gave members another opportunity to bring forward concerns,” said Business Rep Steve Warren, who is leading the negotiations.

At the meeting, the group also reviewed additional information on the IAM Pension Plan, as well as exploring potential alternatives for health and dental insurance benefits.

“It was a productive meeting. I was glad to see such a large turnout to take part in this process of securing a first agreement,” Steve added.

The Union presented our comprehensive proposal to ATS on July 18 and met for several days discussing issues of concerns. Progress was made on several issues, but additional bargaining sessions have been scheduled to tackle the economic issues.

These workers provide aircraft and equipment maintenance to support the helicopters the U.S. Air Force uses in flight crew training at the USAF Survival School. These workers prepare aircraft before crew arrival, assist during flight preparations, and then recover, inspect and service each aircraft before the next launch.

Trap Shoot for Guide Dogs Will Be a Blast - Aug. 26

Local 86 in Spokane will hold its fifth-annual charity trap shoot on Aug. 26 at the Spokane Gun Club (19615 E. Sprague Ave., in Greenacres). The event will start at 9 a.m. The cost is $30 per person, which includes lunch, trophies and door prizes. There will be additional drawings for prizes including shotguns, televisions, barbecue grills and tool packages. Raffle tickets sold separately from officers and at the hall. Need not be present to win.

To register, call the Spokane Union Hall at (509) 534-9690 or e-mail aesteRnwa@msn.com or call 509-853-9246.

IAM Western Territory Educator Melissa Campbell leads a group discussion over legal rights of a steward at training in Richland for our Union Stewards.

Stewards discuss best practices in dealing with management during training provided by IAM Western Territory Educator Melissa Campbell.

Spokane stewards discuss the seven tests of just cause and share their experiences in representing members at their various employers.