

# DISTRICT 751 AERO MECHANIC

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Business Rep Robley Evans (l) thanks Steward Laura Kiley for educating management on member and steward rights in interviews with HR.

## A Teachable Moment for Management

'Knowledge is Power' is certainly true in dealing with management in the workplace. Union Steward Laura Kiley recently used her knowledge to counter a bullying effort from a manager at the Renton Boeing plant who tried to intimidate our Stewards into silence in meetings while they are representing our members.

The manager was upset because Laura was asking questions and doing a good job representing our members. The manager implied Stewards are supposed to simply observe and take notes. He even went so far as to say he would be contacting HR about disciplinary issues – meaning he was going to retaliate against Laura for speaking up on behalf of our members.

That is false, and the threat of retaliation is illegal.

"Laura does a great job representing our members. In this situation, rather than getting angry, Laura turned it into a 'teachable moment' for that manager – keeping it professional and factual," said Business Rep Robley Evans.

"My hope was that he (the manager) would use the information to conduct himself properly in future dealings with our union members and Stewards," said Laura.

Laura used federal law and facts to educate the manager and ensured she copied in her Business Rep for backup. She noted that in a leadership role for Boeing, the manager should be fully cognizant of the federally protected rights of our members, as well as the roles, rights and responsibilities of Union Stewards.

She then proceeded to quote the laws and regulations, which are good for our stewards to know, as well as our members. Union members have a federally-protected right to a union steward during investigatory interviews which are called Weingarten Rights (a reference to the 1975 U.S. Supreme Court Decision in NLRB vs. J. Weingarten, Inc.). Weingarten rights apply during investigatory interviews. An investigatory interview occurs when:

management questions an employee to obtain information;

the employee has a reasonable belief that discipline

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## STOP: If Workplace Is Unsafe! It's Your Right Under Section 16.1

Swift action and contract knowledge ensured that our members working at Boeing in the 40-56 building remained safe from a workplace danger. Credit goes to Union Steward Joe Ruth for invoking Section 16.1(c) and 16.1(d) – the imminent danger clause of our contract (page 73). This unique clause gives any member the power to stop work if he/she believes there is "imminent danger" to their health or physical safety.

When an 8-inch bolt weighing one pound came loose and fell 60 feet below, Joe recognized the potential danger it posed. The bolt landed in front of a machine console that 751-member Lauren Lacy was running. Thankfully she had just stepped away from her machine when it fell or she would most likely have been hit. Naturally, that made her feel unsafe working on the machine, and other machine operators in the area uneasy.

"My biggest concern with a one-pound bolt falling from above was we didn't know where it came from, but just as important, no one knew what it had been attached to," said Joe. "When the investigation was complete, we learned the bolt had been holding a one-pound roller that attached to a 6.8 pound bracket as part of the overhead steam line. Once the bolt had worked loose and fell, only friction was holding the other two items in place, which presented a greater danger."

"The greater the height of the fall, the further back you need to restrict access," Joe added. "A one-pound bolt falling from that height could have potentially killed someone if it hit them on the head."

Management still wanted to get the hot parts completed even though no investigation had been performed yet and asked Lauren if she would be willing to run the machine wearing a hard hat. Despite the danger, one member offered to do the work. Joe objected to putting any member in danger and pointed to Section 16.1 imminent danger to shut down production.

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Steward Joe Ruth (l) stopped work after a 1-pound bolt fell from above. Lauren Lacy points to where it landed in front of her machine. Business Rep Grace Holland (r) helped ensure work stopped until an investigation took place and the area was safe, per Section 16.1 of our contract (page 73).



The 1-pound bolt that fell and the 6.8 pound bracket and roller it had been attached to, which was only held in place by friction after the bolt worked loose and fell.

## Staff Attorney Makes Us Stronger for Future

Gearing up for the future as we recognize that attacks on workers from Corporate America are increasing, District 751 recently reallocated resources to better take on these challenges by hiring an in-house attorney – Spencer Thal.

"We have talked about having a staff attorney for a while. This will expand our capabilities in representing our membership more aggressively," said District 751 President Jon Holden who introduced Spencer at April Local Lodge meetings. "Spencer has a long history in the local labor movement and will be a good fit for our district. We are excited to have him join us in our mission to raise the standard of living and strengthen our membership going forward."

"As we face more issues concerning job classifications, job combinations, and discipline,

it is important to have an attorney dedicated specifically to the membership of District 751. Our outside attorneys are top notch and continue to do a great job representing us, but pairing them with our staff attorney makes us that much stronger," said Holden. "Spencer brings a wealth of knowledge and experience dealing with workers' issues."

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L to R: 751 staff attorney Spencer Thal talks issues with District 751 President Jon Holden, Grievance Coordinator Dan Swank and Chief of Staff Richard Jackson.

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Retired member Clara Atkins honored for her leadership, inspiration and involvement

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## REPORT FROM THE PRESIDENT

# Preparing for Workplace Challenges Going Forward

BY JON HOLDEN,  
District 751 President

First and foremost, I want to thank all our members who were voluntarily laid-off from Boeing on April 21 for their years of service and dedication. You have been an integral part of our Union and helped ensure Boeing builds the best airplanes in the world.

A little more than 1,000 of our members left Boeing that day – which is an incredible drain of skills and experience. Included in the members leaving that day were Union Stewards and other shop floor leaders who have led our members on the floor for decades. Their experience, confidence and ability to overcome will be greatly missed and will not easily be replaced.

There will be plenty of opportunity for others to step up into those leadership roles for the future.

As a result of the VLOs, there will be added pressure to deliver planes on time while adjusting to the resulting transfers Boeing will make to get to proper staffing levels. We will be watching to ensure members transferred to other areas receive the proper training to make sure they are successful in their new area. If you are moved to a new area or job, seek out the area Steward, as they will be a valuable resource.

During this time of transition, while management makes cuts to ‘increase profits and shareholder value’ our union



must focus on supporting our membership even more. We will face an environment where management’s agenda works to erode labor grade, safety procedures and generally forces more work to be completed by less workers.

Recognizing that, in April we hired a staff attorney to ensure our union will be stronger and more able to support the needs of our membership going forward. We hired Spencer Thal, who brings decades of legal experience in grievance handling, arbitration, negotiations, organizing and so much more with the goal to provide the most effective representation for our members.

Our outside attorneys continue to do a great job representing us, and we believe we will be that much stronger having a dedicated staff attorney to assist our business reps with the new tactics employers are using today.

We see Boeing pushing more job combinations. Our job is to evaluate each combination on a case-by-case basis with input from members to ensure the proper labor grade has been assigned, as we have 45 days to challenge the labor grade of a newly installed job.

If we don’t see an issue with the labor grade, we then must ensure that other provisions of the contract remain in tact – return rights, Category A recall rights, and Category B inline promotional procedures – to name a few.

Our union is prepared to meet the challenges ahead that include all of these issues and others going forward.

We continue to train Stewards in all of our bargaining units whether within Boeing or at other employers, as we see efforts by all employers working to silence our Stewards in disciplinary meetings in order to diminish their role in representing our members. The key to success is members and stewards knowing their rights and the laws that impact them.

For the first time in four years, we have members at Boeing holding layoff notices. Our Union is working to help provide an adequate safety net. Currently, if members get laid-off from Boeing, you are eligible for Trade Adjustment Assistance benefits – thanks to action our union, SPEEA and the State Labor Council took several years back. The current TAA petition expires in August 2017. We are working with the State Labor Council and others to prepare a new petition with the goal of ensuring TAA benefits remain available to our members and others in the aerospace industry who might get laid-off after August.

With all these challenges coming from employers, politicians and others who want to diminish workers’ rights, our union is looking for ways to more actively engage our members and get them involved in our union. We are looking to establish membership forums on a regular basis at union halls near

your work to discuss issues on unity and solidarity and activities members can do on their own to show strength and leverage when it is needed.

Auburn members suggested these forums and have been developing the format and tackling issues from their area. Look for more information in future Aero Mechanics.

An active, educated and involved membership makes us stronger and is the path we must take for a successful future for our members and our communities.

## 751 “Memes:” Educational Images that Stick

Our union is continually looking for new ways to reach members and educate them on their contractual and workplace rights. Recently in a union class, Steward Jon Voss suggested using “memes.”

For those who haven’t heard of memes, they are photos or cartoons with a short caption that send a message and spread quickly across the internet. They are popular with the younger generation in making a point.

Jon emphasized the goal is to keep them short and to the point.

“If you have to click on it, that’s too long. It won’t be effective and people will lose interest,” said John.

“The idea is to make them short, precise and fun so people will remember them,” said Steward Coordinator Ed Lutgen. “The first two we posted got thousands of hits in just a few days.”



District 751 has begun posting “memes” on our Facebook page to educate members on contractual language and workplace rights.

Watch and share them, as we plan to post one to two memes a week. If you have an idea for one, send it to [webmaster@iam751.org](mailto:webmaster@iam751.org).

## Staff Attorney Makes Us Stronger for Future

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Spencer will assist in contract negotiations developing contract language, crunching numbers on various benefits and verifying data from information requests. He has decades of experience with federal and state labor laws, filing unfair labor practices, trying arbitration cases, managing information requests and literally every other aspect of labor relations. In addition, he will help interpret various laws that may impact our members – such as the impact the Affordable Care Act has on contractual health care benefits, OSHA safety laws

or even ERISA, which governs pension plan rules.

Spencer will help deliver training for Business Reps and Stewards – arming them with different tactics depending on the situation.

Spencer has specialized in worker rights his entire career and studied law at both Oxford University in England and Columbia University. After passing the bar, he initially worked for three years in the office of one of our current labor attorney firms.

In 1996, he became General Counsel for Teamsters 117 and spent 20 years in

that role. He spent the last six months as General Counsel for the AirLine Pilots Association, but welcomed the opportunity to join Machinists 751.

“I’m excited to work for Machinists District 751. Business Reps and Stewards will have instant accessibility so I’m looking forward to the challenge and working for the membership to raise the standard of living,” said Spencer. “I hope my expertise and experience translates into stronger and more effective representation for 751 members.”

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

**Jon Holden**  
President, Directing  
Business Representative

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Vice President

**Susan Palmer**  
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**Robley A. Evans**

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**Howard Carlson**

**Union Business Representatives**

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Nationwide 1-800-763-1301  
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### 751 AERO MECHANIC

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CWA #37082

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## POLITICAL ACTION

# Olympia Legislative Session Goes Into Overtime

As the regular session comes to a close April 23rd, the Washington State Legislature limps into the first special session with a great amount of work yet to complete.

With the House controlled by the Democrats and the Senate under Republican control, many policy bills - both good and bad - have failed to advance to the Governor's desk for signing into law. Beyond the state's 2017-19 biennial operating budget that the House and Senate legislators have yet to begin negotiating, there are many pieces of legislation that will still be part of that discussion in an ongoing special session, including some priorities for IAM 751 and our broader labor coalition that protect working families.

As in recent budget cycles, the biggest hurdle in crafting a state budget has been meeting the Supreme Court's ruling in order to fulfill the state's constitutional requirement to fully fund basic education, which the court has said the Legislature has until September to do. Progress has been made in past years, but the biggest remaining sticking points are teacher salaries and the use of local property taxes to backfill those school district budgets.

As you can imagine, the House and Senate have very different ideas as to how to balance the budget and meet the Supreme Court's ruling. The Senate plan relies mostly upon restructuring local school levies, phasing them out and replacing it with a higher state property tax. Their plan also includes new limits on how much state money school districts can spend on collective bargaining agreements.



District 751 Legislative Director Larry Brown (l) updates District 751 President Jon Holden on the status of bills in Olympia as of April 25.

The House plan also lowers the local property tax levy rate, but also seeks about \$3 billion in new taxes, including a new capital gains tax.

In order to balance the budget elsewhere, the Senate Republican proposal also cuts deeply into other critical services and rolls back almost all of the state employees' negotiated contracts, which included a 6 percent wage increase spread over two years, while increasing their health care costs.

Much like Governor Jay Inslee's budget, the House Democratic budget maintains funding for these services and funds all state employee contracts, including preserving current levels of health care spending, in order to recruit and retain the best possible state employees. Our partners in the state Labor Council will continue fighting

to ensure these collective bargaining agreements and related policies are fully funded in the final state budget.

Of course, any budget proposal must lead to a broader discussion of how we fund our state's critical services, as well as the other services and regulatory protections that make Washington a great place to live and work. That job is made monumentally challenging by the state's tax system broadly recognized as the most regressive in the nation, as it falls hardest on the backs of working families that pay the highest percentage of their income than nearly anywhere else. House Democrats' budget plan addresses this in various ways, including reforming or eliminating some wasteful tax loopholes to the tune of over \$100 million.

Inserting our voice into that discussion, IAM 751, along with our SPEEA brothers

and sisters, will continue the fight to keep aerospace jobs here in Washington by reforming the way in which tax breaks are negotiated. In the past four years since the Legislature struck a deal with the Boeing Company, extending \$8.7 billion worth of tax incentives to the aerospace industry, the state has been repaid with the loss of over 12,000 good-paying jobs and more layoffs looming.

While Machinists and SPEEA support tax incentives used to maintain and grow our state's aerospace workforce, we also fully expect the Boeing Company to live up to their part of the deal, using that incentive to grow and keep jobs here in Washington, rather than use taxpayer dollars to subsidize the company's shift of jobs to non-union states. We're pleased to have two bipartisan proposals introduced this year that would amend the aerospace tax incentives by adding a job threshold and force Boeing to live up to their part of the deal. Those bills are HB 2145 (by Rep. Noel Frame) and HB 2146 (by Rep. Richard DeBolt). It's our hope that these bills will play a greater role in the upcoming special session to provide better taxpayer accountability and keep these jobs here.

Beyond our own priority bills, there are other key pieces of legislation some good and some bad, which we have been tracking and weighing in on when necessary. We'll continue to monitor them throughout the special session(s), and update you as to the final outcome of these and other policies.

## On Equal Pay Day Senator Murray Takes Action by Reintroducing Paycheck Fairness Act

April 4 is Equal Pay Day, the date that marks how far into the year women must work to earn what their male counterparts were paid the prior year. While the Equal Pay Act of 1963 was meant to guarantee women could challenge pay discrimination and hold employers accountable, the wage gap continues.

In an effort to address and acknowledge this wage gap, on April 4 Senator Patty Murray (D-WA), ranking member of the Senate Health, Education, Labor and Pensions Committee, and Congresswoman Rosa DeLauro (D-CT) reintroduced the Paycheck Fairness Act. This legislation would strengthen the Equal Pay Act of 1963 and guarantee that women can challenge pay discrimination and hold employers accountable.

Women working full-time, year-round still earn 80 cents, on average, for every dollar earned by men in the same job.

"The wage gap doesn't just hurt women — it hurts families and the economy," Murray said. "Women are the sole or co-breadwinner in two thirds of families with children. Families increasingly rely on women's wages to help make ends meet: to buy groceries, pay the bills, and pay for childcare."

One key way to start closing the pay gap is for Congress to pass the Paycheck Fairness Act, which strengthens and closes loopholes in the 1963 Equal Pay Act, and provides effective remedies to women who are not being paid equal pay for equal work. Congresswoman Rosa DeLauro has introduced the Paycheck Fairness Act in every Congress since 1997.

"The Paycheck Fairness Act provides transparency and support for women who are being paid less than their male colleagues," Murray said. "It protects women from retaliation for discussing salary information with co-workers, allows women to join together in class-action lawsuits, and it prohibits employers from seeking

salary history, so the cycle of pay discrimination cannot continue."

"The Paycheck Fairness Act updates the Equal Pay Act and again reaffirms that every worker in America should be paid based on the quality of their work, not based on gender," she added.

"I'm proud to sponsor the Paycheck Fairness Act to make sure every woman working to support her family or herself is paid the same as her male coworkers for the same work," said Murray. "At a time when many families are struggling to make ends meet, we should be working together to make sure women are not left behind. This shouldn't be a partisan issue, and I'm proud to join my colleagues to keep up the fight to ensure that all the hardworking women across this country are getting paid what they've earned."

A report released in April by the National Partnership for Women and Families breaks down how bad the wage gap is in each state. The analysis uses census data and compares pay for year-round, full-time women and men. (<http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/americas-women-and-the-wage-gap.pdf>)

Unfortunately, a gender gap still exists in every state. Overall, women employed full-time, year-round in the U.S. are paid 80 cents for every dollar paid to men. The difference in median income — \$40,742 for women and \$51,212 for men — amounts to an annual gap of \$10,470.

That means on average, American women lose out on a combined total of more than \$840 billion each year.

Union membership helps raise workers' pay and narrows the income gap that disadvantages women since union contracts dictate pay by the job held, not your gender. According to the U.S. Bureau of Labor Statistics female union members earn 32.1 percent more on average than their female non-union counterparts.



On Equal Pay Day (April 4), the date women must work to earn what their male counterparts were paid the prior year, Senator Patty Murray reintroduced the Paycheck Fairness Act to help narrow the wage gap between what women and men are paid for the same job.

## IAM-BOEING JOINT PROGRAMS

### Rapid Response Team Working to Provide Resources After Layoff

District 751 and IAM-Boeing Joint Programs have taken the lead again on the rapid response team charged with gathering all the resources to best assist members facing layoff. This group plays a vital role within our Workforce Development Community.

"We all want to ensure that our laid-off members have the smoothest possible transition during this time period," said IAM-Boeing Joint Programs Administrator Heather Barstow, who is helping to coordinate the rapid response team.

The group includes IAM-Boeing Joint Programs Administrators and Career Advisors, Boeing Career Transition Services, Boeing Workforce, Employment Security Department, IAM, SPEEA, Workforce Development Groups from King, Pierce and Snohomish Counties and other groups that help provide essential safety nets for our laid-off workers. Bill Messenger and Caitlyn Jekel provided expertise in Trade Adjustment

Assistance and are working to file a new petition with the hope that benefits will be seamless for our members. The current TAA petition expires in August.

IAM District 751 has updated our Member Checklist and Resource Guide for members facing Involuntary Layoff. Copies are available online ([www.iam751.org](http://www.iam751.org)) or at the Union Halls. This comprehensive brochure covers layoff briefings, income continuation, advice for printing out work and training history before layoff, filing your recall rights, training options and funding sources, Job Seeker websites, COBRA and health care options.

Every member holding a WARN notice should make an appointment with our IAM-Boeing Joint Programs Career Advisors by calling 1-800-235-3453 to explore training options, resume writing and interviewing techniques, as well as having a wealth of other information.



Everett Site Committee member Amanda Hines (l) talks with IAM-Boeing Joint Programs Administrator Mark Clark about a safety issue at the Everett plant.

### Clark Appointed as Joint Programs Administrator

In April, District 751 President Jon Holden appointed Mark Clark to serve as IAM-Boeing Joint Programs Administrator at the Everett site to fill the position when Dave Brueher retired. While Mark may be new to the position of administrator, he has been actively involved in Joint Programs and our union for many years.

He hired into Boeing in 1996 on 777 wings and was immediately a vocal advocate for the members. He became a Steward in 1999 and stepped up his union involvement.

For the past six years, Mark has served as a Joint Programs Coordinator with his primary focus on safety. In that role, he has helped lead the interactive safety crew meeting project. This project aimed to make monthly safety crew meetings more relevant and fun. These interactive safety videos increased membership participation and communicated useful safety information in a manner so members would more likely remember – thereby making the workplace safer. The videos featured our members talking about issues in their shop affecting their daily jobs. Each video was unique to the crew involved.

Mark has also been active in helping to deliver "Don't Fear the SHEAR" (Safety Health and Environmental Action Request) training since last November. The class is designed to create a better understanding of the SHEAR process and tools to eliminate barriers that might prevent our members from using the SHEAR to address safety concerns. The message is simple: Don't Fear the SHEAR – it is simply a tool to identify and address safety concerns so embrace the SHEAR to make your workplace safer!

He has also been active in SHEAR administration – tracking progress of safety concerns and resolution of the issues to the satisfaction of our members.

As a coordinator, he worked closely with the Everett Site Safety Committee to promote safety on the shop floor. Mark was a member of the Everett Site Committee during his years as a Steward in the wing line.

Mark has also been active in many other roles in our union – as District Council Delegate, Grand Lodge Convention Delegate, picket captain, chair for multiple local and district elections, as well as chairing the District 751 golf tournament for Guide Dogs the last seven years. He has also assisted with numerous rallies, events and fundraisers.

In 2008, Mark helped organize and present a proposal to upgrade the wing structures B – which eventually helped get the job upgraded.

As an administrator at Joint Programs, Mark's focus will remain on safety. He will be working with the Everett Site Safety Committee on safety issues in the main factory and overseeing SHEAR administration.

"I'm excited because being program coordinator for six years, I have gained really good insight into what Joint Programs is about and how we can help the membership on different levels. I can help them even more as an administrator," said Mark. "I look forward to serving our members and representing their safety concerns in this new role."



The IAM is part of the Rapid Response Team charged with gathering all the resources to best assist our members and Boeing employees facing layoff.

### Joint Programs Advisors Help IAM Members Navigate Their Careers at Boeing

751-member Rocky Ortega appreciates the tremendous value IAM-Boeing Joint Programs Career Advisors provide for our members. Since he hired into Boeing in 2011, he has used their services multiple times to further his career and educational goals.

Rocky came to Boeing with a background in electronics systems. He accepted a grade 4 electrician job on the 787 to get on the payroll, but wanted a more challenging job. He went to Joint Programs Career Advisors for guidance on the Employee Requested Transfer (ERT) process with the goal of finding a more suitable job that matched his experience.

He set his sight on a functional test job and worked through the process to systematically turn his lights green.

"Joint Programs offers a vast wealth of resources. Advisor Gina Fountain explained the ERT process, how to get into a functional test grade 7 job. With her advice, seven months after hiring in I was a grade 7 working in functional test," Rocky recalled.



Gina Fountain is one of the Joint Programs Career Advisors who can help members with career and educational goals. Call 1-800-235-3453 to schedule an appointment.

Obtaining the functional test was just the beginning of utilizing Joint Programs resources to meet his career goals. Joint Programs offers more than career and education advice. He has also taken classes at Joint Programs like safety focal training, PowerPoint and other computer program courses.

"Joint Programs is invaluable. I can't emphasize enough how much they have helped me in my career at Boeing," said Rocky.

During another meeting with advisor Gina, she noted a SPEEA-represented job in test and evaluation would be perfect for his skills. Gina assisted Rocky in applying for and securing the SPEEA test and evaluation job, which he held for four years.

"The test and evaluation lab was an incredibly interesting job. In that role, I got to be a part of things people don't even know exist. It was fascinating," said Rocky.

Unfortunately, in late 2016, Boeing moved the test lab Rocky was working in out of Puget Sound, which left him scrambling for a new position. But he knew where to turn. He immediately contacted Gina at Joint Programs to put in an ERT back to hourly. It took about two weeks, but Rocky came full circle and is now back working in his Grade 4 electrician job in Everett.

"I am so grateful to get to stay on the payroll," said Rocky. "The benefits IAM members have with Joint Programs is incredible and more members should take advantage of these resources to move to other positions inside or outside of Boeing. It is virtually unlimited opportunity."

To contact a Joint Programs Career Advisor, call 1-800-235-3453.



751-member Rocky Ortega (l) thanks Joint Programs Executive Director Brett Coty for the assistance Career Advisors have given him throughout his career at Boeing to land several different jobs.

## It's My Right!



I know my rights, and I request my Union Steward be present at this meeting!

Members should carry a Weingarten "It's My Right" card so they can hand it to management or HR if they are called into a meeting that may result in discipline. Cards are available at all Union halls.

## A Teachable Moment for Management

Continued from Page 1

or other adverse consequences may result from what he or she says.

In addition, stewards are afforded specific rights under the National Labor Relations Act, including The Equality Rule. Under the NLRA, stewards and union officers have a protected legal status. When stewards and union officers are engaged in representational activities, they are considered to be equals with management. Behavior, which could otherwise result in discipline, must be tolerated. The NLRB describes the equality rule this way:

The relationship at a grievance meeting is not a "master-servant" relationship but a relationship between company advocates on one side and union advocates on the other side, engaged as *equal opposing parties* in litigation. The equality rule is consistent with declarations of the U.S. Supreme Court, which has said that the National Labor Relations Act (NLRA) protects "robust debate" and "gives a union license to use intemperate, abusive or insulting language without fear of restraint or penalty if it believes such rhetoric to be an effective means to make its point."

We can be effective stewards without using abusive or insulting language, but the equality rule means that a steward can raise his or her voice, gesture, challenge management's claims, threaten legal action, or raise the possibility of group protests without fear. An employer cannot label a steward's vigorous advocacy as insubordination and impose discipline.

The equality rule applies when a steward acts in his or her representational capacity, but it does not apply when a steward acts in an individual capacity. Stewards are acting in representational capacity when investigating a grievance, requesting information, presenting a grievance, or representing members. A steward acting in an individual capacity is when they are discussing his/her own work assignments, work performance or compliance with work rules.

Supervisors, such as the one in this instance, sometimes assert that the only function of a steward at an investigatory interview is to observe the discussion; in other words to be a silent witness. **This is wrong.**

Our stewards have the right to counsel members during the interview and to assist our members to present the facts. Legal cases have established the following rights and obligations:

- When the steward arrives, the supervisor must inform our member and our steward of the subject matter of the interview – for example, the type of misconduct which is being investigated. (The supervisor does not, however, have to reveal management's entire case).
- The steward can take our member aside for a private pre-interview conference before questioning begins.
- The steward can speak during the interview. But the steward has no right to bargain over the purpose of the interview or to obstruct the interview.
- The steward can interrupt to object to a question or request that the supervisor clarify a question so our member can understand what is being asked.
- The steward can advise our member not to answer questions that are abusive, misleading, badgering, confusing or harassing.
- When the questioning ends, the steward can provide information to justify our member's conduct.

"Laura is a very effective steward. She knows her rights as a steward and doesn't hesitate to educate managers on those rights," said Robley. "We need more vocal stewards and members educated on their rights, challenging when management oversteps their bounds. That is what makes us strong as a union."

## Investigating the Instructor Pays Off for Members at SPC Training

Just outside the Skills Processing Center (SPC) in Everett, Union Steward Dan Page keeps a watchful eye and pays attention to what happens to our members assigned there for training. When members are transferred to a new area, SPC is often where they are sent to train for the new position.

Knowing that failing an SPC test can result in discipline – possibly even termination if a member fails a test multiple times – Dan is vigilant to ensure our members receive proper training and have every opportunity to succeed. As a veteran Steward, Dan has saved many members from receiving unjust CAMs by digging deeper and looking for extenuating circumstances that caused a member to fail a test.

When 75 percent of a recent class was failing, Dan assumed it was more than a coincidence. He decided to launch an investigation so our members would not be disciplined for something beyond their control.

He approached the manager and questioned if the instructor had an acceptable passing rate or if the instructor might possibly be the reason that three out



Business Rep Paul Veltkamp (l) thanks Steward Dan Page for representing members taking training in SPC and questioning if the instructor might be the cause when a majority of students were failing.

of four students in the class were failing. Initially, management seemed uninterested in pursuing this theory so Dan decided to dig deeper.

He pursued this theory and his investigation revealed this particular instructor had been in a hurry to complete the class and rushed through the curriculum, which was not conducive to a good learning environment. In checking further, he learned that the same instructor had a lower pass rate in his classroom than other instructors teaching the same courses.

He presented this to management and HR, who after looking at the facts agreed the instructor was at least partially to blame for the failed tests. The members were allowed to retake the class and had a much higher success rate.

"By being observant, asking questions and investigating questionable outcomes, Dan regularly ensures our members are not given unjust Corrective Action Memos (CAMs)," said Business Rep Paul Veltkamp. "Dan is a great advocate for our members. His proximity to the SPC is invaluable since many members in training might not ask for a steward or speak up at an injustice."

## STOP: If Workplace Is Unsafe! It's Your Right

Continued from Page 1

Initially the supervisor insisted the parts could be made safely. At that point, Joe called Business Rep Grace Holland. She phoned the Director of Operations, who ordered the manager to shut down the area and perform an investigation. This was the right call to keep our members safe. The Company performed an investigation, and once the issue was fixed, production started back up in that area.

"I appreciate having the Union and Joe to ensure we are safe. There are managers who are more interested in production than worker safety and that is not ok. I am thankful for the union and learned a lot from this experience, including I have the right to say no if the work environment isn't safe," said Lauren.

"Joe did a great job of protecting our members by invoking 16.1 and stopping work in the area. The Director did the right thing and ensured the process was followed," said Business Rep Grace Holland. "Educating our members on their right to have a voice about safety is important. It doesn't require a Union Steward to invoke 16.1 – just a member raising a safety concern that puts others in danger – that is why we distributed the imminent danger cards for members to keep on their badge."

Just two weeks later, in the same area a 16-pound clamp and end cap for a vacuum system fell 40 feet taking out a metal pipeline to an eyewash station below.

"The preliminary investigation showed the wrong size clamp was used for the piping. It was poorly done contractor work. They left seal material and used duct tape trying to make the clamp fit the pipe," said Joe. "After about a year, the clamp slid off and hit the eye wash station below about 7 feet from where one of our members was standing. We are lucky no one was injured or killed."

Joe didn't need to use imminent danger this time as management immediately shut down work in the area, investigated the situation, and made modifications to the vacuum system to ensure our members' safety before work resumed.

"Boeing should have used our facilities members for the installation of the vacuum system and other maintenance. Our facilities members take great pride

in their work making certain installations are proper, no short cuts are used and none of our members are ever in danger," said Business Rep Grace Holland. "Boeing seems intent on increasing their use of contractors for facilities work, which means our members could pay the price with their lives if it isn't done properly."

These incidents left Joe and others questioning the safety of contractor work in the Boeing Everett plant and the 40-56 building in particular. There have been a lot of contractors working the past few years in the roof line of the building on various systems and equipment. This prompted Joe to file a Safety, Health and Environmental Action Request (SHEAR) form calling for a full inspection of the building infrastructure from wall-to-wall. SHEAR is the preferred process called out in our contract to address safety concerns.

"A number of things have happened, but I believe these two incidents warrant a full inspection. It isn't a coincidence," said Joe. "I want to be sure that the contractor installing the systems isn't the same one inspecting the work."

Boeing will be sharing their plan to have the entire building (anything hanging from the roof) inspected to ensure the safety of our members.

This language is there to protect our members. No matter what the production schedule in any particular shop, safety must be the first priority. Our members have a right to leave work in the same condition as when they arrived.

### 16.1 - Imminent Danger Clause

If Section 16.1 is invoked, the contract specifies what must happen before work can be resumed.

- First, inform the immediate supervisor and/or site safety manager or a designee (per contract a contact listing must be available to all employees).
- In addition, the employee should contact a Union Steward or HSI Site Committee member for assistance.
- 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.



Business Rep Grace Holland and Steward Joe Ruth look at new piping on an eye wash station that was replaced after a 16 pound clamp fell from above.

# SERVICE TO THE COMMUNITY

## Ramp Allows Resident to Leave Home

When a Seattle resident reached out for help with her mom, Machinist volunteers jumped into action. Her mom had returned home following a hospital stay, but even with assistance, she was unable to navigate the steep stairs of her home, which meant she had been homebound since her return on Dec. 22.

Because of the steep pitch of the stairs and limited space at the bottom it was one of the more difficult ramps. MVPs had to move and replant several of the resident's favorite bushes so she could still enjoy the beauty of the flowering plants. To expedite the installation, MVP volunteers prefabricated sections of the ramp.

The resident was overcome with tears of joy as she rolled down the ramp for the first time.

"It is so rewarding to know your efforts made a difference in someone's life," said MVP Chair Princie Stewart.

L to R: Ani Maylat, Jon Voss, Laura Kiley, and Princie Stewart prefabricate part of the ramp structure on April 13.



Jerry Banks (l) and Jack Young moved and replanted two of the resident's favorite azalea bushes to the end of the ramp.



MVPs built a ramp for a Seattle resident who hadn't left her house in months.



David Wyatt and Cam Griffin square off the ramp deck.

## Machinists Help With Student Event Building Tiny Homes for the Homeless

Two 751 Union Stewards, Rich Anderson and Ezra Wagener, volunteered to assist with a unique project on the State Capitol Campus involving students to help the homeless.

The State Workforce Board put together this "Showcase of Skills" – a one-day competition to demonstrate technical skills of students in Career and Technical Education programs in Washington State. High school and community college students formed 25 teams of five. Each team built a portable, energy efficient, homeless shelter.

The teams of students demonstrated their skills and creativity in the layout and design of their houses. The team from Rogers High School in Puyallup won first place.

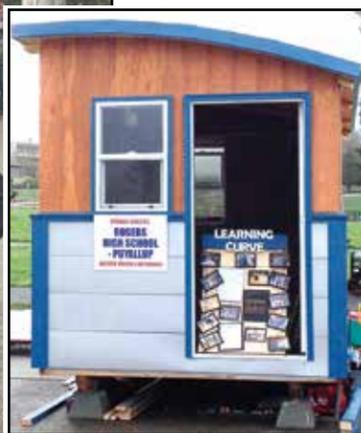
Rich and Ezra were on hand to help with set up of the event and then helped direct traffic.

The tiny houses were then transported to Seattle where they provided transitional homeless housing by the end of April.

"I chose to volunteer for this community service event at the Capitol because I love my city and I need to



Stewards Rich Anderson and Ezra Wagener helped direct traffic as students built 25 tiny shelters for the homeless at the state Capitol. Below: The winning house built by Rogers High School team.



give back something to it other than tax dollars," said Ezra. "I have been very fortunate to receive many blessings in my life, and I believe it is important for me

to give as well. Volunteering at an event like this is a good reminder of how lucky I am."

## 751 Helping Hands



Above: MVPs prepare and serve breakfast at The Rescue Mission. Right: MVPs prepare Easter baskets at the Toy Rescue Mission.



## Letter Carriers' Food Drive, May 13; an Easy Way to Help Fight Hunger

Remember to leave out a food donation at your mailbox on Saturday, May 13 for the 25th Annual Letter Carriers' Stamp Out Hunger Food Drive.

This is an easy way to help others utilizing area food banks. Simply set out your canned or non-perishable foods at your mailbox on Saturday, May 13. The Letter Carriers will do the rest.

District 751 members and families can volunteer to help in Pierce and Snohomish with the food drive on May 13.

**Pierce County:** We are partnering with Emergency Food Network to provide driving teams to pick up food donations in the Tacoma area from 9 a.m. to 1 p.m. Each team will need a personal vehicle and 2-4 volunteers. One is the driver while the other 1-3 volunteers will get out to pick up the food and deliver it to a specific post office that serves the collection area.

If you would like to help, please provide your name, phone number and email address to Kay Michlik at [kaym@iam751.org](mailto:kaym@iam751.org) or 206-764-0335 to sign up and/or receive more information.

**Snohomish County:** We are partnering with Snohomish County United Way to unload and sort food at the Everett Main Post Office, 3102 Hoyt Ave, Everett, WA 98201. There are two shifts: 11:30 a.m. to 2:30 p.m. or 2:30 to 5:30 p.m. Contact Betty Welsh, Labor Engagement Manager, United Way of Snohomish County, at 425.374.5504 or [betty.welsh@uwsc.org](mailto:betty.welsh@uwsc.org) to volunteer.

Volunteer credit will be given for this project.

Be sure to contact Kay Michlik at [kaym@iam751.org](mailto:kaym@iam751.org) or 206-764-0335 to let her know you volunteered. Feel free to take photos and send them to the District Facebook page and/or to Ed Lutgen at [edl@iam751.org](mailto:edl@iam751.org)

## Peanut Butter Drive and Toiletry Drive Continue

The annual Peanut Butter Drive continues through May 9. All peanut butter collected will be given to either the Snohomish County Labor Council or the Pierce County Central Labor Council to be distributed to area food banks to help fight childhood hunger. Donations can be brought to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union

Hall through May 9.

The Toiletry Drive sponsored by the Human Rights and Women's Committees also continues throughout May. Drop off "travel size" toiletry items to benefit the homeless of Seattle at any IAM 751 union hall in Puget Sound or bring them to local lodge meetings at the Seattle Union Hall during the month of May.

# Atkins Honored as Trailblazer for Worker & Human Rights

In April, the Seattle Chapter of the A. Philip Randolph Institute celebrated his birthday by honoring one of the founding members of the Seattle Chapter – Clara Atkins. This amazing woman is a retired IAM 751C leader and a trailblazing labor activist.

The award was as much recognizing her contribution to help organize the Seattle Chapter of APRI, as it was her contribution to the Machinists Union as a leader of the labor movement.

A. Philip Randolph founded the Sleeping Car Porters Union and believed the fight for workers' rights and civil rights was inseparable. The A. Philip Randolph Institute was founded in 1965 to continue the struggle for social, political and economic justice

for all working Americans.

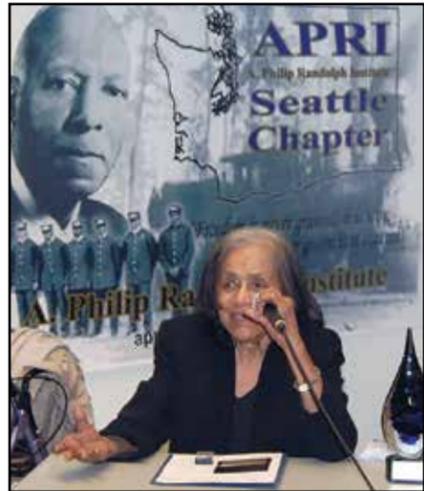
A group of 751 members, which included the Human Rights and Labor History Committees, attended the APRI celebration to congratulate Clara. IAM 751 Staff Assistant Richard Jackson presented Clara with her 50-year service pin after he discovered she had never received the milestone service award while he was researching her history.

“At District 751, our International and APRI, you have been an incredibly strong woman and member, and we want to thank you for the groundbreaking work you did for so many others. You broke down barriers and showed when you believe in something, you can make a difference and change things for the better,” said Jackson. “You inspired many to join our movement. We want all our members to be strong like you. If we all had your spirit and determination, the labor movement would be an unstoppable force and workers would be much better off.”

Clara hired into Boeing in 1952 working



A group of 751 members were on hand to honor 751-C retiree Clara Atkins with an award for helping establish the Seattle Chapter of the A. Philip Randolph Institute. Clara was a trailblazer and served as an organizer, Health and Benefits rep for 751 and an MNPL rep for our International.



Clara Atkins encouraged the youth of today to get involved in their union and work for positive change.

in Renton on the B-52 command wing. She had to quit in 1953 when she got pregnant with her daughter since FMLA wasn't passed into law for more than four decades. She rehired in 1959 and got involved in the union because she was willing to speak up. As fellow female co-workers had problems in the workplace, Clara became more assertive in helping them.

Her vocal leadership led her to be appointed as organizer for 751 in 1969. She also served as a 751 Health and Benefits Rep. She was later appointed a Machinists Non-Partisan Political League (MNPL) representative for our International. She traveled the country as part of her legislative action working for MNPL, registering voters

and organizing 'get out the vote' campaigns.

Even though she spent considerable time working for the union, she devoted weekends and evenings working to establish Seattle's A. Philip Randolph Institute with the AFL-CIO.

Her dedication to workers and families of Washington State is incredible and her experience living through some of America's greatest social and political changes give interesting insight into what it meant to be a strong, successful woman in a generation that didn't make it easy.

At 92 years old, Clara still encourages our youth to get involved in their union and their community, since that is how we make change for the future.

## Hold 'Em Tournament Deals a Good Time for Guide Dogs

Local C's fifth charity poker tournament promises to be a fun deal.

The lodge's next Guide Dogs of America Hold 'Em Tournament will be held on Saturday, May 20, at Muckleshoot Casino in Auburn. Registration will start at 5 p.m., and the tournament will run from 6 to 11 p.m.

Registration is \$100 per player. There will be a \$3,500 payout to the top 10 players at the final table.

A slot tournament is also offered at \$5 a game.

All proceeds from the tournament will go to Guide Dogs of America.

Fliers with details about the tournament are available at all Puget Sound union halls and on the website at [www.iam751.org](http://www.iam751.org). Additional information is available from Neal Key at (206) 890-5485.

Entry forms are available in Auburn from Shari Boggs (253) 886-1802; in Everett from Mark Mason (360) 631-4412; in Frederickson from Neal Key (206) 890-5485; in Renton from Scott Daniels (206) 372-7078; and in Seattle from Dave Bridgman (206) 632-3658.



Just one of the many tables from the 2016 Local C tournament at the Muckleshoot Casino.

## Summer Guide Dogs Fundraisers: Fun for a Great Cause



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

District 751 is one of the top fundraisers

for the California-based charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada.

The charity was founded by a Machinists Union member.



### Flight for Sight

The 16th annual Flight for Sight fun run will be Saturday, June 3, at the Everett Union Hall, 8729 Airport Road.

This year's race will have a new starting location and a course circling

Paine Field with limited traffic lights and street crossings.

Flight for Sight includes two timed races -- 5K and 10K runs -- on a USA Track & Field certified course. There will also be a non-competitive one-mile walk.

Race check-in will be from 7:30 to 9 a.m. at the Everett Union Hall. Racing will begin at 9:30 a.m.

Registration costs \$30 in advance, or \$35 on race day. Runners will get a t-shirt.

Registration forms are available at all District 751 union halls in Puget Sound, or you can go online at [www.flightforsight.com](http://www.flightforsight.com) and follow the links to the online registration form.

Flight for Sight is sponsored by the Women's Committee at District 751.

### Puppy Putt

The 14th annual Puppy Putt motorcycle ride to benefit Guide Dogs of America will be Saturday, July 15 at locations around Puget Sound.

Riders will leave between 8 a.m. and 10 a.m. from Sound Harley-Davidson at 16212 Smokey Point Blvd. in Marysville and from Northwest Harley-Davidson at 8000 Freedom Lane in Lacey.

The separate groups will meet at District 751's Seattle Union Hall, at 9135 15th Place S., for an afternoon of food, music, games and fun.



is an "all breed" event, open to owners of all motorcycle makes and models.

Advance registration is \$15 for a rider and \$5 for passengers. Registration will cost \$20 for a rider after July 7. Registration forms are available at all District 751 union halls in Puget Sound, or online at [www.PuppyPutt.com](http://www.PuppyPutt.com).

Each rider will receive an event t-shirt, a commemorative patch and a Guide Dogs of America pin.

### Harley XL1200C Raffle

This year the Puppy Putt Committee is raffling off a Harley Davidson Sportster XL1200C. Raffle tickets are \$5 each and



Puget Sound Harley-Davidson dealers are major sponsors, but organizers stress that Puppy Putt

available at all union halls or local lodge meetings. A maximum of 5,000 tickets will be sold. You need not be present to win the motorcycle.

### Guide Dogs Golf Tournament

The annual Guide Dogs of America Charity Golf Tournament will be Sunday, July 23, at the Willows Run Golf Course in Redmond.

The tournament will be a scramble format with a shotgun start at 8 a.m.

Cash prizes will be awarded to the first and second place teams, long drive, and closest to pin. All other prizes will be raffled off at the end.

The cost is \$110, which covers green fees, cart rental, tournament t-shirts, prizes and a buffet at the end of play.

Entry forms are available at all District 751 union halls in Puget Sound. Information also is available by calling the Everett Union Hall at (425) 355-8821.



# MONEY to SPARE for MNPL

The Machinists Non-Partisan Political League (MNPL) was rolling in the money on April 23 as Local F hosted the 23rd Annual Unity Bowl. To double the fundraising efforts, the event took place at both Glacier Lanes in Everett and Secoma Lanes in Federal Way.

Participants struck up a good time as every bowler took home a prize. Trophies were given to the top two teams at each location (see below for winners), as well as trophies to top male and female game and series at each location.

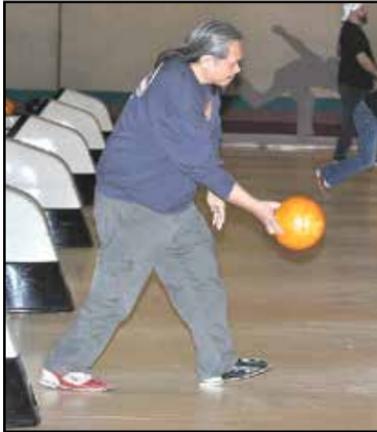
The lowest scoring teams at both locations received "We Tried" trophies. The We Tried team at Glacier was Shane VanPelt, Shane VanPelt Jr, Dave Bryant, Wendy Bryant and Erika Simpson. The We Tried at Secoma Lanes was "Auntie T's" team sponsored by Local F President Terri Myette comprised of her nieces, great nephews and cousins ages 2-10: Hayley Land, Hali Mobley, Sammy Roemer, Abby Clowse, Nina Dennis, Amruria Payne, and Da'Carianna Dennis.

Contributions were still coming in as the paper went to print, but the event raised thousands for the political arm of the union. Allen Neph won the 50/50 raffle in Everett and donated the money to MNPL.

Thanks to all who helped organize the event, to the sponsors for their contributions, and to the volunteers who ensured it was a day of fun for everyone.



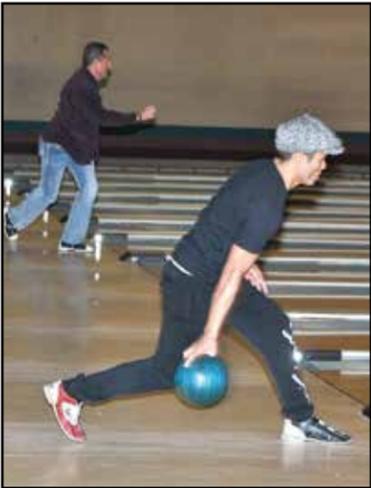
Tim Fox throws a strike.



Cris Dofredo takes aim at Glacier Lanes.



Rob Buchanan attempts to pick up a spare.



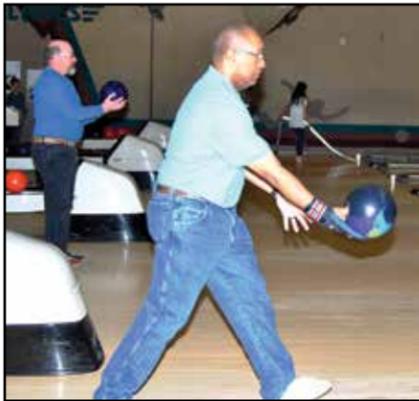
Nome McCaffrey goes for a strike.



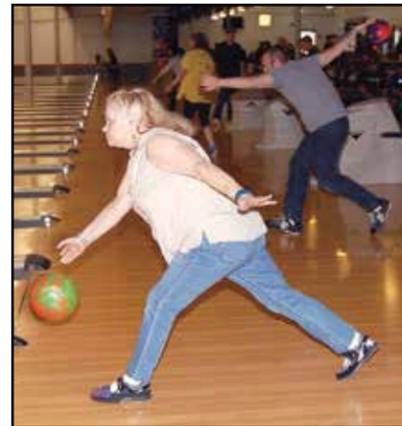
Sophath Heang puts spin on the ball.



James Garrett shows his style.



Mitchell Christian (foreground) goes for a spare while Business Rep Ira Carterman (background) takes aim.



Joyce Wray attempts a strike.

## Thanks to our lane sponsors:

- Jon Holden
- Mark Clark
- Connie Kelliher
- Rod Sigvartson
- Susan Palmer
- Brett Coty
- Travis Kendrick
- Dan Swank
- Dena Bartman
- Jeremy Coty
- John Lopez
- Stosh Tomala
- Larry Brown
- Kathleen Cox
- Mark Mason
- Paul Veltkamp
- Spencer Burris
- Robley Evans
- Donovan McLeod
- Roy Wilkinson
- Greg Campos
- Wilson 'Fergie' Ferguson
- Lester Mullen
- Tommy Wilson
- Howard Carlson
- Christine Fullerton
- Eric Reyes
- Ira Carterman
- Richard Jackson
- Chris Schorr



Greg Buttke and Gina Fountain each leave two pins standing.



District 751 Sec-Treasurer Susan Palmer (far left) and Local F President Terri Myette (far right) congratulates the first place team at Secoma Lanes "Livin' on a Spare" Kyle Maas, Joel Elwell III, Jason Elwell, Jeff Wright and Shawn Mailloux.



Business Rep Garth Luark presents the first place Everett team trophies. L to R: Luark, Doug Allen (who also won men's high game and high series), Kyle Davis, Dennis Papka, Tim Papka and Travis Danforth.



District 751 Sec-Treasurer Susan Palmer (far left) and Local F President Terri Myette (far right) congratulates the second place team at Secoma Lanes Curt Horton, Cody Horton, Mark Mason, Garry Janssen, and Chris Schorr.



Second place team in Everett L to R: Kevin Anderson, Quan Nguyen, Mark Thomas, Adam Dunbar and Keith Ryder.



Peggy Baskett won women's high game and high series at Secoma Lanes.



Jason Elwell won men's high game and high series at Secoma Lanes.



Business Rep Garth Luark congratulates Desiree Barnett who won women's high game and high series at Glacier Lanes.

# RETIREMENT NEWS

## Retirement Minutes for April Business Meeting

The meeting was called to order by President Jackie Boschok. She led the flag salute and singing of God Bless America. John Guevarra led the prayer.

A Retirement Club banner was then displayed. It was found recently when the club storage area was cleaned out. The banner was boxed with a US flag with only 48 stars which gives a clue as to how old the banner is. There are plans to find a place in the Seattle Hall to display the banner.

**Roll Call of Officers:** Secretary Lucia Raum has resigned so President Boschok did the roll call and all were present.

**Minutes:** The March meeting minutes were approved.

**Financial Report:** Tom Lux gave the report for the month of March. The

Financial Report was approved.

**Health and Welfare:** Vice President Helen Lowe read the following list of deceased members: Flordeliza Alura, Charles Carey, Daniel Cook, Bonnie Everhart, Gary Geissler, Nicholas Gloden Jr, Shirley Hart, Charlie Hemphill, Frederick Howard, Howard Hubbard Jr, Eiichi Mizumoto, Lawrence St John, Esther Wilder, Robert Botteron, Marvin Drinkwine, Michael Gillett, Michael Lavelle, Everett Ostlund, Bert St. Jean, Gene Vaughn, Lois Cady-Morris, Aaron Dicello, Harry Johnson Jr, Carl Newman, Takashi Oba, Sandra Pauley, Jack Mark. A moment of silence was observed. Sympathy cards were sent to the next of kin.

**Legislative Report:** Carl Schwartz gave the report and spoke about the failed efforts to repeal the Affordable Care Act. One reason is because people all over the country voiced their displeasure with the repeal.

On the state level our legislature is still working to fund public schools. The Democratic led House of Representatives is proposing a tax on stock capital gains to meet some of the need and the Republican



Celebrating April birthdays L to R: Jackie Boschok, Jim Hutchins, George Braun, Helen Mah, Aurelia Turner, and Jan Egger. Jan and Connie (not pictured) Egger also celebrated an April anniversary.

controlled Senate proposes to raise property taxes on homes, regardless of the homeowner's ability to pay. This shows the real difference in the perspectives of the parties.

Also, the state Republicans have proposed a state "free rider bill," called right-to-work. We need to be aware that just a two vote difference in our state House of Representatives could enable passage of this bill.

Our State Alliance for Retired Americans will hold their state convention on May 16th in Federal Way. Jackie Boschok is also chair of the state alliance. A motion was made to send up to 10 delegates to the convention at \$30 each for a total of \$300. M/S/P President Boschok, said to let her know if you would like to be a delegate.

**Good & Welfare:** John Guevarra noted the new Monday Alert has two parts: Washington State news and national news. He suggested reviewing it and giving input to Jackie about the effectiveness of the Washington State news.

Helen Lowe said she was happy to be home after visiting Australia and New Zealand for almost a month. She had interesting discussions while

there about politics and the stringent requirements that must be met to become a citizen of those countries.

Vennie Murphy thanked everyone who filled in while he was on vacation.

Carl Schwartz mentioned that Monday, May 1st, the Annual May Day March for Workers and Immigrant Rights will start at 11 a.m. at Judkins Park. WSARA members will gather with the labor contingent at the office of the Washington State Labor Council at 321 16th Ave., S. in Seattle at 1 p.m. and join the march as it passes by their office.

Tom Lux said there will be a mural unveiling and refreshments on Sunday, April 30 at 1 p.m. at the Washington State Labor Council. District 751 contributed to the mural.

**President's Report:** Jackie spoke about the special program on Monday, May 15 that will be held at the Seattle Union Hall. Three speakers will discuss issues relevant to retirees. A complimentary lunch will also be served. John Guevarra asked if the speakers could be filmed. Jackie agreed to check in to it. She will also talk to

*Continued on Page 10*



Retirement Club President Jackie Boschok (r) and Retirement Club Trustee Jim Hutchins display the original 751 Retirement Club banner from 60 years ago when the Club was formed. It will now be displayed in the 751 Hall as part of our rich history. Stored in the box with the banner was a U.S. Flag with only 48 stars - confirming the age of the banner.

## Older Americans Month Celebration - May 15

On Monday, May 15 at the Seattle Union Hall the 751 Retirement Club will have a special program in honor of Older Americans Month to discuss issues relevant to retirees. Those attending will receive lunch, as well as informational presentations from:

Robby Stern, President PSARA, will talk "Making Retirement Security Real for Everyone." Irene Stewart, Project Manager

for the Seattle Age Friendly Initiatives, will discuss "Age Friendly Cities." Robert Roach, President of the Alliance for Retired Americans will discuss "To Be Heard - You Must Speak Out!"

Older Americans Month was established in 1963 by President John F. Kennedy to celebrate the contributions our older citizens have made to this country.

**All Retirees are invited to attend:**

- Monday, May 15
- 11 a.m.

• Seattle Union Hall (9135 15th Pl. S.)  
Lunch provided

RETIRED CLUB OFFICERS		
President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Vacant	
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Vennie Murphy	253-985-0951
Trustees:	Michael Keller	206-723-4973
	John Guevarra	206-762-3848
	Jim Hutchins	206-369-2309
Union Office: (1-800-763-1301) or 206-763-1300		

## RETIREES

Congratulations to the following who retired with the Union:

Robert Alameda	Arne Mattila
David Andress	John McMullen
Deanna Baker	Richard Messer
Kenneth Blanchard Jr	Barbara Montgomery
Garnett Brooks	Andrew Nelson
Robert Brown	Chuong Nguyen
Joseph Cassidy	Luona Nhean
Terry Castle	Gary Plueger
Ricky Conzelman	Joni Prockish
Lawrence Cornelius	Von Provo
Mark Crotty	Douglas Reed
James Demick	John Ridout
Paul Duncan	Daniel Riley
Douglas Eller	Beatrix Ruffier
Michael Elliott	Joseph Schmidbauer
Kevin Espeseth	Alan Simerl
James Ford	Leslie Simons
Edward Fullington	Joanna Sonsteng
Timothy Grover	Valerie Stevens
Greg Hansard	Mitchel Stoddard
Kelly Hanson	Tu Tran
Scott Hayden	Steve Tremlin
Richard Jones	Louis VonWiederhold
Guy Larson	Ralph Warren Jr
Mark Liles	Dwayne Widgren
Loan Lu	Rodney Wills
Jesse Magadia	Michael Witt
Glenn Magnuson	

## Brueher Retires from Joint Programs

In April, District 751 lost a passionate safety advocate as Dave Brueher retired from his role as IAM-Boeing Joint Programs Administrator. He served as Administrator since March 2004 and was an integral part of resolving safety issues at the Everett site and played a role in delivering various safety classes to both our members and managers.

From the moment he hired into Boeing in 1985, workplace safety was a top priority. His goal has always been to ensure members leave work in the same condition as when they arrive. When the original Everett Site Safety Committee was established prior to IAM-Boeing Joint Programs (which came about in the 1989 contract), he was one of the vocal members appointed to the committee.

Dave also served as a Union Steward and as Local C Communicator advocating for members with contract enforcement and protecting workers' rights.

His role in safety moved to full time in 1998 when he was appointed to serve as an IAM-Boeing Joint Programs Coordinator. In that role, he primarily served as a full-time safety instructor and helped with numerous courses,



IAM-Boeing Joint Programs Administrator Dave Brueher (l) teaching a MoveSmart class. He retired in April after years working to make the workplace safer at Boeing.

working closely with the Everett Site Committee to ensure safety issues on the shop floor are addressed.

Dave's activities with the union were visible on other fronts. He was one of the original organizers of the annual Puppy Putt Motorcycle Ride that benefits Guide Dogs of America. He volunteered with various union events over the years, attended solidarity rallies with other unions, served as a picket captain during various strikes and organized motorcycle rallies during negotiations and strikes.

We wish him well in his retirement.

including incident investigation and hazard identification.

He personally taught more than 7,000 members MoveSmart, which protects people from physical injuries and strains on and off the job by teaching them to use the proper muscle groups to maximize strength with less strain.

In March of 2004, Dave was appointed IAM-Boeing Joint Programs Administrator – a role he cherished until his retirement – working with a team to help develop and deliver Safety Leadership Training and other safety classes, as well as

# FREE WANT ADS FOR MEMBERS ONLY

## BOATS

"91" RINKER 26' 5.7 LITER Mercruiser. Excellent condition. "91" Sea Ray 29' - 10'6" beam loaded. Call for details, Rinker on trailer. Sea Ray - Port of Everett S-0-39 dock. 425-754-0949 ask for Dave.

1991 SEA RAY 29' twin 4.3 Mercs. 10'6" Beam loaded 25K. 1991 Rinker 26' 5.7 Merc. Very nice 2-tops on 3 axle King Trailer. \$10,500. Dave 425-754-0949

## COTTAGE INDUSTRIES

JIM'S CUSTOM ROTOTILLING serving Marysville, Arlington, Stanwood. Large area tilling, blackberry removal, etc. email to jcrotogetz@yahoo.com. 425-971-4764

CATERING: Retired Shop Steward now catering your events at the Long Beach Peninsula area this summer. Weddings, family reunions, union retirees picnics, etc. Call 360-642-2205 for info. Reasonable.

DLP LAWN SERVICE. It's that time of year again. Time to start thinking about all that landscaping and maintaining to do to your yard. Let me worry about all that. Give me a call DLP Lawn Service. Maple Valley, Covington, Kent Auburn, Black Diamond. Lee 206-484-9746

FOR GOOD VAN MOUNTED CARPET CLEANING in South Puget Sound area please call or text 253-535-2433. Licensed, bonded and insured.

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

HOME & RV MATTRESS CENTER - home, RV, special size mattresses. Aero Mechanic's discount. Call 425-640-7891 or hrvmc.com

BUY - SELL - CLOSE. Call your real estate professional Von Provo is available to help you buy or sell. Call at 425-359-0165 or email at von@skylineproperties.com

WANT A FUSSY HOUSE KEEPER? Call Barbara at Beefussy House Keeping in the late afternoon. Works mornings and early afternoon. 425-413-5354

You want the best NATURAL NUTRITIONAL SUPPLEMENTATION you can get. No competitor has a more trusted name in the industry than Shaklee. Call Joe at 206-819-7924

## FURNITURE & APPLIANCES

ROYAL UPRIGHT VACUUM, good working condition with extra paper bags. \$50.00 cash. 360-579-5436 call after 10 a.m.

## REC. VEHICLES

2008 DAMON TUSCANY 40.72' diesel pusher. 2,000 miles. Generator, 4 slides, washer/dryer, king size bed. 253-732-1984

1989 HOLIDAY RAMBLER - 35' MH Crown Imperial, leveling jacks, banks system, tag axle, basement model. Have manuals. Exc. Condition. Always under cover. \$15,000. 206-276-6584

2006 KAWASAKI KFX 700 adult owned, still looks new. Ridden once a year at the Dunes in Oregon. Extra set of sand tires on Douglas wheels. Don't think there is more than 15 hours on it. \$2850.00 OBO or trade. Pictures available. 206-276-7537

## 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 May 16th**

2000 MONACO LaPALMA 36'. Gas, 2 slides, 46K miles, excellent condition, always garaged. \$32,000. 2007 Honda CRV 96K miles, tow ready \$9500 package \$40,000 call 509-962-3834, cell 509-899-4163

## HOUSING

UPDATED 3 BEDROOM, 2 bath, 1466 sf rambler w/bonus room. Moses Lake, WA Great place to invest and retire! \$175,000. Call Tom or Lisa 509-855-2649

VIEW HOME, 4 bedroom, 3 bath, full basement, attached 4 car garage, 3600 square feet total with four acres. Culverston, Montana + 30 x 40 shop. \$450,000. Option to purchase 10 additional adjoining acres. 406-787-5242 or 406-790-0383

FOR RENT: 2 bedroom Condo. Peterson's waterfront resort Lake Chelan timeshare, week 24, unit 221 June 16-22, 2017. \$395/night. All or part. 509-682-4002

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

\$100 OFF ALL HOME INSPECTIONS for IAM. 200% satisfaction guaranteed, fully insured. Quick scheduling, trained and certified inspectors. Free home energy report. 425-998-3159 www.HRSinspects.com

## MISCELLANEOUS

BEAUTIFUL BOEING FRAMED 707 (25" x 21") Paid \$100 make offer 206-523-9526

ANTIQUA COPPER PAIL over 100 years old. \$150.00 cash. 360-579-5436 call after 10 a.m.

25' DOVETAIL GOOSENECK FLAT-BED TRAILER with ramp 1400 lb. axels. \$5,500.00 Goldendale WA Call 360-907-7010

CALPHALON NONSTICK EFF PACHER in original box from Williams Sonoma \$75.00. 360-579-5436 Call after 10 a.m.

HP PHOTO SMART C4480 all-in-one printer in very good condition. Manual disk cables, ink, paper included \$100 OBO. 360-579-5436 call after 10 a.m.

METAL DETECTOR Garrett Grand Master Treasure Hunter CXIII with 2 deep seeking cross fire coils, 2 head sets and hand tools. Call 425-353-0153

2 CEMETARY PLOTS, Greenwood Memorial Park, Renton, WA \$5,000. For both plots! 425-264-3501

CATERING: Retired Shop Steward now catering your events at the Long Beach Peninsula area this summer. Weddings, family reunions, union retirees picnics, etc. Call 360-642-2205 for info. Reasonable.

DLP LAWN SERVICE. It's that time of year again. Time to start thinking about all that landscaping and maintaining to do to your yard. Let me worry about all that. Give me a call DLP Lawn Service. Maple Valley, Covington, Kent Auburn, Black Diamond. Lee 206-484-9746

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

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

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

LARGE COLLECTION OF OLDER DECORATIVE PLATES of American Rose Society, Rockwell, many others. Also have porcelain figurines and Ashton Drake dolls with boxes. 425-353-0153

## PROPERTY

BURIAL PLOTS at First Lutheran Church Cemetery, Poulsbo, WA. \$750 each. Call any time for info. 360-275-4872

2 BURIAL PLOTS for sale at Greenwood Memorial Cemetery in Renton. Space 1 & 2 in the Rhododendron Gardens. \$5,000 a piece or best offer. 509-445-0337

ONE ACRE FLAT with power, phone and paved road up to lot. Gravity septic approved and water available. 360-458-3765

## SPORTING GOODS

BOWFLEX - excellent condition - free. Call 360-886-1010

"CURT" DELUX BIKE RACK for 2 bikes (fits 2004 to 2009) Toyota Prius (like new) make offer. 206-523-9526

## VEHICLES

1997 FORD F-350 SUPER CAB diesel truck. 45" tall Raven canopy matching truck color - bed liner - new tires - camper kit- air bag suspension - one owner - non smoker - perfect condition. \$12,000. 360-652-3650

1987 OLDSMOBILE CUTLASS SA-LON 2 door coupe V-8. Original owners, stored in garage. Beautiful inside and out. 72,000 miles. \$8,000. 206-276-6584

CLASSIC 1986 TOYOTA COROLLA LE 133, 302.6 original miles. Runs good and gets good mileage. \$2,000 OBO Moses Lake, WA call Tom or Lisa 509-855-2649

1999 VOLVO S80 runs, looks and drives great. Approximately 100K miles. New battery. \$3500/OBO. 425-954-0186

2007 HD WIDE GLIDE 96 C.I. with Vance + Hines pipes, Mustang seats w/ backrests. Many extra bags, parts. Discs in lower back are gone, must sell. Retiring May 1st. Send me your email for pics. \$9,000. Arlington area. 425-876-1365

2013 HD FAT BOY LOW Black Denim, low miles. \$13,500 OBO or cash and TOP @ \$315.63 per month. 925-628-2546 or 360-579-5436

1970 El Camino SS 454, 1957 Chev 2 door hard top, 1956 T-Bird, 1931 Buick Roadster w/rumble seat & side mounts, 1923 MDL. 'T' Roadster PU, J.D. Garden Tractor/w/loader/tiller, etc. 425-773-1975

- |                    |                                     |  |                                |
|--------------------|-------------------------------------|--|--------------------------------|
| <b>Circle One:</b> | <b>ANIMALS</b>                      | <b>ELECTRONICS &amp; ENTERTAINMENT</b> | <b>PROPERTY</b>                |
|                    | <b>BOATS</b>                        | <b>FURNITURE &amp; APPLIANCES</b>      | <b>RECREATIONAL MEMBERSHIP</b> |
|                    | <b>TOOLS</b>                        | <b>RECREATIONAL VEHICLES</b>           | <b>SPORTING GOODS</b>          |
|                    | <b>HOUSING</b>                      | <b>MISCELLANEOUS</b>                   | <b>VEHICLES</b>                |
|                    | <b>AUTO PARTS &amp; ACCESSORIES</b> |  | <b>COTTAGE INDUSTRIES</b>      |

Ad (25 word limit. Please print) \_\_\_\_\_

\_\_\_\_\_

Phone (or Address) \_\_\_\_\_

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

Name \_\_\_\_\_ Clock Number \_\_\_\_\_

Address \_\_\_\_\_ Shop Number \_\_\_\_\_

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is May 16th

## LABOR HISTORY HAPPENINGS

### May Labor History Happenings

- May 1 International Labor Day
- May 9, 1892 - 45 die, Roslyn, WA Coal Mine
- May 11, 1989 - Seattle Grocery Workers Strike and Lockout
- May 13, 1893 - Western Federation of Miners organized
- May 30, 1937 - Memorial Day Massacre Republic Steel, Chicago

Information taken from the PNLHA Labor History Calendar

\*\* 49th Annual PNLHA Conference May 26-28, 2017 Vancouver, BC



## Retirement Club Meeting Minutes

Continued from Page 9

President Jon Holden and Secretary Treasurer Sue Palmer about bringing guests

Jackie spoke about the 60th year anniversary picnic in August. She said the anniversary committee has been researching locations and have decided to hold the picnic and celebration at the Seattle Union Hall.

We need a volunteer for the kitchen hostess position. \$75 per month will be paid. There has been some consideration given to having a non-

club member help so members can participate in the meetings. Talk to Jackie if you would like to help.

**Unfinished Business:** None

**New Business:** None

**April Birthdays:** George Braun, Jackie Boschok, Jim Hutchins, Jan Egger, Helen Mah and Aurelia Turner celebrated their birthday in April. The club sang Happy Birthday to them. Jan and Connie Egger celebrated their anniversary.

Aurelia Turner won the Fred Meyer gift card.

Meeting was adjourned at 11:45 a.m.

# FINANCIAL \$ENSE: Help Protect Your Finances in a Natural Disaster

# SCOTT

WEALTH MANAGEMENT GROUP

*of Wells Fargo Advisors*

From blazing wildfires and floods to hurricanes and tornadoes, natural disasters make front-page news whenever and wherever they happen. Less headline-worthy are the financial repercussions that follow, which tens of thousands of people are dealing with right now. These types of tragedies are unavoidable — the most you can do is prepare to minimize the time it takes to put the pieces of your life back together.

Creating a plan that addresses your finances and insurance beforehand can make it easier to recover from a devastating event.

1. Stockpile savings. An emergency fund with three to six months worth of savings is a key part of any household financial plan. But it's also important in an emergency. Funds that you can draw on quickly and easily can be a lifesaver in the wake of a natural disaster. Also consider keeping a few hundred dollars in cash on hand to see you through if your area loses power or banks and ATMs are out of commission.

2. Gather key documents. Make sure

you have important legal and financial documents with you if you have to evacuate. These may include copies of insurance policies and even bank account numbers. Keep these documents easily accessible, as you would flashlights and spare batteries. That way you're less likely to leave them behind — even if you have to abandon your house quickly.

3. Protect your credit. Part of protecting your finances involves protecting your credit. Include the contact information for your creditors — such as your mortgage lender, credit card companies and utilities — in your financial preparedness kit. If you have to evacuate, reach out to your creditors as soon as possible to request a temporary reprieve from payments. Make sure you reach out to your employer as well, to provide as much warning as possible if you won't be able to work in the aftermath of a disaster.

4. Review your insurance. Your insurance policies can help you recover financially from a disaster, provided you have the right coverage. Review your property, flood, life and disability

insurance policies once a year when you receive the new documents from your insurer. And don't focus only on your deductibles and coverage amounts — pay attention to the riders as well.

For instance, does your property insurance cover temporary food and housing costs if you've had to evacuate but your home is undamaged? If you miss work for a week because you've had to evacuate, will your disability policy cover your lost income? Talk to your agent about covering any gaps in your policies, and make sure you know whom to contact and what documentation you'll need to file a claim.

5. Use a checklist. Include your financial preparations in your overall disaster recovery plan. Review your emergency preparedness plan to make sure you are giving yourself the best chance of recovering from a natural disaster. Your checklist should include a range of critical first-response tactics, from stockpiling fresh drinking water to recording possessions as proof of ownership. Just remember that the more

you prepare now, the less you'll have to do if disaster strikes.

*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.*

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## Union Member Service Milestones Reached in 2016

When the March issue of the *Aero Mechanic* newspaper featured retired members who had received service awards of 50 or more years, one member called to ask if we could list all of the veteran members honored with 50+ year service pins this year to acknowledge their service. These are members who had their union anniversary in the year of 2016 and reached these milestones.

### 50 Year Awards

Marion G Albrecht  
Harold I Alexander  
Bernard J Allen  
Bonnie J Anderson  
Evelyn A Anderson  
Alan W Artis  
Clara M Atkins  
Stanley R Barnes  
Lance W Barry  
Myrtis M Bell  
Bruce G Berg  
Gerald K Bertagni  
William F Beters  
S E Billingsley  
Mary A Bjornson  
Cary W Black  
Roselyn G Blaker  
Willard Bleam  
Adella M Bolton  
Stephen A Boss  
Robert C Bowers  
George S Bozlee  
James Breeding  
Myrna Breen  
Mae R Bright  
David H Brown  
Shirley J Brown  
Justin H Brown JR  
Charles V Buell JR  
Stanton Campbell  
Lawrence Canaday  
Herman N Capers  
Joseph L Capron  
Gilbert D Carroll  
Ronald T Carroll  
Ruth A Caudill  
Douglas M Chapman  
Rodney L Chipman  
James G Clark  
Marguerite C Clark  
Alvin J Clouse  
Zeofious L Cook  
Leonard C Couch  
Eugene A Culp  
Donna R Daugharty  
Katie Davis  
Ray S Dayley  
Elsie M Decker  
Dumas A Delgado  
James A Demarco

Jack D Doedle  
Lawrence P Dome  
O N Dotson JR  
Kenneth Dougherty  
Eugen R Ebhard  
Ivan E Eikenberry  
Robert L Eman  
Allan M Epstein  
Jennifer S Ergish  
Donald Evanson  
Rudolf W Ewert  
Wayne H Fenster  
Gerald D Fulsom  
James E Gepford  
Donald Gerber  
Ronald R Gerrard  
Gary E Gladden  
Thomas Goddard  
Lee M Gotti  
Oleatha Green  
Russell J Gregor  
Richard J Grey  
Kim Griffiths  
Leland K Hammond  
Norman L Hann  
Ralph A Harding  
Richard D Harp  
Donald L Hawk  
Ralph L Hearlson  
James A Heatherly  
Maylo E Hill  
Freddie E Holmes  
Willie R Hopkins  
Emerick W Hopp  
Frances V Horan  
Alvin E Horst  
Wayne J Hoskins  
L W Howard  
Howard Hubbard JR  
Joseph F Huestis  
Kupie A Hughes  
Richard Hughes SR  
Jeanette E Humbert  
James E Hutchins  
Robert C Israelson  
Frieda M Johnson  
Richard L Jones  
Andrew F Jubb  
Lee R Kartes  
Robert W King  
Keith H Kinunen

Franklin Knowles  
Paul M Kosokoff  
Linda L Kraemer  
William F Kroll  
Hisako O Kubota  
Wanda M Lacey  
Gary L Leeper  
Donald F Lewno  
Shirley A Mathieson  
Robert McKinley  
Ronnie D McGaha  
Leroy R Meade  
Larry D Miller  
Victor V Moore  
Wayne E Moore  
Kenneth B Mowrey  
Gary N Musselman  
Delmer W Nelson  
Philip R Nelson  
Ronald M Nelson  
Terrance L Nickell  
Leona L Nilsen  
Donald J Novak  
Wilbert Ordway  
Anthony Orlando  
Arthur J Ortega  
Michael Osborne  
Ronald Palmer  
Kenneth L Parker  
David L Parsons  
Audrey M Perez  
Alvin G Periot  
Rudolf Plikat  
David G Poalucci  
Fannie N Poston  
Eduard Prets  
Rodney T Quin  
E Ragsdale JR  
Richard J Redmond  
Patricia A Reeder  
Gary W Richey  
James S Richter  
Dennis R Riley  
Peter Ripplinger JR  
Dean E Robbins  
Alfred E Roberg  
Gilbert D Roberts  
Sidney Roberts  
Earl Robinson Jr  
Allen J Roehrick  
John E Rose

Larry Salverson  
Jerome Schaff  
Roger Schneider  
James N Scholes  
Orval Schraeder  
Douglas P Schuelke  
Tarjison J Seibert  
Milford E Serjeant  
Bernard L Shamrock  
Frank A Sheythe  
Orville E Simpson  
Judith A Smith  
Randall W Squire  
Paul E Staley  
Burlie K Stallings  
James D Steckler  
Benny D Stich  
James L Stogsdill  
Edward Swedenjelm  
Vernon Sylvester  
M L Tam  
Phillip M Taylor  
Frederick L Teppner  
John P Thomas  
Jettie L Turner  
Raymond N Turner  
Chester S Twining  
Wesley L Tyler  
Herbert Ulsh  
Allan Upchurch  
L M Van Baale  
Ha Vangrevehof  
Alejo Vera JR  
Erik A Ward  
David J Welch  
Lynnes L Welch  
Charles Willcox  
L E Williams  
Mildred Williams  
Marlin B Wilson  
Vallena Winston  
Roger E Woods  
William J Zupan

### 55 Year Awards

Donald K Adams  
Charles E Arnold  
Phillip R Bean  
Gary D Berg  
David J Beyer  
Bruce A Bittner

Gary K Bjarnason  
Richard D Boucher  
Richard A Bowers  
Fred C Bradford  
Willis D Brock  
James Brown JR  
Jerry W Browning  
Richard H Bruce  
Martha I Carlson  
W C Carpenter  
Charles W Chalfant  
Lou A Charles  
Daniel W Cochran  
Julius H Dase JR  
Clarence E Dietrich  
Marie C Domet  
Carl D Drake  
Einar J Fosness  
Wayne L Gile  
Gerald E Gomsrud  
Carmen T Guerrero  
Viola G Hamlin  
Harman A Harrison  
Richard L Hartz  
Harlan S Haynes  
C J Hendrickson  
Irwin W Hoffman  
Gregory P Hudgins  
George E Hultz  
James F Hussey  
Hulon A Jacks  
Leo E Jacobson  
Thomas P Jay JR  
Charles E Keaveny  
M L Kjellesvik  
Richard A Knapp  
Martin J Kovar  
John O Krause  
Norma Krenciprock  
Larry K Labolle  
Jerry O Larson  
Robert W Lee  
Ronald W Lee  
D R Mc Dowell  
John S Mihelich  
Aubrey E Milliren  
Garth C Mitchelle  
Perry A Moore  
Ronald L Niemiec  
Robert D Oberto  
Arthur E Oen

W Paladijczuk  
Gerald R Parks  
Vaughan F Philpot  
David P Russell  
Michael T Ryan  
Carl H Schwartz  
Dale R Shoemaker  
Donald E Splinter  
Norman E Steinke  
William F Stine  
Kenneth L Strong  
Daniel J Tandecki  
Richard C Titus  
J G Vande Kamp  
John L Volk  
Herbert E Wallace  
Richard C Wells

### 60 Year Awards

Marie L Andersen  
Isaac A Angel  
Richard D Anning  
Jerry L Armstrong  
Edward R Backer  
Jerry L Bays  
Billy E Beatty  
Claris R Bjornson  
Raymond K Bourne  
Frank J Brauner  
Edmond Brown  
Harry T Buckner  
Franklin W Case  
Velma S Chapman  
T P Charbonneau  
Email J Claibourn  
Denton L Clark  
Donald M Clemens  
Daniel W Cook  
George L Crouch  
James J Dailey  
John H Davidson  
Jerome E Davis  
David L Dayley  
Jerry Del Donno  
Kenny T Dodobara  
John H Duzenski  
Gerald H Elsey  
Mildred J Evans  
Carl E Evensen  
Irving F Fitting  
Richard J Geary

Roy R Glenn  
John L Gorseger  
Ray L Hanchett  
Raymond J Henry  
Howard Higginbotham  
Richard W Hill  
Lester A Hoobler  
Curtis R Hulslander  
Wilbur T Jackson  
Juanita Jones  
Marshall C Jones  
Eugene R Judd  
John Karaim  
Johnnie E Kelly  
Arthur J Krueger  
Thelma Lamoureaux  
Willard I Lathrop JR  
Robert C Lee  
Arlis D Leyerly  
J L Mc Abee  
Curtis L Mecham  
Betty Meisels  
Lloyd R Moore  
Gene S Moy  
Henrietta E Naber  
Calvin L Newland  
W N O Dell  
Mildred C Peterson  
Raymond P Phillips  
Roland H Potts  
Ila M Powell  
John A Reinke  
Carmelo Ricciardelli  
Wallace E Sandvig  
Grenville J Sawyer  
Leonard C Schuman  
Garold E Seeley  
Daniel Stachlowski  
John L Staeber  
Dale R Stidell  
Howard A Storhoff  
Alf B Straume  
Dwayne L Thompson  
S J Thorsteinson  
Minnie E Turnbull  
R D Uptografft  
Marion A Viane  
Jerome A Voller  
Mike E Wardhaugh  
Richard H Willers  
Richard C Wilson

Keith B Wiltse  
Loren E Zink

### 65 Year Awards

Jennie F Bozzello  
Donald L Brown  
Katie R Burks  
Trophia L Burks  
Louise Burns  
Bertram Daley  
Vincent Deslauriers  
Eunice M Dunbar  
Dale V Fortik  
Gerald Glessinger  
Cleo V Glennan  
Lewis E Gush  
Andrew N Hagen  
Henry F Haroldson  
Shirley A Hart  
John H Iwai  
Helen Knutson  
David B Kuch  
Antonio Mamallo  
Loren Mangold  
Raymond Monroe  
Isaac Motola  
John H Nakano  
Emmit L Nelson  
Roy M Reynolds  
Marvin Richardson  
Salvador C Rivera  
Orville D Rushing  
Andrew C Stauvers  
Marion O Stephens  
Minnie M Taylor  
Joe K Terada  
Alice L Thomas  
Donald Thompson  
Harold L Walker  
Robert L Woo

### 70 Year Awards

John A Barkshadt  
Eber L Chase  
Kay F Hogan  
Margarito Llamas  
Jerald T Mears  
Edward L Spaid  
Floyd E Stone

# EASTERN WASHINGTON

## Officers of 1123 Energized and Trained for the Future

It has been a little over a year since Local Lodge 1123 moved its location more than 100 miles to Grand Coulee after the Alcoa Wenatchee Works plant shutdown. A group of members there stepped up to serve as officers and continue operations of the local at the new location. The new officers of Local 1123 embraced their leadership roles with enthusiasm and have worked hard to establish regular meetings and increase involvement.

Business Rep Steve Warren has been there throughout the transition process to provide guidance, but wanted to ensure officers received formal training. In April, Steve arranged for Melissa Campbell, Educator for the IAM Western Territory, to provide formal officer training.

Melissa delivered comprehensive training covering a variety of topics. She went through officers' duties and responsibilities, which are spelled out in the IAM Constitution and Local Lodge bylaws. She outlined the processes to follow to ensure they are meeting Constitutional requirements.

She emphasized the importance of teamwork between officers and noted Executive Board meetings pave the way to success in a local. Holding regular meetings gets members working together, keeps officers informed on activities, and provides time to discuss problems facing the local or in the workplace, as well as offering a forum to work on solutions.

Discussion took place on planning meetings, committee assignments,



Local Lodge 1123 officers at Grand Coulee received comprehensive training from IAM Western Territory Educator Melissa Campbell. The local moved more than 100 miles to Grand Coulee after the Alcoa Wenatchee Works plant closed in January 2016.

handling finances, steward roles and working with other labor groups. Training also covered lodge fiduciary officers and constitutional requirements for every expenditure and check. A broad overview of the Local Lodge Election process was also reviewed.

"It has been fun for us, and we have worked hard to do things the right way. Steve Warren was instrumental in getting this established and provided a lot of guidance over the last year," said 1123 President Wallace "PeeWee" Pleasants. "Our goal as officers has been

to be as transparent as possible and share information, which we hope will lead to getting more people involved in our union. The training provided us good insight and some fresh ideas."

"We, the officers, do this for the membership – not individual gain, because what we reap from this effort will benefit everyone," said PeeWee.

Because workers at Grand Coulee are federal employees, it is an open shop so workers are not required to join the union. The new officers have made a stepped up effort to highlight the benefits of having a

union and raise visibility, which has paid off as membership numbers have steadily increased at the site.

"I appreciated Melissa's training and her reassurance to all the officers of 1123 on the efforts they have made in preserving the tradition of the Local Lodge and following the constitutional requirements as officers," said Business Rep Steve Warren. "We plan to deliver Union Steward training this summer to ensure members there have the best representation possible and Stewards know their rights and responsibilities."

## Strong Solidarity for Strikers

Local 86 Machinists Union members have been standing in support of striking United Steelworker members at the HECLA Lucky Friday Mine in Northern Idaho. Our members have made several visits to bolster their picket line, as well as attending a fundraiser to show support.

In an impressive show of solidarity, the 250 miners unanimously rejected HECLA's final offer and voted to strike March 13. The proposal was mainly concessions that are more about control and power than economics. One of the main issues is staffing changes – union members believe it would jeopardize safety and lives. Other concessions include reducing recall rights from 3 years to 3 months, meaning the miners could effectively be terminated after a short layoff. Other issues make the jobs less secure and would greatly reduce benefits.

Machinists have repeatedly joined the picket line to show support. A group of Machinists also attended a fundraiser at the Sunshine Cafe in Kellogg, Idaho in early April.

"We deserve a fair contract now – not a list of unfair, unnecessary and unsafe demands that make our jobs less secure and jeopardize our safety," said a USW flyer. The members are holding strong in their conviction and greatly appreciate all the support from the community and other unions.

The Lucky Friday mine is the largest remaining silver mine in Northern Idaho and one of the areas largest employers.



Photo above and left: Local 86 Machinists Union members join United Steelworkers on the picket line at The Lucky Mine in northern Idaho. Union members voted unanimously to strike March 13.



Machinists union members turned out for a fundraiser at the Sunshine Cafe in Kellogg, Idaho to benefit striking United Steelworker members on April 8.

## Quarterly Meetings in Goldendale Provide Open Discussion

For Machinists Union members, in Goldendale, working at Republic Services quarterly meetings provide a forum for open discussion. In April, members came with several issues to discuss, including grievances and shift schedules at Republic.

"It is positive for us to be able to meet with Business Rep Steve Warren and Staff Assistant Chris Powers to discuss issues and plan for resolutions on any concerns we may have," said Union Steward Rick Porter. I was happy to see the amount of people turn out and look forward to our next meeting."

The next quarterly meeting will be held in July.

