

Weekend pay for overtime violation on Renton field

Solidarity on the Renton Flightline is alive and well and delivered weekend overtime pay to a crew to resolve a contract violation.

The issue arose when area management informed the crew that their aircraft wasn't being worked on over the weekend. However, the same management subsequently assigned another crew to work that aircraft, which is a clear violation of the assignment language in 6.10(b)(1) (a) of our contract. This language states when assigning overtime: "First, ask the employee regularly assigned to either the machine, job, crew or position."

When the members heard about the overtime assignment after the fact, they contacted Flightline Steward Eric Strom. Eric gathered the facts, put together documentation and filed a grievance on their behalf. As a result of Eric's swift action and documentation, all five members of the crew were paid for the weekend overtime they should have been asked to work.

"I kept waiting for the call to work overtime since the airplane was there and work needed to be done over the weekend. Yet when overtime was authorized, we were never asked even though it was our airplane. Our entire crew was overlooked," said 751-member David Thorsen. "It was nice to have our union to back us up and ensure we were properly paid for the overtime we should have worked. The money showed up pretty quickly after our Steward presented the paperwork."



Business Rep Rich McCabe (far left) applauds efforts by Steward Eric Strom (far right) that delivered weekend overtime pay to a crew that should have been assigned. Receiving overtime pay were Scott McGee, Duke Martell, David Thorsen and two other members.

Business Rep Rich McCabe applauded the crew and the steward. "Eric did a great job documenting and presenting the information. The crew stuck together and realized the grievance needed to include the entire

crew since they all should have been asked to work. It was important that they all agreed to file the grievance, and the documentation showed they were entitled to the weekend work. Great job, Eric."

Union steward ensures supervisor is held accountable for his actions

Stewards regularly challenge management on contract violations, but sometimes they speak up on other things they believe could harm our members or are just plain wrong.

In the Everett Interior Responsibility Center, Union Steward Wes Heard recently took action against a supervisor to ensure members would not be punished later for the inappropriate actions of management.

The first Sunday of the year, a member became aware that the manager had come in and signed off on mandatory training for his crew. The problem was the crew had not taken the training. The member recognized it was wrong, but feared retaliation if he spoke up.

Rather than confronting the manager, the member took the issue to his Union Steward. Wes knew it should be elevated and others made aware of the situation. He realized if he didn't speak up and document the

falsification of training records, it could put members in jeopardy later to explain how mandatory training they never took ended up showing completed in the Boeing system.



Business Rep Grace Holland (l) commends Steward Wes Heard (r) for taking action to ensure members were protected when a supervisor falsified employee training records. Dan Mulder joined in the discussion in the IRC regarding a supervisor's actions.

Since it was non-contractual, Wes presented the information to Boeing Ethics, which quickly took action. First, the fraudulent training was removed from our members' files. However, just as important, the manager was not only transferred out of the area, but taken out of management.

"I appreciate Wes stepping up and bringing this situation to Ethics. He recognized the discipline that could come back on our members who weren't even aware fraudulent training had been added to their files. Our members are held accountable for their actions; management must be held accountable as well," said Business Rep Grace Holland. "Wes did a great job speaking up and protecting our members."

Win delivers back pay and benefits for Hanford member

A Local 1951 Machinist has been awarded nearly 15 months of back pay and benefits after an arbitrator ruled that a Hanford contractor had violated his rights under a collective bargaining agreement.

The ruling in his case should help District 751 favorably resolve several other pending grievances that are very similar, said Ken Howard, the union's Staff Assistant for south-central Washington.

"It's going to establish this procedure for all Hanford contractors in the future," Howard said. "It was a big win."

The issue dates back to 2013, when IAM 751 member Joe Jensen was working for Hanford contractor Mission Support Alliance as a category B-18 instrument specialist, working on computerized hardware, control systems and instruments in office settings.

MSA issued a Declaration of Excess workforce while Jensen was on a leave of absence. When he came back to work, on Dec. 2, 2013, he was notified that his job had been declared excess.

Under the terms of the Hanford Atomic Metal Trades Council's with the contractors at Hanford, workers whose jobs are declared to be in excess have bump rights to jobs in their classification at any of the five companies that do work at the Hanford site.

In Jensen's case, there was an opportunity for him to bump into a job held by a low-seniority worker at another contractor, CH2M Hill Plateau Remediation Co.

Continued on Page 12



Creative Solutions

Right Size Equipment crew delivers innovative cart to prevent injuries and ease delivery

4



Union Delivers Happy Holidays

Steward's efforts ensure member receives more than \$2,000 in holiday pay

5

Inside Index

President's Message.....	2
Political Action.....	3
Community Service.....	6
Retirement.....	9
Want Ads.....	10
Eastern Washington.....	12

REPORT FROM THE PRESIDENT

Standing up for what's right in Olympia and Charleston

By JON HOLDEN,
District 751 President



As you may have heard, assembly workers at Boeing's final assembly plant in Charleston have shown enough interest required under federal law to file for an election where they get to choose whether or not to be represented by the IAM. Their election has been set for April 22 by the National Labor Relations Board.

This is a big step for them. As Boeing manufacturing workers ourselves, we have a unique perspective on what it has been like for the workers in Charleston. Aerospace is an exacting industry, requiring levels of precision that are far beyond other types of manufacturing.

Those workers deserve the same rights on the job we have. It took a long time for us to gain these rights. If they choose union representation, then they will have the opportunity to bargain a foundation in a first contract and build on that standard for years to come. This opportunity to be represented by the IAM will help them improve their lives, their families' lives and the communities of South Carolina.

Aerospace work is very demanding. Keeping up with the pace of delivery is very important. There is pressure to improve quality and efficiency, which must be balanced against our need to make our workplace safer. Customers demand that their airplanes will be delivered on time, complete and without defects. We know that we are all under these same pressures whether in South Carolina or in Washington.

Here in Puget Sound, we've had the benefit of a union contract for almost 80 years. Some may not understand how several generations have made improvements using the tools available under collective bargaining. Over the long term, this ability to bargain gives us the ability to improve things like premium pay, shift differential, seniority rights, shift preference, educational benefits, and the never-ending battle for retirement security. As union members, we can speak out when we see something we believe is wrong without fear of retaliation, as we have protections under the contract and the law.

Our union contract ensures that when we have to work overtime, there are

rules so it is assigned fairly. The contract also limits the total amount of designated overtime the company can require, and defines that either time and a half or double time is paid when we must work overtime.

And, of course, we are able to negotiate for better wages and benefits. A new report out in the past few weeks shows that union workers nationwide earn on average 27 percent more than non-union workers. That works out to nearly \$11,000 a year.

Workers who belong to unions also have better benefits. Looking at the data on workers' health care premiums, one federal agency calculated the union workers with families contribute 15 percent less to the cost of their employee-provided health care benefits than non-union workers do. That 15 percent savings represents more than \$2,300 that union workers get to keep from the money they earn each year, rather than using it to pay health care expenses.

Thanks to our ability to bargain collectively, we here at District 751 have been able to improve our wages, hours and working conditions at Boeing and other employers where we represent the workforce. In the process, we have raised the standard of living in the communities in which we live. Cities like Auburn and Everett, Puyallup and Renton are better places because Machinists Union members live there, contributing to their economies and volunteering their time to community causes.

I feel strongly that the workers in Charleston will also benefit themselves, their families and their communities, once they have the right to bargain collectively with their employer.

I am excited that the hard-working, well-deserving workers of Boeing-South Carolina are going to have the opportunity to choose whether or not they want representation with their employer. I believe that they deserve to share in the Boeing Co.'s success as well. And I know you all join me in wishing them well as they fight for their rights under federal law, the same rights that we at District 751 cherish so much.

As voters and together as a union, we have the ability to work and improve existing laws to ensure legislation benefits the communities it was meant to serve. Being part of a union -- and

speaking with the strength of a united group of workers -- helps make that right more powerful.

We've used that power in Olympia in recent weeks as we lobbied for our Aerospace Tax Incentive Accountability measures. There are two, House Bill 1786, which would set wage standards for companies that take part of Washington's \$8.7 billion tax break for aerospace companies, and House Bill 2147, which would reduce Boeing's tax benefit if it continues to reduce the number of Washington State residents it employs.

These are two very common-sense bills that are widely supported by wide majorities of Washington State voters. Along with SPEEA, we hired professional pollsters to survey people who are likely to vote in the 2016 elections. They reported back that 73 percent of Washington State voters support the idea behind House Bill 2147 -- reducing the size of Boeing's tax break if Boeing continues to cut employment here.

What's more, 72 percent of Republican voters say they support the measure. So do 71 percent of Eastern Washington residents.

On the wage standards bill (House Bill 1786), 68 percent of Washington voters overall support the idea of requiring companies that take the tax breaks to pay experienced workers at least the state's median wage. A full 72 percent of Eastern Washington voters support it, and again, so do a solid majority of Republican voters -- 60 percent.

Our union has testified at several hearings before the Legislature in support of these bills. We've had union officers -- including myself and Local C President John Lopez Jr. speak at the hearings.

Our members have done a great job attending the rally, lobbying legislators, volunteering at phone banks and generally supporting legislative action that stands up for job security provisions for all workers in our state and the wage standards for aerospace workers at the companies accepting the tax incentives. Without a wage standard, we are required to subsidize those jobs twice. Once through improved tax rates to the companies; and then, subsidize their workforce through free lunches, state health care, food banks and housing.

Reporters often ask me whether I think we'll be successful with these bills. I tell them the truth -- it's a big challenge. However, it is the right

conversation for us to be having. It is the right thing for our Union to be standing for.

But it's clear to me that if the elected officials do what the people who elected them want them to do, then these bills will continue advancing in the Legislature.

Our fellow Boeing workers in South Carolina will also have to stand up to immense anti-union pressure from their employer, elected officials, and businesses alike in the communities where they live.

But if they can see through the rhetoric, they will see that a vote for the union is a vote that will give them rights long into the future. Rights they will use to raise the standard of living for themselves, their families, and their communities, which they have earned and deserve.

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

Jon Holden
President, Directing
Business Representative

Susan Palmer
Secretary-Treasurer

Clark Fromong
Sergeant-at-Arms

Tommy Wilson
Don Morris

Ray Baumgardner
Brett Coty

D. Joe Crockett
Emerson Hamilton
Charles G. Craft

Steve Warren (Eastern WA)
Richard McCabe

Jason Redrup
Wilson 'Fergie' Ferguson

Dan Swank
Dena Bartman
Patrick Bertucci
Grace Holland

Greg Campos
Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
- 201 A St. SW, Auburn; 253-833-5590
- 233 Burnett N., Renton; 425-235-3777
- 8729 Airport Rd., Everett; 425-355-8821
- 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305

Toll-free to Seattle from:

Nationwide 1-800-763-1301
Tacoma 253-627-0822

Hotline: 1-800-763-1310

Web site: www.iam751.org



Town Hall meetings scheduled in April

Another series of Town Hall meetings has been scheduled for April in Everett, Renton and Auburn. Following a workshop on education benefits and employee requested transfer, we will transition to a Town Hall meeting where members are encouraged to speak candidly with union leaders, bring forward ideas, ask questions and offer criticism. These meetings are designed to provide ongoing two-way communication between your union leadership and you. Plan to attend, speak up and get involved.

Renton and Seattle meetings were combined after input from the last Town Hall series. There are three meetings each day to accommodate all three shifts. See meeting times and locations in box lower left.



Town hall meetings provide members access to union leaders to share ideas, criticism and get questions answered -- promoting two-way communication.

Mark your calendar for the next town hall meetings, which will include a presentation on education benefits and the ERT System:

April 13 - Everett Hall (8729 Airport Rd) 6:30 a.m., 11 a.m., 3 p.m.

April 14 - Renton Hall (233 Burnett N) 6:30 a.m., 11 a.m., 3 p.m.

April 15 - Auburn Hall (201 A St SW) 6:30 a.m., 11 a.m., 4 p.m.

751 AERO MECHANIC

Connie Kelliher, Editor
Bryan Corliss, Editor
Member of The Newspaper Guild,
CWA #37082

District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bimonthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108

POLITICAL ACTION

Machinists call for tax break accountability

They may be working in one of America's most-profitable industries, but employees of Washington state suppliers are paid so badly, they can't afford to feed their families or buy their own homes, District 751 representatives told legislators in Olympia.

Dozens of aerospace workers – most of them members of District 751 and SPEEA – testified in favor of two bills being considered by the Legislature: one establishing wage standards for companies that take the tax money, and another that would require Boeing to maintain the number of jobs in Washington state when the incentives passed in order to get its full share.

They were joined by experts from two national think tanks and five politicians – including Snohomish County Executive John Lovick and David Mastin, a former Republican legislator from Walla Walla – who told the Finance Committee that Washington needs to do more to ensure that its citizens are benefitting from the generous tax handouts.

"No other state has given so much money with so few strings attached," said Thomas Cafcas, a policy analyst with Good Jobs First, a Washington D.C.-based group that studies state tax policies. "No other state gives such a large subsidy for so long without reevaluating it."

The Finance Committee has not yet scheduled a vote on the bills. However, polling of voters show a majority would like to see accountability measures attached to the nation's largest corporate tax giveaway.

Wages (House Bill 1786)

Testimony was heard for Substitute House Bill 1786, which would set a wage standard for companies that accept a share of the \$8.7 billion tax incentive package.

Under the bill, companies could choose to either raise pay for workers with three years' at an employer to the state's median wage – currently \$19.67 an hour – or give back the tax breaks, allowing the state to use that money instead to provide services to workers who earn poverty wages.

It's a good bill, IAM 751 President



District 751 President Jon Holden (r) tells the House Finance Committee in Olympia why wage standards are needed for companies taking a share of Washington's \$8.7 billion aerospace tax break. He was joined on the panel by Snohomish County Council Rep Brian Sullivan and Rebecca Smith, Deputy Director of the National Employment Law Project.

Jon Holden told the committee.

Holden told the legislators that manufacturing jobs used to be a ticket to a middle-class lifestyle. In 1983, the average Machinists Union member at Boeing earned \$12 an hour, enough to raise a family with a middle class lifestyle.

But three decades later, "we're seeing jobs in the aerospace industry that pay \$10, \$11, \$12 an hour doing work we were doing for \$12 an hour back in 1983," he said. "These kinds of jobs don't grow your consumer base. They don't support your communities."

"We shouldn't be subsidizing profitable employers who then pay three-quarters of their workforce \$10, \$11, \$12 an hour," Holden said. "I don't think that's good for our community. I don't think that's good for our economy."

Rebecca Smith, the deputy director of the National Employment Law Project, agreed.

The U.S. economy is generating more manufacturing jobs, she said, but "far too many of the jobs, especially the new jobs, rival the pay rates of fast food and retail."

Almost 25 percent of all U.S. manufacturing workers now earn less than \$11.91 an hour, Smith told the committee, and wages in manufacturing are falling faster than wages across the economy as a whole – even though states like Washington are pouring public money

into incentives with the idea that manufacturing jobs will boost their economies.

"This bill aims at correcting that imbalance and delivering to workers and their communities the good jobs that we thought were part and parcel of that tax deal," she said.

Rep. Mia Gregerson (D-SeaTac), the bill's prime sponsor, told her legislative colleagues that elected officials have been too focused on the number of jobs companies can generate, without considering whether they are good, quality jobs.

House Bill 1786, she said, "is an attempt to define ... what a family wage job means: They're not standing in line for free food somewhere."

Gregerson said there are companies in her legislative district that take the tax incentive earning hundreds of millions of dollars in profits, yet more than 80 percent of their workers earn less than \$15 an hour.

When your pay is that low, "you're on the brink, you're one paycheck away, basically, from homelessness," Gregerson said.

"Over nine out of 10 children in my district are in poverty," Gregerson continued, and it's not because their parents are unemployed, but rather their pay is too low to feed their families.

"Is it the units of jobs that we care about, or is it the value of the income that

they're able to garner with these jobs?" she asked her colleagues. "We must be bold, and we must say that we want jobs, but we don't want jobs where people have to get three or four jobs, because they can't support their family."

Jobs (House Bill 2147)

John Lopez Jr., the president of Machinists Union Local Lodge 751-C, was among those testifying on behalf of House Bill 2147, which would require Boeing to maintain the number of jobs in Washington State at the time the incentives passed in order to receive its full share of the \$8.7 billion tax break.

"If the jobs stay, the tax break stays," explained Rep. June Robinson, the bill's prime sponsor. "If the jobs leave, the tax breaks incrementally go away. I think that's fair."

Robinson told her fellow legislators that her bill "is about fairness – fairness for the people I represent and fairness for the people of Washington."

Washington legislators approved the \$8.7 billion tax package in 2013 "with the expectation that new jobs would come to our state," she said. "What we have seen since then is headline after headline about jobs leaving our state."

Boeing has eliminated more than

Continued on Page 8



Local C President John Lopez Jr. testifies in favor of setting jobs targets for Boeing to continue to getting its share of the \$8.7 billion tax break.

IAM 751 delegation asks Congress not to 'fast track' trade deal



Rep. Derek Kilmer (r) answers questions from a 751 delegation on the Trade Promotion Authority and Fast Track, as Business Rep Patrick Bertucci listens. Bertucci was part of a 751 delegation that lobbied the Washington Congressional delegation to vote no on Fast Track.

By LARRY BROWN, IAM 751 Legislative Director

District President Jon Holden led the Legislative Committee in our nation's Capitol on March 4 for a day-long lobbying effort to convince our state's Congressional delegation to oppose Trade Promotion Authority (TPA), otherwise known as Fast Track.

We joined hundreds of other union members from across the nation to lobby Congress to oppose TPA.

If adopted by Congress, the Trade Promotion Authority restricts our legislative branch of government from making any changes to proposed trade agreements. Congress could only vote up or down on any proposed agreement brought before them by the White House.

The first of those agreements subject to the proposed Trade Promotion Authority is the Trans Pacific Partnership (TPP).

TPP is a proposed regional regulatory and investment treaty. Twelve countries throughout the Asia-Pacific region have participated in negotiations: Australia, Brunei, Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore, the United States, and Vietnam.

TPP was negotiated in secret by the Obama Administration, with the help of hundreds of corporate advisors and only one labor representative.

While we do not know the details of this massive trade pact, we know by whom it was negotiated that it has much more to do with investors and profit than with actual trade.

It is anticipated that TPP will contain a very nasty provision called the Investor State Dispute Settlement process. This would allow corporate interests to sue nations and local governments over regulations or laws that could hurt profits. We could envision Washington State being sued because of food safety regulations or even minimum wage laws.

That is why we want our members of Congress to vote against Trade Promotion Authority -- so that they can take a close look and amend these massive trade agreements such as TPP and protect our sovereign rights and our democratic processes.

While each member of Congress we met with expressed concerns about TPA, only Congressman Jim McDermott has committed to vote against the TPA. He told your union's representatives that he has seen too many of these agreements hurt working people in America and he wants to be able to make changes to TPP.

For more information or to contact your Congressional delegates, visit www.nofasttrack.com.

Members deliver creative solutions in the IRC

IAM 751 members in Everett who work on the Right Size Equipment tooling crew in the 40-56 building get to be creative in developing and designing cool tools for the shops they support. Often their creations are in response to requests from members for ergonomic solutions to assist with the production process or to improve efficiency.

When members in the Interior Responsibility Center (IRC) filed a Safety Health & Environmental Action Request (SHEAR) on the health risks from lifting and delivering closets to the airplanes, Right Size Equipment members stepped up to help. A new tool was developed with input from several workshops involving our members and the load process is now quicker and safer.

"I watched members load the closets and saw the potential dangers. I couldn't believe how cumbersome and unsafe the carts were that had been used for years to deliver the closets. To watch someone walking backwards on top of a cart that can roll away while carrying an oversized closet is literally an accident waiting to happen. I was amazed more people hadn't been injured," said Union Steward Chuck 'Hawk' Hawkinson. "With our new cart, what used to take four to six people to move and posed a high risk for injury, can now be done with one or two people with no risk – making it much safer and more efficient."

"More members should question if the procedure that has been used for years in their shop is the safest



Above: the foot lever that locks the cart in place and raises the rollers to unload the closets is just one of the design innovations.

Photo left: Matt Waite, Jesse Howard and Chuck Hawkinson explain to Business Rep Grace Holland the features of the closet cart they built for IRC employees in answer to a SHEAR. It has adjustable sides and height, rollers to move the closet that lock the cart in place and many other features.



Using the previous cart to move closets required four to six members bending in awkward positions to lift the closets. Often one member would walk backwards across the platform creating a huge safety hazard.

and most efficient method. There are so many processes we could build tools to improve and make safer, but we have to be aware of the issue to design a better way," said 751-member Jesse Howard. "We often discover a new project simply by walking through the building and observing a group at work. It's easy for us to spot something that a new tool could fix or eliminate a potential injury."

A SHEAR triggered this new closet cart tool. Members provided crucial input on the design, including one member who mentioned a tool he saw when materials were delivered to his house that unloaded with a hand crank roller. With just an understanding of the load process, the Right Size crew built a prototype with all sorts of ergonomic and practical design features. Revisions were made at each step with input

from the members who are tasked with using the cart.

Now, to load closets with the new cart requires only one member who simply:

- Positions the cart at the end of the work station
- Engages rollers with a simple foot lever that also locks the cart in place
- Slides the closet across rollers once the work table has been adjusted to the height of cart
- Adjusts the side and end boards to desired width and locks in place

Rollers are segmented to accommodate any extrusions and a transponder tracks where the cart is in the factory.

To date, 15 closet carts have been built and delivered and the members who use them are thrilled with the results. This closet tool will significantly reduce injuries from lifting at awkward angles and prevent further incidents.

"Our members in the Right Size Equipment crew are amazing. They listen to what others need, visualize a solution and turn it into a reality," said Business Rep Grace Holland. "Every project they work on is unique and provides a creative solution to a problem in one of our shops. Their innovations have been a key to ensuring the IRC can meet increased production rates on all airplane lines while still keeping our members safe."

New agreement brings improvements to pay, pension and work hours

Machinists Union members working at two Joint Base Lewis-McChord contractors will receive improvements to their pay, hours of work and pension benefits after ratifying a new collective bargaining agreement.

The Machinists, who are employed by DS2 and M1 Support Services, approved the three-year agreement with a 93 percent yes vote on March 23. This is their second agreement.

The agreement covers more than 250 workers who work on military helicopters at JBLM and workers who provide supply support. DS2 is the prime contractor providing those services to the U.S. Army, while M1 Support Services is the subcontractor.

Under the new agreement, the workers will get:

Pay raises of 2 percent in September 2015, 2.5 percent in September 2016 and 3 percent in 2017;

Improved premium pay for workers on special assignments, plus two new categories of special-assignment premium pay;

New standby pay of \$2.50 an hour on

weekends, which will be paid in addition to any pay for hours workers spend on the job after being called in to work;

An increase in shift differential pay to \$1 an hour;

An increase from 75 cents per hour to 85 cents per hour in the companies' contribution to workers' pensions effective in 2016 and another increase to \$1.00 per hour in 2017;

Improved language on field duty, overtime, seniority, vacation and bereavement leave;

Changes to the job classifications, adding more job security; and

Reduced out-of-pocket costs for workers who chose to enroll in the employers' health care plan, and increases in the amount the employers pay to workers who opt out of the coverage, both starting in January 2016.

The union's negotiating team had recommended that the workers accept the proposed agreement, which offered workers only improvements.

"Our members had identified pay, pensions, job classifications and health care costs as their top issues," said IAM



Jeromy Luffman and Business Rep Patrick Bertucci (r) count the contract ballots. Members ratified the new agreement by 93 percent on March 23.

751 Business Rep Joe Crockett, who led the union's negotiating team that included IAM 751 Chief of Staff Richard Jackson and Business Rep Patrick Bertucci, plus DS2 Mechanic Leads Jason Brill and David Anderson. "We were able to make gains in all of these areas."

District 751 proudly represents some 350 civilian employees at JBLM, who work for seven different contractors providing specialized aviation maintenance and refueling services and flight training in support of our war fighters around the globe.

Happy holidays with pay thanks to Union effort

Thanks to efforts by Union Steward Lucas Litowitz, 751-member Charlie Aakre was properly paid for the Christmas holidays. The settlement delivered more than \$2,000 in holiday pay to Charlie and is just another example of the value of having the Machinist Union as your advocate.

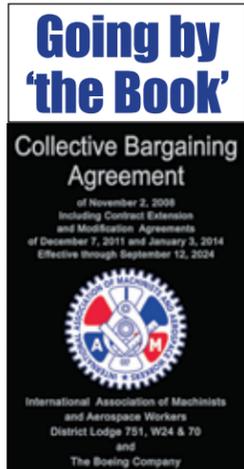
Charlie had been on a leave of absence. He discovered he was not paid for the Christmas holidays, which he believed he was entitled to per our contract. Charlie initially went to Boeing Human Resources (HR) and tried to get it worked out on his own. HR insisted he was not entitled to holiday pay because he had been on a leave of absence (LOA) for more than 90 days.

Having no success on his own, Charlie then turned to his Union Steward. Lucas investigated the case, collected evidence showing holiday pay was due which included a written payroll adjustment form from Lucas' manager stating he was at work.

Armed with documentation, Lucas was able to prove

Charlie had been at work during the 90 days prior to the Christmas break, which meant he should have received pay for the entire holiday break. To finally resolve the case, Lucas set up a conference call with Boeing payroll and HR which verified he had not only been at work, but had been paid for the day at work – making him eligible for the holiday pay.

“Lucas did a great job getting this resolved. He kept digging to find the documentation to support the member’s claim and didn’t back down until the member was paid,” said Business Rep Rich McCabe. “Members have no idea of how many issues Stewards continually resolve for our members. This is just another example of how our Union Stewards are working every day to represent the membership and ensure they receive the proper pay and benefits per every provision of our contract.”



Business Rep Rich McCabe (r) thanks Steward Lucas Litowitz for his efforts that delivered a member more than \$2,000 in holiday pay. Boeing had mistakenly ruled him ineligible.

Steward challenges unjust CAM

Recently, Union Steward Kevin Vazquez was successful in getting a Corrective Action Memo (CAM) removed from a member’s folder. While CAMs are generally non-grievable items according to the contract, Stewards regularly challenge unjust CAMs for a variety of reasons.

In this instance, the manager appeared to have targeted the member, Paul Janousek. The member was frustrated because the supervisor’s expectations

Kevin began to research criteria for a team leader. He discovered Boeing’s Business Process Instruction (BPI) for a team leader required a two-day class for 16 hours. In addition, the BPI calls for performance reviews at 30, 60, 90 and 180 days. The supervisor had failed to do any required steps from the BPI. Kevin went to Boeing Human Resources with the facts and pointed out how the supervisor had failed to perform her job – citing the

required training and performance reviews that had been skipped. After looking at the facts, HR agreed to rescind the CAM.

“It was reassuring to have Kevin represent me and have our Union there to fight for my rights,” Paul said. “Kevin has been instrumental in challenging management in this area in my three-and-a-half years working at Boeing. It is great to have an advocate speaking up on my

behalf to ensure management decisions and discipline are applied fairly.”

Again, while CAMs are not grievable, Stewards routinely challenge CAMs they believe are issued in error or used to intimidate or retaliate against a member. If a CAM is used as part of discipline that results in any loss of pay (i.e. suspension and/or termination), it then becomes grievable. Therefore, it is important to capture the information about a CAM and the reasons you believe it is unwarranted at the time it is issued in case a grievance is filed at a later date.

Great work Kevin in defending our member’s rights!



Member Paul Janousek (r) thanks Steward Kevin Vazquez for his efforts that resulted in an unjust CAM being pulled from his employee file. While CAMs are not grievable, Stewards often successfully argue to get them removed for unjust or inconsistent practice.

kept changing each week to make his job as a team leader harder. If Paul met expectations for the previous week, new demands were incorporated until finally his manager issued a CAM stating his work was deficient as a team leader.

“When the member finally asked me to get involved as a Steward, he had already met with the supervisor three times and was presented with a CAM,” said Kevin. “I immediately realized something was wrong. The CAM was for deficient work as a team leader. I asked if he had been given a statement or verbal warning – only to learn none had been given. I advised Paul not to sign the CAM.”



Newly appointed Business Rep Greg Campos (2nd from right) talks with Local C Officers Chris Schorr, John Lopez Jr, Andre Trahan, Mark Mason and Patrick White following the March 19 Local C meeting.

Campos appointed as BR; Bradley moves to Joint Programs

The month of March brought changes to Union leadership positions. IAM-Boeing Joint Programs Union Executive Director Bill Stanley retired after many years of dedicated service. District 751 President Jon Holden appointed Ron Bradley to fill Bill’s position.

Ron brings a wealth of Union experience to the position, including serving as a Business Rep for the past nine years. His work as a Business Rep will bring a fresh perspective to our work at Joint Programs.

District President Jon Holden appointed Greg Campos to fill the open Business Rep position in Everett effective March 12. Greg has long been a visible leader on the shop floor in Everett. He is well respected and well known throughout Puget Sound. Since last October, he has served as an IAM Work Transfer Rep in Everett where he proposed alternatives to stop Boeing’s proposed offload of IAM work packages.

Greg is passionate about enforcing the contract and will draw on his vast experience when representing the members. Since he hired into Boeing in 1989, Greg has been a vocal leader. He

has mentored many other Stewards in policing the contract.

Greg served the membership in various leadership positions, including Union Steward, District Council Delegate, Past Local C Trustee and Communicator, District Safety Committee and HSI Site Committee member. He has been active on various committees, including Machinists Volunteer Program, Legislative Committee, and the Labor History and Education Committee.

He initially hired in as a toolmaker and held leadership positions in Local C. After returning to the bargaining unit in 2009, Greg has worked as an inspector and held leadership positions in Local F including Educator and Communicator.

Greg also has previous experience as a Business Rep for the Operating Engineers at Boeing before returning to the Machinists ranks as an inspector.

“I’m honored for the opportunity to serve the membership in this capacity. I recognize the need for strong leadership to challenge any and all contract violations,” said Greg. “I look forward to meeting the Stewards and members in my assigned area.”

Joint Programs April lunchtime events highlight Career Advising

IAM/Boeing Joint Programs is celebrating its 25th year! To help you become more aware of the many benefits available to IAM-represented workers and their organizations, monthly lunchtime awareness events have been scheduled throughout Puget Sound.

April lunchtime events will focus on the career advising services available.

Visit our website <http://iamboeing.web.boeing.com> for a full event schedule. As our motto states, “Your Future Happens Here.”



Career Advisor Lindsay Ruf discusses potential classes with 751 member Carly Rickels.

Joint Programs April Lunch Time Awareness Events

Renton	Everett	Frederickson	Dev. Center
4-21 Bldg. Cafeteria	(Locations vary each month)	24-60 Bldg.	9.101 Lobby
April 28	Everett Plaza	April 23	April 29
10 am - 11 am	40-56 Cafeteria	11 am to noon	10:30 am - Noon
3 pm - 4 pm	April 22	5 pm - 6 pm	
	5 am - 6:30 am	5 am - 6 am	
4-82 bldg, Rosie's Diner	10 am - 11:30 am		
April 30	5:30 pm - 7pm		
10 am - 11 am	EMC - Tully's 45-334		
3 pm - 4 pm	April 22		
	5 am - 7 a.m.		
	1 pm - 3 p.m.		
		Auburn	Plant II
		Employee Service Center, 17-44 Bldg.	(Location varies each month)
		April 30	2-22 Cafeteria
		5 am - 6 am	April 15
		10:30 am - Noon	11 am to Noon
		6:30 pm - 7:30 pm	



COMMUNITY SERVICE

Union peanut butter drives continue this month

District 751's annual peanut butter drive to stock Puget Sound food banks continues this month.

The union is taking part in two annual peanut butter drives sponsored by the central labor councils in Pierce and Snohomish counties.

The drives will continue through May 8. Donations can be brought to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union Hall.

Peanut butter collected at the Auburn, Renton and Seattle union halls will go to the Pierce County Central Labor Council, which will pool all the peanut butter collected by unions in Pierce County and give it to the Emergency Food Network, which supplies 60 food banks in the greater Tacoma area.

Peanut butter collected at the Everett Union Hall will be contributed to the Snohomish County Labor Council's second annual peanut butter drive, which benefits Volunteers of America's Everett Food Bank.

The group of Machinists who collect the most peanut butter will get "bragging rights, and the knowledge they are helping feed hungry children in their community this summer," said Terri Myette, who is one of the focals for

the District 751 effort.

This will be the fifth consecutive year that District 751 and the Pierce County Labor Council have conducted a peanut butter drive for South Puget Sound. Over the years, IAM 751 members have donated about 4,900 pounds of peanut butter – close to 2.5 tons.

The success of the Pierce County drive lead the Snohomish County Labor Council to conduct its first-ever drive last year, which netted just over a ton of peanut butter for food banks in Snohomish County.

Peanut butter is an excellent source of protein with a good shelf life, Myette said. It's also something that most children like, which makes it especially important for food banks in summer time, when children from low-income families no longer get free or reduced-price lunches at school.

Organizers encourage union members to buy union-made peanut butter brands like Jif or Adam's, and to buy it whenever possible from unionized grocery stores, including Albertson's, Fred Meyer, Haggen's/Top Foods, PCC, QFC, Safeway or Thriftway.

However, all donations will be accepted, said Myette. "Hungry children don't pay attention to labels."



Some of the peanut butter collected by IAM 751 Machinists for the 2013 peanut butter drive.

MVPs continue to build better Puget Sound communities

The Machinists Volunteer Program continued to make a difference in March with a variety of community service projects.

The MVP Committee will meet to discuss upcoming events after the District Council meetings on April 14 and April 28 at the Seattle Union Hall.

The MVP North-End Subcommittee will meet to discuss Snohomish County projects at 12:30 p.m. April 15 at the Everett Union Hall, 8729 Airport Road.

For more information on MVP projects, call Kay Michlik at the Seattle Union Hall, (206) 764-0335.



MVPs built a wheelchair ramp in March for a family in Renton. L to R: Cam Griffin, Jeremy Coty, Robley Evans, homeowner (whose wife needed the ramp), Dallas Anderson, and Hunter Griffin.



Photo left: L to R: Helping prepare and serve food at the Everett Mission Chris Louie, YoungJoo Kang, and Beau Kwon.



Photo above and left: MVPs prepared and served breakfast to homeless people at The Rescue Mission in Tacoma on two weekends in March.



MVP Committee Chairman Rob Curran at the Toy Rescue Mission in Tacoma.



Machinists Volunteer Program Awards Banquet
 Saturday, April 11 5 to 7 p.m.
 Seattle Union Hall (9135 15th Pl. S.)
 Join us to honor 751's top volunteers. Members and their families welcome. Bring a side dish or dessert to share. Casual dress.

Flightline pitches in to help family of fallen brother

Members working on our Boeing flightlines are known to be a tight-knit group. So when one of them is in need or injured, they all step up to help their 'union family.' Recently the third shift Renton flightline showed their compassion and generosity when 751-member Ken Brackett's family was in need.

Ken was in a terrible car accident on Dec. 11 that left him clinging to life for 15 days before he passed away the day after Christmas. Ken was the sole breadwinner for his family. Ken was a hard worker, honest, never complained and was a cowboy through and through. He put his family before everything. Co-workers noted that both Ken and his wife were the kind of people that "would give you the coat off their back if they thought you were in need."

Not only did his family have to endure watching their father/husband battle for life only to pass away, they were left with a huge financial burden. The man who crossed the center line and killed Ken walked away and may face vehicular homicide, but that did nothing to help with the hospital bills flooding in for Ken's family – not to mention the funeral expenses.

Ken's co-workers immediately stepped up to help. 751-member Bryan Cope organized not just a fundraiser, but a work party that brought out the entire crew to help at Ken's family home and farm.

Members pitched in and raised more than \$6,000. Just as important as the cash was the weekend work at Ken's family farm/home done by the third shift crew. Members worked together and put up 1,000 feet of fencing their horses had damaged. One member brought a backhoe

and dug 800 feet of ditch to provide power and water to the barn. Over the Christmas break, 751-member John Wright spent time working to get the family's tractor running again. John brought his equipment for the work party and spent both Saturday and Sunday making repairs and performing other necessary maintenance work at the family farm.

The day of maintenance and repairs brought relief to the family who is struggling following their tremendous loss.

"We all pitched in and worked together to help Ken's family. We only wish there was more we could do to help. He was such a great person and to be taken so quickly and at the holidays make it even more tragic," said Union Steward Bob Giannetti who helped with the work party. "We were proud to step up, show our solidarity and help this member of our union family during their time of need."



Union members put up 1,000 feet of new fencing that had been damaged by the family horses and worn down over time.



Above: John Wright brought his backhoe to do the heavy lifting on the farm. Over the Christmas break, he worked to get the family tractor running again.

Left: Third shift Renton flightline spent the weekend making repairs and performing chores at the family home and ranch of member Ken Brackett after he passed away just after Christmas.



Members dug an 800 foot trench to provide power and water to the barn.

Government study verifies: It pays to be Union!

Union members on average make 27 percent more than non-union workers doing similar work, new data from the federal Bureau of Labor Statistics shows.

"That doesn't mean that you'll automatically get a 27 percent pay increase if you vote in a union at your company," said IAM 751 President Jon Holden. "But it does show how over time, union-represented workers are able to negotiate with their employers for better rates of pay."

The Bureau of Labor Statistics' annual report showed that union workers nationwide earn an average of \$970 a week -- roughly \$50,400 a year -- while non-union workers earned an average of \$763 a week, or \$39,600 a year.

The difference -- nearly \$11,000 a year -- can make a huge difference for a working family's quality of life, Holden said.

"Whether we're talking about buying a home, saving for a child's education or just taking a family vacation, an extra \$11,000 a year can go a long way toward making the American Dream a reality," he said.

The report also showed that union membership is particularly beneficial for women and minorities:

Latino men and women who are union members on average earn 42 percent more than Latino workers in non-union jobs;

African-Americans who are union

members on average earn 33 percent more than African-Americans working in non-union jobs; and

Women of all races who work in union jobs earn on average 32 percent more money than women in non-union positions.

"Clearly, there's a union advantage," Holden said.

The wage report follows a report released last summer that showed union members also have much better retirement and health care benefits at work.

On benefits, the Bureau of Labor Statistics reported:

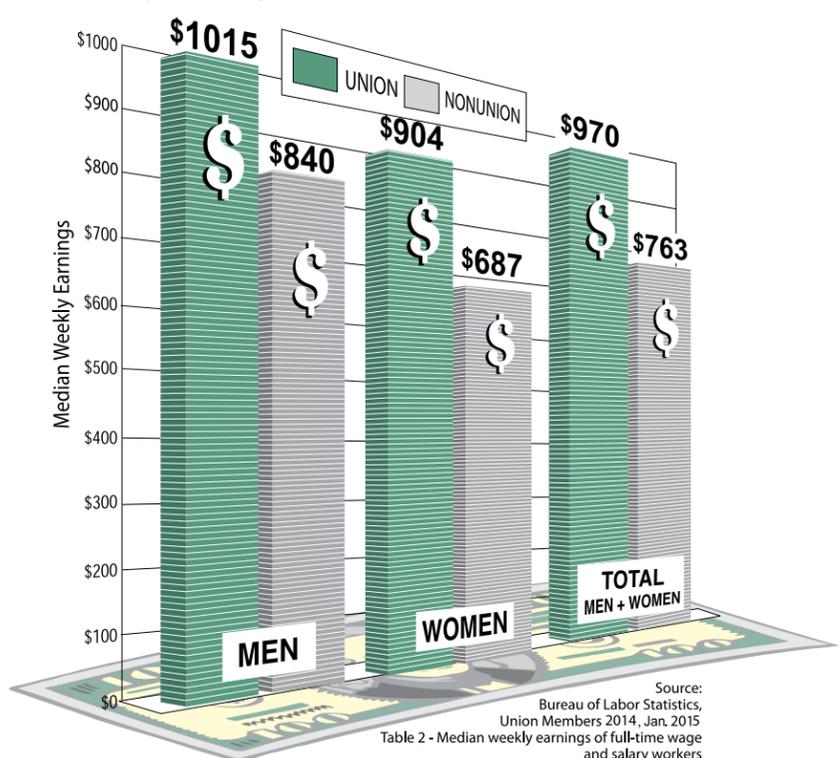
94 percent of union members have company-sponsored retirement benefits, compared to 64 percent of non-union workers; and

94 percent of union members had health care benefits at work, compared to 68 percent of non-union workers.

The quality of the benefits was also superior, the federal data showed. For example, workers with union contracts paid out-of-pocket only 19 percent of the premiums for family health care coverage, while workers at non-union companies paid 34 percent of the premiums' cost.

"The average family health insurance plan costs well over \$15,000 a year in Washington State," Holden said. "Given that, the difference in out-of-pocket costs between union and non-union workers

Weekly Earnings, Union vs. Nonunion



for family health care coverage would be more than \$2,300 a year.

"That's \$2,300 in health care savings added on to the nearly \$11,000 in additional wages," he continued. "That's a really good return on your investment of union dues dollars."

The federal report also showed that union workers are more likely to have

benefits like:

Life insurance (86 percent, compared to 56 percent of non-union workers);

Paid sick days (83 percent, compared to 62 percent of non-union workers); and

Paid holidays (81 percent, compared to 74 percent of non-union workers).

Guide Dogs fundraisers: Good times for a great cause

District 751 – the leading fundraiser for Guide Dogs of America across the United States and Canada – has announced dates for a series of fundraising events.

Each promises to be a good time, while also raising money for a great cause.

Sporting Clays Shoot

The Local C Sporting Clays Shoot Bucks 4 Pups will be held on Saturday, May 2nd at the Sumner Sportsmen's Association (15711 96th St E, Puyallup). Scott Wealth Management is helping to sponsor this fun event where all proceeds benefit Guide Dogs of America.

Four member teams compete with a maximum of 100 participants. Gates open at 7:30 a.m. Registration starts at 8 a.m. Orientation and safety instruction are at 9 a.m. and shooting begins at 10 a.m.

Competitors will shoot multiple stations; 100 report-pair targets. Registration is \$190 per shooter or \$140 for junior shooters (ages 18 and under), which includes coffee and doughnuts, lunch and beverages, 12 gauge/20 gauge ammunition. Special contest tickets to be sold separately at registration and on the field. All registrations entered for door prizes.

Competition will include the "wild bird" contest. Some stations will have "wild birds" (or off-color clay targets) loaded in the traps. When a wild bird is thrown, the shooter needs to yell "wild bird," before shooting, loud enough for



Rod Sigvartson was one of the shooters in Local C Sporting Clays Shoot to raise money for Guide Dogs.



This year's Flight for Sight fun run will start at 9:30 a.m. June 6 at the Everett IAM Union Hall, 8729 Airport Rd.

the score keeper to hear them, and then break that bird in the normal report pair sequence.

For more information, contact Don Fike at 425-822-5189 or 2ndchance@comcast.net.

Flight for Sight

The 14th annual Flight for Sight fun run will be Saturday, June 6, at the Everett Union Hall (8729 Airport Road). Note the new starting location and a new course that promises to be less challenging with fewer traffic lights, as it circles Paine Field.

The event is sponsored by the District 751 Women's Committee.

The 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 1-mile walk.

Race check-in will be from 7:30 to 9 a.m. at the Everett Union Hall (8729 Airport Road) in Everett. The races 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 and follow the links to the online registration form.



Puppy Putt

The 13th annual Puppy Putt motorcycle ride to benefit Guide Dogs of America will be July 11 at locations around Puget Sound.

Riders will leave between 8 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 -- 9135 15th Place S. — for an afternoon of food, music, games and fun.

Puget Sound Harley-Davidson dealers are primary sponsors, but organizers stress that Puppy Putt is an "all breed"

Tickets to win this Harley XG750 are \$5 each and available at all Union Halls and from members of the Puppy Putt Committee.



Machinists call on Legislature for tax break accountability

Continued from Page 3

3,000 jobs since 2013, and announced plans to ship out nearly 4,000 more.

"This bill is about standing up and saying 'OK, we extended this, let's make sure we're getting economic growth in return,'" Robinson said.

Mastin, the former Republican lawmaker, told his former colleagues that four other states have approved aerospace industry tax breaks totaling \$1.9 billion in recent years. In return, Boeing and other companies have committed to creating 14,000 jobs there.

Washington, however, has agreed to give Boeing and other companies \$11.9 billion since 2003 – yet set zero job requirements in return.

"That's something that needs to be addressed," he said. "That's something that's wrong."

House Bill 2147 sets a very low and easy-to-meet standard compared to what other states have demanded, Mastin added.

"The bill before you doesn't even ask for a jobs increase," he said. "It simply

says that when the company is looking to meet these quotas in other states, that's fine – just don't take jobs from Washington."

Nearly a half-dozen Boeing workers testified about how their lives have been harmed by the company's decision to move their work to other states – or even Russia, where engineers have been handed 777X design packages that most thought would be done in Puget Sound.

Several engineers and techs said they'd been assigned to train their own replacements. Others said they're not sure they'll ever be able to find other aerospace work.

"Every morning I pass what used to be a world-class engineering lab," said Jim Lee, an engineer with 36 years at Boeing. "The last engineer there spends his days putting equipment together and shipping it out."

Barbara Hoyt said she sat in her dying husband's hospital room last year doing work so her team wouldn't miss an important deadline. Now, her computer support job is moving to Missouri.

"I don't believe Boeing should be get-

ting any tax cuts when they are blatantly taking jobs away from the people here," she told the committee.

John Lovick, the Snohomish County executive, noted that Boeing demanded wage and benefit concessions from workers -- along with the tax concessions from Washington's government – as part of a competition pitting state against state and worker against worker.

Now that the competition is over, "it makes sense for these incentives and concessions to be tied to the jobs that was the point of the competition," Lovick said.

Lovick said he is supporting the union-backed bill to "make sure our tax dollars and the promised jobs stay in Washington."

"I do not favor providing tax breaks and incentives for creating jobs in other states," he said.

Lopez said the loss of engineering jobs is a big concern for Machinists like him.

"We depend on their decisions and their plans to provide work statements for us," he told the legislators. "They've closed shops in Seattle and north. We've

event, open to owners of all motorcycle makes and models.

Advanced registration is \$15 for a rider, and \$5 for passengers. Registration will cost \$20 for a rider after July 6. Registration forms are available at all District 751 union halls in Puget Sound or online at www.PuppyPutt.com.

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

Your Chance to Win a Harley

Puppy Putt 13 is raffling off a XG750 Harley Davidson (see photo below). Tickets are \$5 each and you need not be present to win the bike. Tickets are available at the Union Halls, local lodge meetings and from any Puppy Putt Committee member.

For details, go online at www.PuppyPutt.com or call the Everett Union Hall at (425) 355-8821.

Guide Dogs Golf Tourney

The annual Guide Dogs of America Golf Tournament will be Sunday, July 19, at the Willows Run Golf Course in Redmond.

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

The cost is \$100, which covers greenfees, cart rental, tournament t-shirts, prizes and a buffet at the end of play. The field is limited to 280 players.

Entry forms are available at all District 751 union halls in Puget Sound. Entries are due by July 10. Information also is available by calling the Everett Union Hall at (425) 355-8821.



Snohomish County Executive John Lovick testified in support of HB2147 so jobs are tied to the incentives.

RETIREMENT NEWS

Retiree Club business meeting minutes for March

The meeting was called to order on March 9 by President Jackie Boschok. John Guevarra led the attendees in a prayer which was followed by the flag salute and the singing of God Bless America.

Roll Call of Officers: All officers were present.

Minutes: It was decided to postpone approving the February minutes because they were not available for review in the *Aero Mechanic* prior to the meeting.

Financial Report: Tom Lux gave the report. He also spoke about Senior Lobby Day in Olympia stating that 15 members of the 751 Retiree Club participated out of a total of 350 seniors. Topics of discussion included the Tax Incentive Accountability bill and transportation issues. He said most legislators were responsive. Tom also said there were some left over Labor History calendars for free on the back table. Also, yearly associate dues are \$2.

Health and Welfare: Helen Pompeo gave the report, a moment of silence was observed for the following deceased 751 members: Thelma Holland, Gloria Long, Joseph Price, John Relethford, Ronald Richter, John Steffan and Donald Sunde. Sympathy cards were sent to the next of kin. Helen also read the names of the following deceased 751 members who



Those celebrating March birthdays included L to R: T.J. Seibert, Ric Rivera, Ken Dinning, Ann Rose, Carl Schwartz and Vera Doss. Mike Lough also had a birthday in March, but is not pictured.

died during the last several months but the union was just recently informed of their passing: Howard Blagg, Emmanuel Blakely, Eileen Bratton, Edward Dial, Sr., W.A. Delbrouck, Jr., James Guard, Robert D. Grant, Harold Hardy, Marie Heer, Gabriel Hogan, Donald Kaufman, Alvin LeBarron, Bing Lum, Gene Marchefka, Shigeko Miller, David Morehouse, Creed Munson, Pamela McGhee, Don Osias, Wilfred Pizzaro, Robert Reedy, Wanda Robinson, John Sawyers, John Sammalitto, Ole Sibley, Jennie Steele, Charles Strange and Walt VanOttingham.

Legislative Report: Carl Schwartz gave the report. He spoke about the challenge to the Affordable Care Act that the Supreme Court is considering. It concerns states whose governors (Republicans) did

not set up state insurance participation in the Act. This means that under the law, the federal government organizes the coverage. This is being challenged. If the Supreme Court rules in favor of the challenge then we can truly say that they, the Republican governors, are the real "death panels," taking away health care and possibly causing deaths. Fortunately Washington State has its own exchange.

Carl reminded everyone to go over their financial records and make a thorough check of income and expenditures in preparation for filing their annual income taxes. Do not forget that county property tax allows some exemptions for seniors with lower incomes.

The National Convention of the Alliance for Retired Americans will be during July in Washington, D.C. We will consider sending delegates to participate.

Health & Benefits Report: None

Business Rep Report: Business Rep Grace Holland gave the report.

President's Report: Jackie Boschok encouraged everyone to attend the Real Retirement Security NOW forum that will take place at the Seattle Union Hall on Thursday, April 2 from 10 a.m. to 1 p.m. The event is free and is sponsored by the Washington State Alliance for Retired Americans (WSARA) and the Retired Public Employees Council of WA, AFSCME.

Jackie also gave a report about the WSARA State Convention that was held in February. Ten delegates from our Retiree Club attended and Jackie announced that she was elected President of the organization. She added that Carl Schwartz wrote an excellent article about the conference that appeared in the March *Aero Mechanic*. The National Alliance provided tote bags and some were left over. They are free on the back table.

Jackie also spoke about the White House Conference on Aging Regional Forum which she will be attending in Seattle on April 2nd. Congressional funding for the program was not renewed for this year's conference so AARP is helping to fund five regional forums. However, their official agenda is not necessarily in line with our goals because there is no focus on what real retirement security means. There will also be a White House Conference on Aging this summer in Washington, D.C. to coincide with the 50th anniversary of Medicare and the 80th anniversary of Social Security.

Jackie said she hoped everyone would enjoy the special catered lunch of corned beef and cabbage as well as special desserts in celebration of St. Patrick's Day.

Continued on Page 10

RETIRED CLUB OFFICERS

President	Jackie Boschok	206-890-1009
Vice President	Helen Lowe	206-523-9526
Secretary	Lucia Raum	206-772-5110
Treasurer	Tom Lux	206-551-1371
Srgnt-at-Arms	Mike Lough	253-371-4778
Trustees:	Louise Burns	206-242-5878
	John Guevarra	206-762-3848
	Michael Keller	206-723-4973

Union Office: (1-800-763-1301) or 206-763-1300

Stanley retires after long career at Joint Programs

In March, District 751 saw the retirement of Bill Stanley – one of our leaders who was instrumental in shaping the IAM-Boeing Joint Programs. When Bill was first appointed in March 1991, Joint Programs had two separate organizations (Quality Through Training and the Health and Safety Institute).

Bill had long been a vocal leader on the shop floor and continually promoted safety. He was excited to join the IAM-Boeing Health and Safety Institute as an administrator just a year after its inception following the 1989 contract negotiations.



Bill Stanley

In 2005, Bill was promoted to Joint Programs Co-Director and went on to become Joint Programs Executive Director in April 2006. Throughout his tenure at Joint Programs, Bill continually interjected a Union perspective.

He is proud of the many programs that have become part of the everyday shop floor culture that make the workplace safer and delivered additional benefits to our members. Just a few of the initiatives and processes driven by Joint Programs during his tenure: the SHEAR form, Move-Smart training, Incident Investigation Training, ergonomics, HSI peer training, Lockout Tagout Tryout training, Hazard Communication training, education assistance, career advising, career guides and much more. We wish him well in his retirement!



Retirees got lots of useful information from a workshop on estate planning, wills and trusts organized by the 751 Retiree Club.

Educational workshop delivers useful information

On Monday, March 16, the Retiree Club held a special educational workshop on estate plans, directives, wills and trusts. Money management specialist Jan Larsen led the workshop and provided indepth explanation of the various options available. Information was presented on probate, conservatorship, estate taxes, estate tax rules, joint tenancy, operation of law, planning options and exemption.

Options available that were discussed included:

- Revocable Living Trust
- Credit Shelter Trust
- Charitable Remainder Trust

Retirees were able to ask questions and explore these important topics. Retirees were free to book a private consultation should they want additional information.

The Retiree Club is trying to book additional informational workshops to educate seniors on topics of interest. Watch in the *AeroMechanic* for future workshop dates.

RETIREES

Congratulations to the following members who recently retired from the Union:

Margaret R Ainslie	Dale S Kuehn
Linda A Ames	Harry M Kuhlmeier
Steven B Arnot	Michael E Lavelle
Cole L Auckland	Albert F Livzey Jr
Philip C Bannon	Edward J Lowe
Eric A Beall	Daniel L Luxmore
Robert F Beierl III	David J Markwald
David H Benson	Vickie F Marriott
Francina S. Bongat	Thomas L Maxey
David A Briske	Dennis R McGuire
Lawrence A Bustos	Mike V McKee
Matthias Caputo	Michael I Millenaar
Bunna Chuch	James S Mogan
Harry P Clements	Joel M Nemec
Michael L Cruse	Kim E Ngov
Darryle J De Tracy	Corene Nielsen
Robert D Dorothy	Daniel E Olk
John W Eddy	Larry D Olson
Gary E Enigk	Esther A Passler
Dwayne R Greene	Kenneth B Schasse
Edna J Grems	Terry L Schamp
Michael R Hall	Herbert C Schwenzer
Brian D Hanson	David J Scrivanich
Cindy J Heller	Pacifico V Serrano Jr
Cindy M Hoffman	Craig A Smith
Steve W Hoffman	Greg H Snyder
Huong L Hong	Robert D Sterling
John E Hopkins	Charles Strieby
Philis J Hopstad	Raymond J Talbott
Charles R Inslee	Karen M Travelstead
James R Jensen	Robert D Sterling
David R Kean	Charles R Van Tassel
Toshiko H Kelly	Scott J Wolfe
David L King	Lauralee Woods
Mary S Krotzer	Rodney E Zwink

FREE WANT ADS FOR MEMBERS ONLY

ANIMALS

WALES IMPORTED LEGION OR MERIT WINNER, Llanarth Morien, Section D Welsh stallion. Stud fee \$1,000. All foals can be registered arabs triple registered. 206-849-1677

AUTO PARTS & ACCESSORIES

CHROME NERF BARS by Westin off my 2006 Dodge Ram 2500 quad cab pickup. \$100. 206-353-8915

BOATS

'92 KAWASAKI TANDEM SPORT JET SKI, oil injected. 1992 galvanized Calkin trailer. Good condition for the age. \$900. Call 253-232-9236 Yelm

COTTAGE INDUSTRIES

HOME INTEREST RATES TO RISE. Do not lose your buying power! Call now! Yonprovo@skylineproperties.com. 425-359-0165. Have listing will travel.

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

ELECTRONICS & ENTERTAINMENT

COMPUTER DESK/HUTCH including printer corner desk. 9 drawers (4 hanging file). See on www.flickr.com/photos/130844990@N05/16055371004/. Asking \$450 (was \$1400 new). 206-683-5186

FURNITURE & APPLIANCES

COMPUTER DESK/HUTCH including printer corner desk. 9 drawers (4 hanging file). See on www.flickr.com/photos/130844990@N05/16055371004/. Asking \$450 (was \$1400 new). 206-683-5186

BRAND NEW LEATHER RECLINER, dark brown. 425-397-1999

POOL TABLE, \$300. Queen size bed, good condition, Amish-made frame, \$250. 253-875-7944 Graham.

GERMAN RADIO & RECORD PLAYER, large, floor model. 253-875-7944 Graham

17 SQ FT PENNEY'S FREEZER. Older and not frost free, but works good. White. Located in Yelm. \$25. 253-232-9236

SAVE THOUSANDS ON THIS LIKE NEW COMPLETE KING TEMPUR-PEDIC "Rhapsody" bed set including frame. Call after 9 a.m. 360-403-7912

HOUSING

RV LOT FOR RENT, senior park, sound view, very quiet, Federal Way. \$550 monthly plus utilities. 253-839-9169

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 April 15th

TAKE A BREAK ON HOOD CANAL: 1-bdrm beach cabin, \$100/night with 2-night minimum. Mention that you're a Machinists and get a third night free! Search "Sisters Point Cabin" on Facebook, then call 360-275-6816

MISCELLANEOUS

UTILITY TRAILER, 4' x 8' folding trailer with removable sides, \$250. Never used his and hers 18-speed Schwinn bicycles, \$300. 425-481-1857

CHILDCARE AVAILABLE IN MARYSVILLE. Licensed in-home daycare and preschool with 15+ years experience. Educating the next generation. Visit website: www.buildingblocksdaycareand-preschool.com. Email: buildingblocksdaycare4646@gmail.com. 425-244-0230

SIDE-BY-SIDE CEMETERY PLOTS at Washington Memorial Park . area is in Garden OF Flowers. \$7500.00 Contact Mary at 206-920-7473

SCOTTIE COLLECTION. Antique Quimper pottery. "Men of the Day" pictures (4), individual separate, make offer. 425-353-0564

DAVID CLARK H10-40 HEADSET w/new pads, telex P200 push-to-talk, pilot flight case, PC-3 flight computer, A/C flight manuals and many extras. \$200. 425-374-8078

ANTIQUE GREEN QUART CANNING JARS with glass lids, \$5 each. Kitchen Aide mixer \$100 or best offer. 425-226-2385

1 WHEELCHAIR, \$100. 3 walkers \$50 & \$75. 1 Kitchen Aide stand mixer \$200. 206-762-4732

PROPERTY

SIDE-BY-SIDE CEMETERY PLOTS at Washington Memorial Park . area is in Garden OF Flowers. \$7500.00 Contact Mary at 206-920-7473

TWO CEMETERY PLOTS in Floral Hills Cemetery. Lynnwood, WA. \$2,000 each plot or obo. Call 480-983-0956 AZ

2.5 ACRES OF BEAUTIFUL PROPERTY, live in custom built Guess cabin, 1700 sq ft rambler with open floor plan, 3 bedrooms, den, 2 car garage, tool shop & out-buildings. Ken or Shirley 360-730-2245

1.08 ACRES, 4890 Keytson Place, Entiat, WA. Well, power, irrigation onsite, close to Entiat waterfront park on Columbia River. \$69,000. Jackie at 509-670-4679

1 CEMETERY PLOT, Evergreen Washelli by the side of the road. \$3,000 or best offer. 253-588-4992

20 ACRES LAKE ROOSEVELT view, great deer and turkey hunting, south end lake view, close to Lincoln City, off Miles-Creston Road. \$37,500. 253-218-5546

RECREATIONAL VEHICLES

1996 GEORGIE BOY SWINGER 30' Class A motorhome, 57,000 miles, 460 motor, 1 slideout, level jacks, 5000 watt generator, exc. Cond. \$10,000 obo. 206-290-0064

SPORTING GOODS

SCUBAGEAR, ScubaPro BCD, large night-hawk, used 4 times, \$500. Sea limegreen 80# aluminum tanks \$50. 206-999-9868

MUST SELL SCUBA DIVING & river rafting gear. All in excellent condition, some never used. Call after 9 a.m. 360-403-7912

TOOLS

TABLE SAW, 10 inch blade, w/legs, Craftsman, like new, \$120 obo. 253-856-7904

6" DIAL CALIPERS, Brown & Sharp \$25 or Mitutoyo \$30, Brown & Sharp best test indicators .0005 #7035-1 with Starrett mag base, \$25 other one \$5. 253-232-9236 Yelm

STARRETT PRECISION O.D. MICS 0-1 \$5, 1-2 \$10, 2-3 \$20; 0-1 anvil mic \$25, 0-1 disc mic \$25, 0-6 depth mic \$30. 1" x .001 Starrett indicator & mag base \$25. 253-232-9236

VEHICLES

SILVER 1997 HONDA CIVIC, mileage 106,000, Style: LX Sedan 4dr, seating 5, engine 4-cylinder 6 liter transmission; manual 5 spd. Record: Always passed the emission test inspection \$1,800. 206-824-2587

2001 GMC SIERRA C3, great condition, 6.0 liter V8, automatic, AWD, power heated seats, PW, PDL, 215,000 highway miles. \$6,800. 425-299-7497

'88 FIREBIRD, red. Needs loving care. Locking tire rims, T-top, motor just tuned. 253-735-6290

2007 HARLEY DAVIDSON ROAD KING Classic, 96 c1, 6 speed, 28,000 miles. New blue pearl paint. Also you can pick from two different seats and 2 different wheels. 206-265-0654

1960 VW MANX DUNEBUGGY. Blue, fiberglass body, stored indoors 4,835 miles. \$6,000. Antique Washington plates included. 208-634-3907/208-409-7173

2003 VICTORY CLASSIC COURSER, 27,000 miles Runs great, full face and half helmet, tank bag. Newer front tire. NEW rear tire and brakes, current tabs. Bring cash, \$ rides away with title in hand. You will not find another bike like this, made in the USA by Polaris. \$6000.00 or OBO 206-243-1278

64 FORD GALAXIE 500XL, White/2D Hard Top/390 4SP/Stock/Bucket Seats/Console. \$14,000. OBO Des Moines WA. 206-878-3533

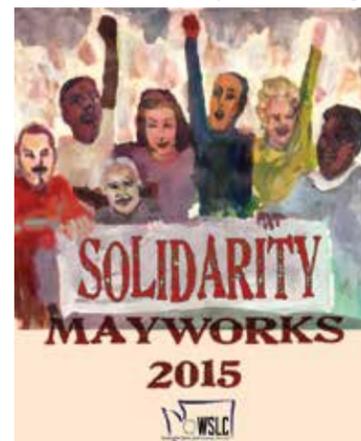
MayWorks events scheduled

MayWorks is a month-long festival throughout the month of May celebrating labor culture and history in Washington State. Festival events also focus on working class issues and labor arts such as music, poetry, photography, dance, drama, and the visual arts.

This year's MayWorks theme is Solidarity Forever, in honor of the 100th anniversary of the writing of that song, labor's anthem. The MayWorks calendar will be chock full of great events to be part of and the Labor Center has something really special to offer as part of it.

The Washington State Labor Council, AFL-CIO, does a fantastic job with our MayWorks, involving many unions, labor councils, and community partners. As we enter our fourth year of this monthlong, statewide celebration of workers' history and culture, we should all be proud of what we have built.

For more information and a listing of events, visit: www.mayworkswa.org



Retiree Club business meeting minutes for March

Continued from Page 9

Day.

Good & Welfare: John Guevarra welcomed guests and spoke about the Friday Alert that was handed out. In particular he encouraged everyone to check out the internet inks in the report for additional important information.

Max Templin spoke about the Affordable Health Care Act challenge that the Supreme Court is considering. He said about a year ago an Atlanta attorney was going over the AHCA document and found the "four words" that can take down the program. The Seattle Times recently had an article about this which explained the issue.

John Guevarra said Washington State ranks 19th in benefits to seniors. He said "big" money is making the decisions. Jackie added that is a good reason to attend the seminar on April 2.

Vennie Murphy announced that the State of Wisconsin recently became a Right to Work State.

Ted Cambouris said he retired from Boeing in September. He spoke about an OSHA charge and safety issues in the Renton Plant. He also said there are job opportunities for retirees to represent airlines in the plant to check out issues.

Old Business: None.

New Business: None.

Birthdays: Mike Lough, Ann Rose, Ken Dining, Vera Doss, T.J. Seibert and Carl Schwartz. The Club sang Happy Birthday to them. There were no anniversaries

Mike Lough won the drawing for the Fred Meyer gift card.

Meeting adjourned at 11.50 am.

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

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 April 15th!

FINANCIAL \$ENSE: Don't overload your portfolio with company stock

Many companies offer their employees a stock purchase plan, enabling them to purchase company stock at a discounted price and invest in the company they work for. While this can frequently be a great way to invest in the stock market, as an investor you need to question whether it's good to load up too much on your company's stock — or any company's stock, for that matter.

Investing in your company may be a good idea, but you need to make sure you set some guidelines and strategies to diversify your holdings not only among individual stocks other than your company's, but among industry sectors as well. Although diversification does not ensure a profit or protect against loss, doing so may help reduce the effects of the price fluctuations that will undoubtedly occur in your portfolio.

As you decide whether to participate in your employer's stock purchase plan, keep in mind that owning too much of any single stock is rarely a good idea. While you may be confident of your company's prospects for success or you

want to demonstrate your loyalty to your employer, you need to recognize that you may take on additional risk if you don't diversify. Also, as you evaluate your holdings, don't overlook the potential danger in concentrating your investments within one industry, even if you spread your investments among several stocks in that industry. Oftentimes when bad news hits one stock in an industry, it can also have a similar impact on other companies within the same sector.

So, how can you help reduce the risk in your portfolio? One way to help protect yourself is to diversify your portfolio among several stocks. In addition to your company's stock, you should try to broaden your equity holdings to include 20 to 30 stocks in at least six to eight industry sectors with different investment characteristics. Keep in mind that no more than 25 percent of your total portfolio value should be invested in any one sector.

Furthermore, another good rule of thumb is to have no more than 15 percent of your total portfolio — including

SCOTT WEALTH MANAGEMENT GROUP *of Wells Fargo Advisors*

investments in your 401(k) and IRA — invested in one single stock. You should strive to maintain a balanced asset allocation with not only stocks in different industries, but also bonds and other investment vehicles as well. Keep in mind that an investment in stocks will fluctuate in value, and when sold might be worth more or less than the original investment.

Once you have reviewed your portfolio and evaluated your investment objectives, you may realize that you have a "concentrated position"— that is, you have too much of your holdings in a single stock or you are heavily invested in a single industry sector. If this is the case, it is a good idea to contact a Financial Advisor and discuss strategies for reducing your concentrated holdings.

There are a variety of strategies that can help you reduce the risk involved in having concentrated positions in both taxable and tax-deferred accounts.

Your investment objectives, risk tolerance and time horizon will dictate the appropriate asset balance for your financial situation. Because each and every investor has different investment needs, seeking professional assistance is usually the best alternative to avoid keeping your eggs all in one basket.

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.

Investments in securities and insurance products are: NOT FDIC-INSURED/NOT BANK-GUARANTEED/MAY LOSE VALUE

Wells Fargo Advisors, LLC, Member SIPC, is a registered broker-dealer and a separate non-bank affiliate of Wells Fargo & Company. 1213-02688

751 shows solidarity with Providence Everett nurses

751 members can show support for nurses at Providence Medical Center in Everett by "liking" the UFCW 21 Providence United Facebook page and watching for future informational picketing or ways to help. Car window signs are also available at the Everett Machinists Hall to display as a sign of solidarity with the nurses.

The 1400 nurses at Providence Medical Center Everett, who are represented by UFCW21, have been in contract negotiations for more than seven months. They have been working with a federal mediator to try to get Providence to settle the contract.

On March 17, these nurses, along with 751 members and other concerned community members picketed Providence Everett in an attempt to bring

Providence back to the table and deliver a fair contract. The rally showed others support their efforts for a fair contract.

Local 751-A President Les Mullen addressed the crowd and brought a message of support from 751 to these dedicated health care workers. Again, like the UFCW 21 Providence United Facebook page and offer words of support in your next visit.



Above and left: Machinists joined nurses at Providence Medical Center Everett in a rally for a fair contract.

Retirement workshops for members at Boeing

District 751 members who work at Boeing can learn how to maximize their retirement benefits at a series of upcoming retirement planning workshops.

The workshops will be held in the coming months at District 751's Puget Sound union halls:

Everett Hall (8729 Airport Road): Two classes a day 11:30 a.m. to 1:30 p.m. and 2:30 to 4:30 p.m. March 12, April 16, May 14 and June 11.

Auburn Hall (201 A St SW): Two classes a day 9:30 a.m. to 11:30 a.m. and 2:30 to 4:30 p.m. March 11, April 22, May 13, June 9.

Seattle Hall (9135 15th Pl. S):

Two classes each day: Noon to 2 p.m. and 3 to 5 p.m. March 19, April 21 and June 16.

Renton Hall (233 Burnett Ave N): Two classes each day: Noon to 2 p.m. and 3 to 5 p.m. March 18, April 29, June 3.

The workshops will cover a range of topics to help you calculate your real post-Boeing income, including:

- Options for your Boeing VIP, potential taxes and penalties;
- Maximizing your Boeing pension options;
- Tax-favored investing and proper asset allocation;
- Health and life insurance options; and
- Creative budgeting techniques and dealing with debt.

To reserve your seat, call Money Management Educators at (888) 223-8311 or send an e-mail to mmpepugetsound@mmeducators.org.

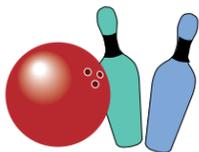
Fun to spare at April 26 bowling tourney!

Strike up a good time with food, fun, friends and prizes while raising money for the Machinists Non-Partisan Political League (MNPL).

Local F's annual Unity Bowl fundraiser will be Sunday, April 26, from 12:30 to 3:30 p.m. at Secoma Lanes, 34500 Pacific Hwy S, Federal Way.

Any IAM member, relative, or supporter may participate. Trophies will be awarded to high score and those who "tried."

The cost is \$50 per bowler (includes fees, shoes,



dinner and prizes). Lane sponsorships are also available. Pick up an entry form at any union office.

For more information, call: Mitchell Christian 425-308-6895, Christine Fullerton 253-709-5786, Jeremy Coty 253-350-1516 or Donovan McLeod 253-486-7063.

We'll have fun to spare...so sign up today!

**Sunday, April 26
12:30 to 3:30 p.m.
Secoma Lanes, Federal Way
\$50 per bowler, proceeds to benefit MNPL**



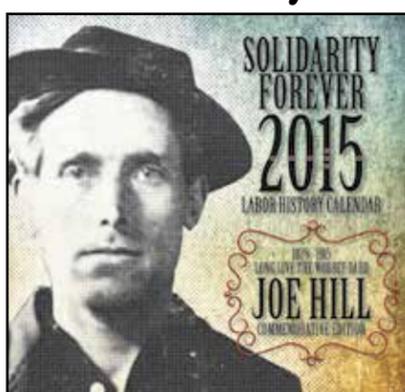
Pacific Northwest Labor History Conference May 1-3

The 2015 Pacific Northwest Labor History Association Conference, the 47th annual, will be held in Washington May 1st-3rd. It is being incorporated into part of the MayWorks events this year. The conference brings together historians, students, unionists and others to share information and exchange views on past events that shaped the labor movement. This year's conference theme is "Celebrate, Honor, Act."

Celebrate the 100th Anniversary of the writing of "Solidarity Forever"

Honor the life of Joe Hill on the centennial of his execution

Act to strengthen and rebuild the Labor Movement for a secure future.



Learning from the past and preparing for the future, this conference seeks to find the best historical models for organizing, strategic alliances and coalitions, and to connect these models with contemporary actions to consider how the labor movement can strengthen for the future.

The conference will kick off with a MayWorks reception on Friday, May 1 from 5:30 to 8:30 p.m. at the IBEW, Local 77 Hall in SeaTac (19415 International Blvd), with Saturday and Sunday conference workshop and events at the

DoubleTree Hotel in SeaTac.

Get more information or download a registration form at: pnlha.wordpress.com



EASTERN WASHINGTON

Millwrights meet with IAM 751 leaders

Millwrights who work at Hanford met with senior leaders of District 751 in March to brief them on issues they face on the job.

IAM Local 1951 – which is District 751's Richland-based affiliate – took over representation of some 45 millwrights in June 2013 after their previous union was disaffiliated with the Metal Trades Council.

“Our commitment to them has been that we’d represent them and fight their issues just as if they’d been Machinists Union members all along,” said Ken Howard, IAM 751’s Staff Assistant for the Tri-Cities.

The millwrights do mechanical maintenance, repairs, installations and removals at the Hanford site and at Pacific Northwest National Laboratories, operated by Battelle in Richland.

On March 25, Howard and Local 1951 Stewards Chris Powers, Charlie Lumpkin and Jeff Keck met in Seattle with IAM 751 President Jon Holden, his senior staff and a union attorney to review grievances that are headed to arbitration.

Keck is the new chief steward for the Local 1951 millwrights, replacing Lumpkin, who had held the post for seven years. Powers is the chief steward for all Machinists Union members at the Hanford site.



At our Union's pre-arbitration meeting, millwrights who work at Hanford provided a briefing on the issues that are now scheduled to go to arbitration. Millwrights gained IAM representation in June 2013 with a commitment we would fight on their issues.

The stewards also briefed Holden and other IAM 751 leaders on the history of the millwrights at Hanford, and discussed with them ways the Machinists Union can successfully represent their group.

“This was a really good meeting,” said Holden. “The issues that our members at Hanford face, in some ways, are unique. There aren't many workers in the world

working at nuclear cleanup sites, and it was interesting to learn more about the challenges they face on the job.

“But at the same time,” Holden continued, “they have a lot of the same concerns as every other working person. They want to be treated fairly, and to get the training and tools they need to do their jobs safely and well. They have a union

contract, and they expect their stewards and representatives to help them enforce it.”

Holden said he is “glad to have the millwrights as part of our District 751 family, and I look forward to working with them to make Hanford and Battelle better places to work.”

Win delivers back pay and benefits for Hanford member

Continued from Page 1

Jensen asked to exercise his right, but the request was denied by CH2M Hill. They argued that it shouldn't have to take Jensen on because he was a category B-18 instrument specialist, while the company only hired category O-18 instrument specialists.

“He should have been able to bump,” Howard said. “On the Hanford site, we have site-wide seniority, and he should have been able to bump within his job classification. The company ignored all the past history, and how the instrument specialist position had recognized seniority rights in the past.”

Union Steward Don Giese played a key role in making things right, Howard said. Giese did a great deal of research that allowed the union's lawyers to argue on Jensen's behalf that the only difference between the two job categories is that B-18 instrument specialists work

on equipment in office settings, while O-18 instrument specialists work on equipment used in the field.

“Without the dedication of Don, this would have been impossible,” Howard said. “He came up with all the research. He brought up historical facts and data to back up our position.”

Jensen was reinstated to the job at CH2M Hill in March. The company and the union are still negotiating over the amount he will be paid to make him whole for all that he missed during the 15 months he was away from work, including (but not limited to) regular pay, overtime, vacation, personal leave, 401(k) matches and other benefits.

The amount “will be substantial,” Howard said. “This is not just a win for him, it was a win for all Hanford instrument specialists being transferred in the future.”



Joe Jensen (l) thanks Staff Assistant Ken Howard and Steward Don Giese (r) for assistance in his arbitration case that delivered 15 months back pay and benefits and will help with other pending cases at the Hanford site.

TAA benefits approved for laid-off workers from Triumph Composites

IAM members working at Triumph Composites in Spokane who wind up getting laid-off will have an enhanced safety net, thanks to the IAM. District 751 representatives had been notified last year that layoffs were pending after Triumph lost the contract to build Boeing floor panels.

District 751, working with Bill Messenger from the Washington State Labor Council, had done much of the preliminary work on filing for Trade Adjustment Assistance.

On March 9, the first group of Triumph employees received layoff notification. The morning of March 12, Steve and Bill met with reps from Triumph to finalize the paperwork and filed the TAA petition in Washington DC by the end of the day. That evening members from Triumph

were invited to the Local 86 monthly meeting. Steve and Bill outlined the benefits available through TAA and answered member questions.

On March 24, the IAM was notified that TAA benefits have been approved for impacted workers at Triumph

Composites. Any Triumph employee laid-off between March 12, 2014 and March 19, 2017 will be eligible for TAA



Local 86 members attending the March 12 meeting, hear a report on TAA benefits for anyone laid-off from Triumph. The Union received notification TAA was approved on March 24.

benefits.

“Because we had done so much of the leg work ahead of time anticipating possible layoffs, we were able to get TAA

approved in record time for these workers. I hope anyone laid-off from Triumph will take advantage of these benefits,” said Business Rep Steve Warren.