Business Rep Dan Swank (r) thanks Steward Paul Richards for his work ensuring a manager could not simply create a new shift without having to pay our member overtime for time worked outside the contractual shift.

**Union ensures pay is by the book**

“Time is money” is certainly true especially when you are talking about a Union contract. Thanks to efforts by Union Steward Paul Richards in Everett a member on his second shift crew was properly compensated when a manager pressured him into working a “different” shift. Paul ensured the member was paid overtime for ALL the time worked outside of his normal shift. This resulted in 33 hours of overtime pay to ensure the contract was followed.

The member had reluctantly agreed to work a unique shift when asked by management because he didn’t want to make waves. Being an observant Union Steward, Paul noticed the manager had assigned this member to work 10:30 a.m. to 7 p.m. each day. However, Article 5.3 of our contract and added that the member would need to be paid overtime wages for all hours worked prior to the 1:30 p.m. start time authorized in our contract. The manager argued the member agreed to that shift and continued working him on the shift even after Paul had provided him a copy of Section 5.3 of our contract.

Recognizing this was a clear violation of our contract, Paul proceeded to file a grievance. Once the grievance reached Boeing Labor Relations, the manager readily agreed to pay the overtime and ensured the member worked a shift that complied with the contract.

“Our contract sets clear times for first, second and third shift at Boeing. But without strong Union Stewards policing the contract, management will attempt to set different shifts to suit their own needs,” said Business Rep Dan Swank. “I appreciate the fact that Paul ensured the member was properly compensated and the contract was enforced.”

**Lack of a safe process really ‘stinks’**

**Stewards and Site Committee push for clean-up and decontamination procedures going forward**

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“It was a perfect storm with no protective equipment, no training, the wrong tools and no process for decontamination. Our members assigned to the spill were dressed in tennis shoes that were soaked and wet as they tried to clean up the waste with the mops and squeegees management provided,” added Amanda. “I asked what is the process for workers who get contaminated and was surprised to learn there is no procedure. As Site Committee members, we will ensure one is put into place going forward and shared with employees assigned to these tasks.”

However, it wasn’t just the workers on the clean-up

Continued on Page 3

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**200 union members lobby legislators for accountability**

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The response was very positive from legislators in both parties, said IAM 751 Legislative Director Larry Brown.

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By JON HOLDEN
District 751 President

No one in our union works harder than our stewards. In the shop, they are leaders, counselors and fighters for your rights. At our union halls, they are volunteers who do the essential work of our union in community service and in politics, helping other workers form new unions where they work and in carrying out day-to-day local lodge business.

And on top of all that, they have jobs in the shop, with quality and production metrics to meet. They stand up for their co-workers, the contract and our union where their backs aren’t being pushed to do so. Each steward takes on the pressures of representing our membership every day and they never get thanked enough. We are going to have elections for stewards on January 20. These elections were ordered by the former international president of the IAM, R. Thomas Buffenbarger, before he retired from office on Dec. 31 after he recalled and rewoke our District bylaws. We are trying to go to fair process so members have confidence it was conducted with fairness, but the details are still being worked out by the International.

We’ve always had a process where stewards were appointed by the union’s district president, with a recommendation from business representatives and from people who work on the shop floor with the steward. Once selected, our stewards have been required to attend meetings, get training and volunteer for service to the union or community – almost all of it on their own time.

This process has served District 751 well for eight decades now, but the revised bylaws change that process. Our district is blessed with the strongest corps of stewards anywhere, in any union. The work they do helps us as union members and so many others in our community.

One of the important things our stewards do is their involvement in our political action committee. On November 15, almost 150 of our stewards joined with 50 officers from SPEEA to head to Olympia and meet with their legislators face-to-face to urge them to support aerospace tax incentive accountability.

They did a fantastic job on our behalf. The sight of 150 IAM stewards walking through the halls of the Capitol Building in their black union jackets created a buzz. The fact that every one of them took a day off without pay to do this drove home the message that we, as aerospace workers, take this issue very seriously – and that we expect our elected representatives to take it seriously as well.

Our union is fighting the good fight on this issue. We are fighting for Washington taxpayers, who as it stands today are on the hook for $8.7 billion worth of tax cuts whether Boeing grows in our state or continues shipping our work outside of our state.

We are fighting to recover some of the nearly 4,000 jobs that Boeing has already shipped away, to states like South Carolina, Missouri, Alabama and Oklahoma, which all require Boeing to add to the workforces in those states in order to get tax incentives.

We are fighting to raise the wages of some 6,000 Washington aerospace workers who work at non-union plants where they are paid less than $15 an hour – wages so low that they can’t afford union power to buy food, clothes and housing for themselves, let alone support a family. And we are fighting to ensure that our children and grandchildren have the opportunity to someday work in this industry, earning the kind of middle class wages and benefits that can support both their families and their communities.

Boeing, of course, has dozens of highly paid lobbyists and millions of dollars to spend to defeat this issue.

But when hundreds of our stewards go knock on Capitol office doors, that has a huge impact. And if thousands of you answer our call next year, to call or e-mail your legislators to insist on their support, that too will help get the needle in our favor.

Our strength remains today what it has always been – the power of many individuals coming together to speak with one voice, in solidarity.

As long as we retain that power in work and solidarity, we as Machinists will continue to fight for the great things for ourselves, our children and our communities.

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As long as we retain that power in work and solidarity, we as Machinists will continue to fight for the great things for ourselves, our children and our communities.
Accountability is responsible and necessary, Holden tells media

District 751 and SPEEA hosted a joint press conference at the Seattle Union Hall on Nov. 9, which was the second anniversary of the day Gov. Jay Inslee signed an $8.7 billion aerospace tax incentive extension into law.

The goal of the press conference was to point out that in the incentive extension, Boeing has moved thousands of jobs out of Washington State, and announced that thousands more are going to fly away in the future.

The press conference was successful, drawing coverage from all four Seattle television stations, stories in the Seattle Times, Everett Herald and Puget Sound Business Journal, and even an Associated Press report that ran in newspapers nationwide.

Here are IAM 751 President Jon Holden’s remarks from the press conference:

“Two years ago, our union went to Olympia to ask elected leaders to support $8.7 billion in aerospace tax incentives, because we believed it was an investment that would grow our state’s aerospace industry.

These incentives were first installed in 2003 and were worth $3.2 billion. They were amended in November 2013, exactly two years ago, which added an additional $8.7 billion in tax incentives to Washington’s $8.7 billion aerospace industry tax breaks.

Unfortunately since then we have seen announcement after announcement where good aerospace jobs are being sent to other states in order to secure more tax incentives—in those states. Over the past two years, our state has lost more than 3,600 Boeing jobs.

Our Machinists Union and SPEEA aren’t waiting for local officials to step up—we’re here today to call on our leaders in Olympia to take action to fix the flaws in our state’s aerospace tax incentive system.

The aerospace industry itself is not shrinking. We are seeing record revenues and record production right now. Our aerospace workers are delivering more airplanes a year at levels previously thought unattainable.

However, Boeing has made a series of purposeful decisions to move jobs out of Washington state because that was the easy way for it to meet job “creation” targets that other states have required Boeing to meet in order to receive their tax incentives.

Other states did it right. Missouri, Oklahoma, Alabama and South Carolina already require a specific amount of jobs and capital investment for the tax breaks.

A new Boeing Co. report shows that the company has slashed nearly 4,000 jobs from its Washington state workforce since the state’s Legislature approved an $8.7 billion tax break for the aerospace industry two years ago.

The company’s latest workforce report shows it eliminated another 342 jobs in November on top of the 3,619 jobs it had cut in the first two years since the tax cut was signed into law on Nov. 3, 2013.

The total means that 3,961 Washington state residents have lost jobs at Boeing, despite legislative efforts to boost aerospace employment through massive tax cuts.

Boeing’s job cuts are having a real impact on the Washington state economy, leaders from SPEEA and Machinists Union District Lodge 751 said.

Washington aerospace workers including mechanics, engineers and executives—earn on average $89,000 a year. Given that, the 3,961 lost jobs represent $352 million in lost wages annually.

In addition, economists often talk about a “Boeing multiplier,” which reflects the number of jobs created in the service and retail sectors when Boeing workers spend their paychecks at local businesses.

The most-commonly used figure is a multiplier of 1.7, meaning that each Boeing job supports 1.7 jobs in the community. That implies the 3,961 jobs lost because Boeing moved work out of Washington will lead to 6,733 additional state residents—nearly 11,700 people in total.

This is not what the Washington State Legislature had in mind when it approved the nation’s largest corporate tax incentive package, leaders of the two unions said.

“What happened to ‘maintain and grow’ our aerospace workforce?” the unions asked. “Aerospace tax incentive accountability cannot wait any longer.”
Union steward selected for political training institute

By LARRY BROWN
IAM 751 Legislative Director

All too often, our union backs politicians who, after they get elected, turn their backs on us and other working people. What can be done to ensure politicians remain loyal when they get elected with the backing of our union? We can do that by electing union members to public office. But that is easier said than done.

As a worker, how do you get your start in politics? How can you get to know the intricacies of governance, the function of various agencies? How does the role of local, state and federal government play out? What does it take to know the structure of the judiciary branch of government for example?

And once you know something about the way government works, how do you get yourself elected? These questions and many more will be answered for Local F officer and steward Charles Cesmat. Brother Cesmat applied for and was selected for the 2016 class of the Institute for a Democratic Future (or IDF).

The IDF was founded here in Washington State in 1997 by political and civic leaders Dean Nielson, Javier Valdez and Lisa Witter.

The IDF program is designed to develop and promote young emerging leaders with progressive and Democratic values. This is an effort to grow political leaders for Washington State.

The program lasts for six months and consists of 11 intensive weekends of study. The members of the IDF class will meet with elected officials, leading experts, labor leaders, business owners, lobbyists, nonprofit leaders, and people making a difference in their communities.

The class meets in towns and cities across the state and in Washington, D.C., learning just how government works. IDF graduates will be engaged in the political process while the program is introducing them to the people and issues that are affecting our state and communities.

Cesmat, at age 25, has shown he is a leader. He is already a local lodge officer and a steward. In 2008, he graduated from the inaugural class of Highline School District’s Aviation High School.

While he has attended college, he is always anxious to learn more and contribute to the success of his union.

When asked why he was interested in IDF, he said, “I believe you can change the world through public policy and legislation.”

He really knew he wanted to get more involved when he got an invite to lose IAM National Legislative Conference.

“Can you help but be inspired when you see our country’s national monuments, the White House and the Capitol Building in Washington, D.C.,” said Cesmat. He also knows the value of the union.

“I am glad Boeing was not my first job,” said Cesmat. “I worked non-union before and I could really tell the difference having the Machinists Union representing me at Boeing.

“Before my Machinists Union job, I was an at-will employee,” he continued. “Now I have rights on the job. It is only because of politics and legislation that I have the right to belong to a union. That is what I want to fight for with the help of IDF.”

IDF has produced numerous elected officials. State Senators Cyrus Habib (D-Seattle), Lizaveta D-Everett) are some recent examples of IDF alumni.

Time will only tell if Brother Cesmat will be joining them as an elected official. But whatever you do, don’t bet against him.

Accountability responsible and necessary, Holden tells media

Every job Boeing moves out of our state diminishes our ability to compete for the next new airplane program.

Our union believes that job relocations should be attached to the aerospace tax incentives, as detailed in Rep. June Robinson’s bill, House Bill 2147. This is a responsible proposal that will ensure that the citizens of Washington prosper with the jobs the incentives were meant to maintain and grow.

In addition, these tax incentives were meant to maintain and grow good aerospace jobs. There must be a wage standard for companies that accept the tax incentive should meet. Too often these tax incentives are going to highly profitable companies that are paying two-thirds to three-quarters of their employees $15 an hour or less.

That’s why we are also supporting House Bill 1786, to establish this wage standard.

Aerospace jobs should be the type of jobs that bring workers into the middle class, but all too often when a worker is stuck at $10 to $12 dollars per hour they are not making enough to participate fully in the economy. Unfortunately $10 to $12 an hour jobs are the type of jobs that force families to use already-scarce public resources even like subsidized housing, state-funded healthcare plans, subsidized school lunches, and the area food banks. These programs are already strapped.

Aerospace jobs are meant to lift families and communities out of poverty, so they can save for the future, buy a home and send their kids to college. But our state has more than 6,000 workers stuck in low-wage aerospace jobs while their employer reaps big tax incentives that are supposed to grow our economy.

Given these realities, we can’t afford aerospace industry tax incentives that don’t grow good jobs in our state. It’s time for the Legislature to act to establish firm employment standards in our aerospace tax incentive law, to ensure Washington’s taxpayers earn an adequate return – in the form of a specific number of good-paying jobs – for the $11.9 billion we’ve committed to investing in the industry since 2003.

Aerospace tax incentive accountability is necessary. Aerospace tax incentive accountability is necessary. The time for aerospace tax incentive accountability is now.

We’ve already lost more than 3,600 jobs and I’m not sure until we’ve lost 3,600 more before we decide it’s time to act.

Win for workers: Ex-Im Bank back in business

U.S. workers can breathe a bit easier after a bipartisan bill to reauthorize the U.S. Export-Import (Ex-Im) Bank passed both houses of Congress and was signed into law by President Obama.

The independent federal credit agency issues loans to foreign buyers of U.S.-made exports, including aircraft built by District 751 members.

The bank had been unable to issue new loans since July after right-wing members of Congress targeted it for extinction. An onslaught of reaction from IAM members and allies in the labor and business communities ratcheted up pressure to get the bank back on its feet.

The Ex-Im Bank has sustained more than 1.3 million private sector U.S. jobs since 2009. It generated a $675 million surplus for American taxpayers in 2014 alone.

District 751 President Jon Holden (l) congratulates Union Steward Charles Cesmat on his recent appointment to the Institute for a Democratic Future.

Larry Brown

Union backs Seattle ordinance giving Uber drivers a voice

The legislative director for Machinists Union District Lodge 751 was the first person to testify in favor of a proposed Seattle city ordinance that would give drivers for app-based companies like Uber and Lyft collective bargaining rights.

The Seattle City Council voted 8-0 to pass the ordinance — the first of its kind nationwide — after the public hearing on Dec. 14. Here is the text of IAM 751 Legislative Director Larry Brown’s testimony:

“My name is Larry Brown. I am the legislative and political director for the aerospace machinists union, District Lodge 751.

I am here speaking in favor of the ordinance that would give Uber and Lyft drivers the right to join a union and collectively bargain.

Technological advancement is a wonderful thing. It creates convenience for our very busy lives.

However, just because we have a new tool, businesses cannot be allowed to use that tool to deny workers their rights under the law. That law, the National Labor Relations Act, must be allowed to work for these drivers.

I urge your support for Council Member O’Brien’s legislation to give these workers a voice.”

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Aerospace jobs should be the type of jobs that bring workers into the middle class, but all too often when a worker is stuck at $10 to $12 dollars per hour they are not making enough to participate fully in the economy. Unfortunately $10 to $12 an hour jobs are the type of jobs that force families to use already-scarce public resources even like subsidized housing, state-funded healthcare plans, subsidized school lunches, and the area food banks. These programs are already strapped.

Aerospace jobs are meant to lift families and communities out of poverty, so they can save for the future, buy a home and send their kids to college. But our state has more than 6,000 workers stuck in low-wage aerospace jobs while their employer reaps big tax incentives that are supposed to grow our economy.

Given these realities, we can’t afford aerospace industry tax incentives that don’t grow good jobs in our state. It’s time for the Legislature to act to establish firm employment standards in our aerospace tax incentive law, to ensure Washington’s taxpayers earn an adequate return – in the form of a specific number of good-paying jobs – for the $11.9 billion we’ve committed to investing in the industry since 2003.

Aerospace tax incentive accountability is necessary. Aerospace tax incentive accountability is necessary. The time for aerospace tax incentive accountability is now.

We’ve already lost more than 3,600 jobs and I’m not sure until we’ve lost 3,600 more before we decide it’s time to act.

Win for workers: Ex-Im Bank back in business

U.S. workers can breathe a bit easier after a bipartisan bill to reauthorize the U.S. Export-Import (Ex-Im) Bank passed both houses of Congress and was signed into law by President Obama.

The independent federal credit agency issues loans to foreign buyers of U.S.-made exports, including aircraft built by District 751 members.

The bank had been unable to issue new loans since July after right-wing members of Congress targeted it for extinction. An onslaught of reaction from IAM members and allies in the labor and business communities ratcheted up pressure to get the bank back on its feet.

The Ex-Im Bank has sustained more than 1.3 million private sector U.S. jobs since 2009. It generated a $675 million surplus for American taxpayers in 2014 alone.
Helping members is top priority for Luark and Sigvarton

In November, Garth Luark was officially appointed as a Business Rep for 751 – a position he had been temporarily filling while Ray Baumgardner was on medical leave of absence. With Ray’s retirement in November, Garth officially assumed the role of Business Rep, and Rod Sigvarton will serve as Health and Benefits Rep. Both had been serving the membership temporarily in those roles since earlier this year.

While both Garth and Rod have new assignments this year, they bring a wealth of experience to represent the membership.

Garth originally hired into Boeing in 1996 as an MPRF in Everett and immediately became involved in the union by serving as a steward in his shop. He worked his way up through the leadership ranks in Local F holding various officer positions including Local F President and District Council Delegate. Garth is active on various committees including Finance, Legislative, Organizing, and the Snohomish County Labor Council, as well as taking a leadership role in both the 2005 and 2008 strikes. One of his passions has been serving on the Machinists Volunteer Program, which he chaired for several years and he continues to serve by building wheelchair ramps for area residents several times a year.

For the past five years, Garth has been helping members with their leave of absence, medical bills, pensions and other health and benefit questions. In May, he returned to Everett as a Business Rep to again help enforce the contract daily for members and stewards in his area of assignment.

“I really enjoyed helping members in the Health and Benefits office. I look forward to ensuring the contract is enforced and members’ rights are protected in my area of assignment. I want to help restore our members’ faith in our Union,” said Garth. “I plan to build a strong working relationship with the stewards and members in my area. Communication is key to ensuring management abides by the contract and members get the proper representation!”

Rod Sigvarton was appointed to assist in our Union’s Health and Benefits office when Garth moved to Everett as a Business Rep. He joined 751 in April of 1989 when he hired into Boeing as an environmental control technician. He became active in the Union serving as a Union Steward, as a Local C Officer and District Council Delegate, as well as serving on the HSI Site Committee, District Health & Safety Committee and chairing the Governor’s Aerospace Panel. Rod also served on ECF as a Trustee and President. In addition, Rod has also been actively involved in organizing fundraisers for Guide Dogs of America and serves on the board for Victims Support Services.

On Dec. 8 after the 737 MAX rollout, District President Jon Holden spent the remainder of the day walking through parts of the Renton factory to give members access to Union leadership. He commended all on their hard work, innovations and dedication that have ensured the 737 MAX was delivered on time and with top quality.

Holden took the opportunity to talk with 751 members working in the 4-20 building, wing P8, the 4-75 building in the ‘marketplace’ and the second shift flight line crew.

District 751 President Jon Holden hears from members in the Renton “marketplace.”

Second shift Renton flight line members asked District 751 President Jon Holden a variety of questions ranging from the contract extension to our International leadership.

Rod Sigvarton (r) helps a member complete his retirement paperwork in our Health & Benefits Office.

Renton shop talk

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District 751 President Jon Holdam hears from members in the Renton “marketplace.”

Dist. 751 President Jon Holden answers questions from a 737 wingline crew.

Lack of a safe process to deal with spill really “stinks”

Continued from Page 1 and our facilities plumbers who were at risk. Shane discovered second shift members from 777 had walked through the sewer water to get to their work area. Credit goes to 777 senior manager Chen-En for not only sending those workers home to shower and get decontaminated but agreeing to buy them shoes to replace those contaminated with the waste water.

“Because of the location of the spill and the time of day, I’m concerned about how many people walked through the raw sewage on their way out and potentially spread the contamination into their homes and exposed their families,” said Shane.

“Putting the proper procedures into place and educating others will diminish the chances of that happening in the future.”

“The contamination was not just in the tunnel, but transferred to the elevator and other areas. We made sure to go to every floor and placed tunnel closed due to the contract daily and further spread of contamination,” Joe said. “I also worried about the respiratory aspect since the smell was overwhelming and ensuring the clean up crew had to breathe it for a long while.”

In a company as large as Boeing, there must be proper training for such spills that include the correct personal protective equipment (PPE) and tools, as well as steps for decontamination if a person is exposed. Further contamination can occur if the affected area is not properly contained and ventilated, making the cleanup procedure even more important. Our site committee members are determined to ensure procedures are put into place and communicated to members.

“There was no clear leadership on this situation so our stewards and Site Committee stepped up and took charge. I commend Joe, Andrew, Amanda and Shane for ensuring a minimum number of people were exposed,” said Jason. “People saw the yellow tape and many tried to simply go under it and ignore the warning, which is a lot like people who drive through flooded streets only to have their car swept away. People are so focused on getting to work on time to avoid a CAM, they ignore the caution tape and potential danger. The pressure workers feel from management often affects their decision-making, which puts them at risk for injury.”

Any members faced with a potential dangerous situation at work should not hesitate to contact our Site Committee members or a Union steward and ask questions to ensure it is handled in the proper, safe method with correct PPE and tools.
Machinists’ helping hands felt throughout our region

Throughout the Puget Sound, District 751 volunteers are making a difference by offering a helping hand. Volunteers recently built wheelchair ramps, assisted with the Snohomish County Toys for Tots pickup and distribution, helped with Salvation Army bell ringing, prepared and served meals at area missions, donated turkeys to the less fortunate, performed adopt-a-road clean-up as well as other community service projects.

If you would like to get involved, please email Kay Michlik at kaym@iam751.org and request to be added to the MVP email list.

Volunteers built a ramp for a man injured in a motorcycle accident. L to R: Eugene Langer, Clark Fromong, Jim Hutchins, the family receiving the ramp and Lucas Litowitz. Robley Evans also helped but is not pictured.

Everett adopt-a-road crew Adrian Camez, Brian Butler, Derek Gottschalk, Rodney Jenny, John Kussy, Danny Trombley, Wally Ciszek, and Dan Detton.

Above: Helping with the Toys for Tots Snohomish pick up were Jereme Wise, Bob Carrey, Shane Schneider, and Scott Kreider.

Photo right: Machinists, IBEW and SPEEA volunteers helped with Snohomish County Toys for Tots.

Above L to R serving meals at the Everett Mission: John Allen, Chris Lonie, Mike Hill, Scott Janacek, and Joe Hubach. MVPs help at the Everett Mission the second and third Sundays of each month.

Ramona Greenhaw and Joe Hubach prepare the food at the Everett Gospel Mission.

Machinists install a mini-ramp and handrail for the front door of the Marysville resident.

Machinists install over Salvation Army kettles at the Figgy Pudding contest.

Machinists frame one of the two ramps for the Marysville resident.

Bob Curran delivers turkeys to the Rescue Mission. Machinists donated 61 turkeys that were donated to the north and south end area missions.

Machinists take over Salvation Army kettles at the Figgy Pudding contest.
Machinists turn out for Home Team Harvest

More than 75 Machinists braved rain and wind on Dec. 5 to ensure the Home Team Harvest, which benefits Northwest Harvest, was a success. Machinists helped out in two-hour shifts at Northgate, Everett, Southcenter, Tacoma, and South Hill Puyallup. Efforts throughout Puget Sound brought in food for more than three million meals. In addition, substantial monetary donations were also collected.

Our volunteers not only helped load the food and collected donations, but presented donation checks at Everett Mall and the Tacoma location.

The folks at Northwest Harvest were excited to partner with Machinists again and noted, “Thank you! We are in awe of your commitment to the fight against hunger because we could not have done this without you!”

At the end of the drive the union will transport the donations to designated Value Village stores to be weighed and the District 751 Hardship Fund will receive 20 cents for every pound of material that is donated.

So, if you are cleaning out your closets or dressers in the next few weeks consider bagging or boxing up what you don’t need and plan to donate it for a good cause.

Machinists help with Toy N Joy event

Machinists volunteers again helped bring joy during the holidays by helping ensure the Salvation Army Toy N Joy event went smooth. Machinists brought trucks and helped with the toy pickup from various donation locations on Dec. 15. Then on Dec. 16, Machinists turned out to help with the toy distribution and serve as personal shoppers for the recipients.

Above: Machinists volunteers were key to helping load the more than one million pounds of food donated at Home Team Harvest locations throughout Puget Sound.

L to R: Gwen Kearse, Shane Schneider and Mike Kearse were among the many volunteers helping at the Everett Mall.

Clothing drive in January

The Machinists Volunteer Program will sponsor a clothing drive to raise funds for the District 751 Hardship Fund. The drive will take place from January 18 through January 29, 2016.

The following items (in good repair) will be accepted:

- Clothing/Shoes
- Accessories such as belts
- Hats
- Bedding: sheets/pillow cases
- Purses/Wallets
- Towels: kitchen and bath
- Scarves/ties
- Tablecloths/cloth placemats/napkins
- Donations can be dropped off at any of the four Puget Sound union halls (Auburn, Renton, Seattle and Everett) during regular business hours 8 a.m. to 5 p.m. Remember that the Auburn, Renton and Everett halls close from noon to 1 p.m.

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So, if you are cleaning out your closets or dressers in the next few weeks consider bagging or boxing up what you don’t need and plan to donate it for a good cause.
Retiree pens novel depicting working in a man’s world

After more than 14 years working in the wire shop at The Boeing Company, 751-member Jane Davis was forced to take an early medical disability retirement in 1992. She was found to have chronic hypertension, bi-polar disorder and manic depressive illness as well as epilepsy. Her long term recovery period, and the new light on the possible reasons for shifting our pension plan to such 401(k)s. This mainly impacts

salaried employees — more information to come.

We will be sending nine delegates to the National Machinists Retirement Conference which convenes in Las Vegas this week. They will be considering numerous retiree issues which will be before Congress in the coming months. We will also be considering the issues coming up in our 2016 State Legislative session and will be participating in Senior Lobby Day February 25, 2016.

Carl then made a motion to purchase two copies of the new book about Boeing titled “Emerging from Turbulence” at a cost of approximately $40 each to be loaned out to Retirement Club members.

President’s Report: In honor of Veteran’s Day Jacki Boschok thanked the veterans in attendance and asked them to stand for a round of applause. She shared a statement entitled “What is a Veteran” that spoke about servicemen and women laying their lives on the line for their country.

She announced the Alliance for Retired Americans convention took place recently. Eight members of the club attended. She was re-elected president. She briefly discussed the speakers and topics that were covered at the convention.

Jackie also mentioned there will be an election of officers under new business and Carl Schwartz will be the election chair.

Good & Welfare: John Guevarra spoke about an article in the Friday Alert regarding the Trans Pacific Partnership program and how it will increase the cost of prescription drugs.

Jim Hutchins stated three of the past five to six wheelchair ramps that have been built by volunteers of the Machinists Volunteer Program, have been built for people who were in motorcycle accidents. One person was paralyzed except for their left arm. While being treated, Harborside he belived someone who had a ramp we had built for him so he put them in touch with us. Jim asked everyone to be careful of cyclists on the road and be especially careful if you ride a motorcycle.

Old Business: None.

New Business: Carl Schwartz offered: Tom Lux commented that the election of officers and the results were as follows:

President: Jackie Boschok
Vice President: Helen Lowe
Secretary: Lucia Raum
Treasurer: Tom Lux
Sergeant at Arms: Mike Lough
Three Trustees: Jim Hutchins, Mike Keller, John Guevarra
Jackie thanked Louise Burns for her past service as a Trustee.

Jackie noted that at the October meeting there was a vote to give $5 to anyone who brought someone new to the next meeting. However, the Aero Mechanic did not go out in time for people to hear about this. The officers will continue to discuss ways to increase attendance. If you have any ideas please share them.

Jackie announced the Christmas luncheon on December 14 will be catered by Tuscany at Des Moines and live music will be provided. Doors open at 11 a.m.

November/December Birthdays & Anniversaries: Max Templin (October), Gene Debo, Helen Lowe, Mike Keller & Fred McQuarrie. The club sang Happy Birthday to them. John & Helen Pompeo celebrated an anniversary.

Tom Lux noted that a new card was won by: Tom Lux. Meeting was adjourned at 11:37 p.m.

Retirement Club meeting minutes for November

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

Roll Call of Officers: All officers were present or excused.

Announcing the November Aero Mechanic was not available so the review of the October meeting minutes will take place at the next business meeting.

Carl Schwartz reported there were no issues to report. He had not received the October bank statement yet but gave an overview of what the report was going to be.

He announced that the December holiday lunch expenses will come from the main account.

Health and Welfare: Helen Lowe gave the report. A moment of silence was observed for the following deceased IAM 751 retiree Franklin Molina. A sympathy card was sent to the next of kin. A get well card was sent to Irene Tilford. Carl Schwartz added that Alan Walker, former Grand Lodge Rep had passed away.

Legislation: The November/December Birthdays & Anniversaries: Max Templin (October), Gene Debo, Helen Lowe, Mike Keller & Fred McQuarrie. The club sang Happy Birthday to them. John & Helen Pompeo celebrated an anniversary.

Tom Lux gave the Financial Report:

The November Minutes:

Roll Call of Officers

The November 751 Aero Mechanic pens novel depicting working in a man’s world.

Retirees pen novel depicting working in a man’s world.
751 Retirement Club holiday party kicks off the season

Retirees and their guests enjoyed a festive holiday lunch at the Seattle Union Hall on Monday, Dec. 14. Live music from the Northstar Sax Quartet provided background music as old friends caught up on their lives. Those attending were treated to a delicious turkey dinner after hearing from District 751 President Jon Holden, District Secretary-Treasurer Susan Palmer and IAM General Vice President Gary Allen. Photos from the lunch can be viewed and downloaded at www.flickr.com/iam751 in the 2015 Retiree Holiday Lunch album.

At the Retirement Club Holiday lunch, General Vice President Gary Allen thanked retirees for building our union and encouraged them to remain active in the union and keep fighting the good fight. “It makes me mad, and I know it makes you mad too,” he told some 300 members of the IAM 751 Retirement Club at their annual holiday banquet in Seattle Dec. 14. “We can’t just stand aside and let it happen,” he continued. “It’s going to take all of us, all of our talents and energies. I know you have fought for decades, and you have already made a difference, but the fight isn’t over. We still need you.”

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Challenges facing retirees is focus of conference

Retired IAM members don’t just leave the fight to their working brothers and sisters when they call it a career -- take it from the several hundred delegates of the 2015 IAM Retiree Conference in Las Vegas, which included a group of IAM 751 Retirement Club officers.

The challenges facing the retirees of today, and tomorrow, are immense, conference-goers learned. Social Security remains under attack, there’s a looming tax increase on middle-class health insurance plans, and, thanks to a Republican Congress, it’s now possible to cut pensions for current retirees.

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Retirement news

Retirees

Retirees

Retirees

Retirees received a special recognition plaque for their work and union experience with each other.
The debt dilemma
The process for eliminating debt is anything but an easy-to-solve financial equation. Many people wonder if they should pay off their debt as quickly as possible or invest their money, letting debt payments run their course.

The answer depends on whom you ask. Theories about balancing investing with debt vary widely.

Some financial experts say freedom from debt is the most important goal. Others say it’s more about the math: Your money should go toward investing if your investments earn a higher rate of return than your debts cost you. Still others focus on the emotional aspect: how comfortable are you with a certain level of debt?

Neither one nor the other
Better yet, perhaps, is a balanced approach to wealth management. If you’re like most people, you’ll need to manage finances for both present and future needs. That means paying off some debt today while simultaneously investing with an eye on the future.

Although your decisions should take into account your own needs and circumstances, consider the following guidelines for handling debt in light of investing goals:

- **Save for a rainy day.** Before paying down debt (beyond required payments) or settling on an investment strategy, make it your first priority to put funds aside for an emergency reserve. We recommend six months or more of living expenses; an absolute minimum is three months’ worth. These funds should be in traditional savings or very short-term, highly liquid, non-volatile investments.
- **Your future first.** As a general rule, your long-term investment plan should take priority over applying extra amounts toward debt. Be careful as well not to let “lifestyle creep,” a tendency toward more expensive tastes and luxury consumption, impede your investment outlook.
- By contributing to a long-term investment plan as early as possible, you may set yourself up for a brighter future. If paying down debt is also a priority, you’ll want to examine your personal budget to decide how much to direct each month toward investing and how much toward debt repayment.
- Just remember, there are no magic numbers. In general, the best advice is to put the tournament name out for bid. Business Rep Rich McCabe bid $600 to name the tournament after Patrick White, John Lopez Jr., Les Mullen. Delivering the check were Susan Palmer and Dist. Vice President for MNPL. Local C Officers presented the check to 751 Political Director for MNPL. The 2015 Local C “Mick Peterson” Tournament delivers green for MNPL.
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Members at Republic ratify new four-year agreement

On November 14, Machinists members working at Republic Services in Goldendale voted to accept a new four-year contract.

The new contract included three general wage increases and a $2,000 ratification bonus, as well as maintaining health and welfare benefits. The company also agreed to pay all pension surcharges for the duration of the agreement.

The new four-year agreement also completed the merger of the Tri-County unit and the Roosevelt unit. Originally both units had separate collective bargaining agreements. In 2012, the membership agreed to begin recognizing both units under the same contract.

Business Rep Steve Warren noted, “This is a long process that involves ongoing communication with members, cooperation with the employer and a committed negotiation committee dedicated to recognizing the concerns from both units. I am proud of the members and the negotiation committee and how they worked diligently to represent both units in the final contract merging both units.”

Special thanks to the Union negotiating committee that consisted of: Rich Falhenkamp, Rick Porter, Tom Barrett, Jake Campbell, Mike Elli, Matt Olson, Steve Warren and Ken Howard.

Irrigation districts luncheon designed to share information

The three irrigation districts that comprise the Columbia Basin Project (South Columbia Basin, East Columbia Basin and Quincy Columbia Basin) recently came together to take a two-day training class. While the training is a yearly recertification for herbicide spraying, the unions representing the workers decided to seize the opportunity to share information and discuss issues and concerns. The unions hosted a luncheon to open up communication between the three districts. Union members enjoyed the fellowship and hope to see it continue in the future.

The South Columbia Basin Trades Council, which is comprised of the Machinists Union, Operating Engineers, Teamsters and Laborers’ Union, work as a team under one collective bargaining agreement at each location.

Members working for the East Columbia Basin district ratified a new contract on Dec. 17. This marked the first time the irrigation district came to a contract settlement without a long-delayed negotiation.

The South Columbia Basin negotiations are making progress with the goal to have a ratification vote on January 6. The Quincy Columbia Basin will hold their next bargaining session on January 19.

New three-year contract for members at Kenworth Sales

On Nov. 25, members at Kenworth Sales accepted a new three-year contract.

The members voted 84 percent to accept a new contract that included wage increases, merit review time limits, new safety and health language and revised laptop requirements. In addition, Kenworth will continue to pay the pension surcharge.

This was the first time the Union was able to obtain a three-year agreement. In the past, one-year contracts were negotiated. Kenworth Sales has been represented by the Machinists Union since 2003.

Prior to voting on the new contract, members working at Republic Services attended an information session where they were able to ask questions of the negotiation committee and get additional information on the contract.

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Members check in to get their ballot on Nov. 14.

A member casts her ballot.

The negotiation committee at the table during a bargaining session.

Above: Workers from the three irrigation districts interacted and shared information at a lunch hosted by their unions through the South Columbia Basin Trades Council. The luncheon took place during a two-day required herbicide spraying recertification class. They plan to make it a yearly luncheon during the training.

L to R: Bo Jeffers (Laborer’s Union), Debbie Hendrick (Operating Engineers), Ken Howard (Machinists Union), and Armando Lopez (Teamsters) put together the lunch to open communication between workers at the three irrigation districts.

Union negotiators worked hard to deliver a contract that addressed top issues members working at Kenworth Sales had identified. L to R: Zach Offill, Mike Nettles, Greg Rash, Business Rep Steve Warren and Barb Carr.

Members from Kenworth Sales ratified a new contract on Nov. 25.