Union delivers upgrade and back pay

For the past 7 years, Heather Barstow has fought tirelessly for union members from her position as a Union Business Representative. In January, she moved to a new position as Union Administrator at IAM-Boeing Joint Programs, where she continues to work for the membership.

At the Tukwila Joint Programs office, Heather will focus on the Employee Requested Transfer (ERT) system, as well as the Education Assistance program.

“I’m excited to serve the membership in my new role and bring the same enthusiasm and energy I did as a Business Rep,“ said Heather. “My driving factor remains helping the membership.”

Before her transition to Joint Programs, Heather helped a long-time member Janet Hecht resolve a grievance. As a result of our union’s efforts, Janet was upgraded two labor grades and received 14 months of back pay for the difference in pay. The permanent upgrade from the grievance gave management the ability to rotate workers through the shim shop resulting in much more flexibility in assigning work – making it a win-win for everyone.

Thanks to the watchful eye of Union Stewards Jon Lovett and John Scofield, IAM 751-member Greg Farnam’s right to weekend overtime was protected. As a result, Greg received the overtime in his paycheck over the holiday break to correct the contract violation.

But it wasn’t just about getting overtime money for Greg, it was about ensuring Boeing lives up to the contract they signed.

“As union members, the main thing we need to do is hold Boeing management accountable and enforce our union contract,” said Greg. “We have members who are regularly asked to do things outside their job description and simply do it. We, as individual members, have to stop that kind of action because ultimately it is costing us union jobs, our retirement and our medical.”

As a 15-year union member, Greg is concerned about the long-term effect contract violations could have on our membership numbers.

“Don’t let Boeing divide and fracture us from within. In order to rebuild our strength, we all have to take responsibility for our actions,” Greg added. “Each of us must push to ensure Boeing abides by the contract every day. If you are asked to do something that doesn’t seem right, talk to your union steward. If a violation goes unchallenged, we lose our strength as a union, and we all know our predecessors fought hard and sacrificed so we could enjoy the wages and benefits we have today.”

In this instance, the manager assigned a temporary manager to perform MPRF standards work on overtime that our member was entitled to perform – a clear contract violation.

Other members in the shop working that Saturday brought it to the stewards’ attention. Jon Lovett approached the supervisor who had assigned the work about the contract violation. The manager responded it was “inconsequential work” and not to worry about it.

John Scofield then contacted the second level manager and reminded him that temporary supervisors are not allowed to perform hourly work. Within two hours the second level manager contacted the stewards and agreed to pay the employee for the Saturday overtime.

“Jon and John did a great job getting the matter corrected,” said Business Rep Dan Swank. “We need members to watch for this or any contract violation and be aware of their rights. Bring any questionable instances to the attention of your steward so we can ensure all members’ rights are protected and the integrity of the contract remains intact.”

Union classes open to membership

Over time pay after an eight-hour shift. Top-notch education benefits. Protection from arbitrary firings. District 751 members at Boeing have all these things because of their union, labor educator Darby Frye said – so long as they fight to hang on to them.

“You guys have to decide if these are things that you want,” she said. “Are these things worth fighting for? I’d say yes.”

Frye spoke to workers who attended the first session of the latest round of workers’ rights education classes sponsored by District 751. The classes will continue in Auburn, Everett and Renton in February.

Union members told Frye that they’re still unhappy with the January 2014 contract vote that resulted in the loss of pensions for IAM 751 members, in return for a promise that Boeing would assemble its new 777X in Everett.

“You guys have a lot of anger that is justified,” Frye said.

But the anger has created rifts in the union that play into Boeing’s hands, she continued. Since the beginning of the labor movement, corporations have done their best to split up their workers and play different groups against each other. Those groups can be based on race, religion, language, age or time with the company – but whatever the companies use to divide workers, it prevents them from standing together to stand up for each other.

“We need to start talking about how we can start healing these divisions,” Frye said. “What are we going to do about that?”

Continued on Page 5
Report From the President

Opportunities to get involved throughout February

By JON HOLDEN
District 751 President

February would be a very good month for you to get involved in our union.

For starters, we’re offering a number of membership classes in Auburn, Everett and Renton. The classes will cover topics ranging from the rights of union members, our history of organized labor to an in-depth look at our union’s contract with Boeing. These classes are informative and very valuable. Union members who know their rights — under the law and under our collective bargaining agreements — are better able to stand up against abusive managers who would violate those rights.

There’s a list of class times and locations on page 5 this month’s AeroMechanic, and at our union website: www.IAM751.org. I’d encourage each of you to check the schedule for a time that works for you, and sign up for one or more classes.

This month we also have community service projects underway, including our first diaper drive. We’re collecting the diapers for the children of women who are staying at domestic violence shelters in King County.

What better justification for a diaper drive than to point out that instead of packing disposable diapers, you can make a real difference in the life of a child and a mother who are already in the middle of a serious crisis. Please help them, and help our union as we work to make our communities better.

But the biggest project we’ve got going right now is in Olympia, where we need the support of all 33,000 of our members as we try to pass legislation that will make our state’s aerospace tax incentives more effective for the citizens, workers and taxpayers of our state.

I’m probably the only person who knows our union has been working with SPEEA for several months on what we’re calling the Aerospace Tax Incentives Act (ATI). What we’re trying to do is to like to see laws that would ensure that the $8.7 billion tax break the Legislature gave Boeing and its suppliers in 2013 actually grows our industry by creating good-paying jobs in our state.

As Machinists, we know how incentive plans are supposed to work. Our AMPP (Alliance for Manufacturing and Pollution Prevention) — which would be announced in early February — is an example: If we reached a set of specified performance targets, we receive a percentage of our pay.

That’s how most state’s have set up their corporate tax incentive plans too: If a company creates a certain number of jobs in a state, they get a tax break. Many states also included wage targets in their tax incentive plans, meaning that companies can’t just come in and create minimum wage jobs, but rather jobs that pay well enough to support families.

All of us here at South Carolina did, for example. So did Missouri.

The problem with our $8.7 billion incentive plan is that our state didn’t require Boeing and its suppliers to do either: There’s no employment target and there’s no wage standard.

As a result, the plan in place today actually allows Boeing to move work that we or that SPEEA members perform out to other states. Boeing then negotiates to receive tax breaks for that same work in places like St. Louis, while still collecting the tax breaks we’re paying for here in Washington.

Boeing is doing just that. Since we agreed to give the industry the nation’s largest corporate tax breaks, Boeing has cut hundreds of Washington’s Quality Act (QAct) jobs by more than 2,500 workers, while also discussing plans to move work to other states where it can collect a tax benefit. It’s double-dipping on the taxpayer’s dime.

At the same time, Boeing suppliers that pay workers $10.50 an hour, get the same tax advantage Boeing gets for paying union-negotiated wages and benefits — even though the workers getting $10.50 an hour unfortunately often require public assistance in the form of subsidized health care, school lunches, housing and the use of community food banks to survive.

This also is a form of double-dipping, as Washington state tax payers are forced to subsidize the manufacturers through lower taxes; then subsidize their workers through the tax-funded community services safety net.

This was not what any of us had in mind when our legislators voted to approve these tax breaks. So our union and SPEEA have set up to make sure the system. We want Boeing and other large employers to enjoy the full tax incentive benefit, but in return for having this tax advantage we want a commitment to grow and maintain a specified number of workers in our state. And we want the supplier community to commit to paying workers a living wage so our workers can get ahead, to save for their future and no longer rely on public assistance.

In each case, the companies would have a choice: live up to the commitment defined in the intention of the legislation to grow and maintain good aerospace jobs and take the tax breaks, or lose the biggest tax break in U.S. history, or not live up to that commitment and pay the same tax rate that all other manufacturing companies in Washington state pay.

Survey results reflect member input

Last year District 751 surveyed members at Boeing to learn their feelings on a variety of topics. District 751 President Jon Holden shared those findings with Union Stewards at called Steward meeting in early November and early December and wanted to share the results with the broader membership in the Aero Mechanic.

“The results weren’t really surprising, but they confirmed what we believed our members were feeling. It is always important to keep an open line of communication between union members and union leadership,” said Holden. “I want to thank each member who took the time to answer the survey. It is important that we have direct feedback and communication between union members and union leadership,” said Holden. “I want to thank each member who took the survey. It was the paper copy or online version. Your input is what drives the direction our Union will take going forward.”

Following are results of some of the survey questions.

Do you believe a strong 751 and a strong labor movement is good for you, your family and your community? 90 percent responded Yes.

Do you believe a divided union will become stronger and more united for future battles? 78 percent Yes.

Do you believe the value of union representation vs being an at-will employee? 67 percent responded Yes.

Do you think our state’s aerospace tax incentives are working well? 72 percent responded Yes.

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Do you believe the state employment plans are supposed to work? Our AMPP (Alliance for Manufacturing and Pollution Prevention) — which would be announced in early February — is an example: If we reached a set of specified performance targets, we receive a percentage of our pay.

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Do you believe that our union has been working with SPEEA for several months on what we’re calling the Aerospace Tax Incentives Act (ATI)? 92 percent responded Yes.

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Second chance to complete health assessment for Boeing

IAM members (and their covered spouses) working at Boeing now have a second chance to complete the 2014 health assessment, but they must do so by Feb. 27, 2015, to avoid future additional contributions for 2015 medical coverage. Taking the health assessment will eliminate the $20 per person additional monthly deduction.

If you complete the assessment by Feb. 27, 2015, you will have 50 percent less — namely, $20 — to save for your future and no longer rely on public assistance.

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**Political Action**

**Bills aim for accountability for $8.7 billion**

States granting the largest aerospace tax incentives – ranked by size

<table>
<thead>
<tr>
<th>State</th>
<th>Year Approved</th>
<th>Amount</th>
<th>Jobs required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>2013</td>
<td>$8.7 billion</td>
<td>0</td>
</tr>
<tr>
<td>Washington</td>
<td>2003</td>
<td>$3.24 billion</td>
<td>0</td>
</tr>
<tr>
<td>South Carolina</td>
<td>2009</td>
<td>$900 million</td>
<td>3,800</td>
</tr>
<tr>
<td>Missouri</td>
<td>2014</td>
<td>$229 million</td>
<td>2,000</td>
</tr>
<tr>
<td>Alabama</td>
<td>1997</td>
<td>$150 million</td>
<td>2,300</td>
</tr>
<tr>
<td>South Carolina</td>
<td>2013</td>
<td>$120 million</td>
<td>2,000</td>
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</tbody>
</table>

Since 1996, Boeing has been on the receiving end of $152 billion in subsidies worth more than $131 billion, according to data compiled by Good Jobs First, a national policy resource center for grassroots groups and public officials.

An economic benefit is intended to behave in a way inconsistent with the welfare of those granting the benefit.

The aerospace tax preferences have been revised many times since 2003 to widen the scope of eligibility for employers. IAM and SPEEA, the aerospace unions representing machinists, engineers and technical workers, have consistently supported these tax preferences.

It is appropriate and imperative for the Washington legislature to revisit this legislation to ensure public investments keep and grow good-paying aerospace jobs in Washington.

The legislature should amend the aerospace tax incentive, as JARL recommends, to:
- Further define and clarify job growth in Washington state.
- Scale back the tax preferences when jobs are lost in Washington.
- Incentivize wage growth in aerospace.
- Reinstate reductions in the tax preferences to fund basic and higher education, including workforce development and retraining.
- Close reporting loopholes to add greater transparency for the Washington public.

**Washington’s Aerospace Tax Preference Bill gives an estimated $8.7 billion tax break to companies, like Boeing**

Yet, this bill...
- Requires NO new jobs
- Does NOT protect existing jobs
- FAILS to ensure living wages

After Washington passed the $8.7 billion tax preference bill, The Boeing Company began moving jobs out of the state. The company has now announced plans to move more than 6,000 aerospace jobs out of Washington.

Today, Boeing employs over 2,500 fewer workers in Washington than it did in November 2013 when the tax incentive was extended. That’s why our Union and SPEEA are working to pass the Aerospace Tax Incentive Accountability bills.

**Washington Public: The ‘Deal’ Was Jobs**

When the legislature extended Washington’s aerospace tax preferences to secure 777X work, the stated intent of the legislature was to maintain and grow good aerospace jobs in Washington. That was clearly the expectation of the Washington public when the state committed an estimated $8.7 billion to support our aerospace industry.

Since then, The Boeing Company announced it is moving upwards of 6,000, high-paying, high-tax-paying jobs out of Washington. Today, there are more than 2,000 fewer Boeing jobs in Washington state than in November 2013. This job loss is not only devastating to workers in the industry. It is a deliberate decision to move future aerospace innovation and support to other parts of the country and abroad.

Washington law and our collective bargaining agreement ensure certain 777X work remains in our state for companies to continue benefiting from the aerospace tax preferences. However, the law does not require any new jobs be created in our state or require any current job is protected for the full tax preference to be made available.

Meanwhile, the growing and alarming number of “working poor” in the aerospace workforce goes largely unnoticed. Unlike other states, Washington’s aerospace tax measure does not incentivize high-wage jobs.

Originally granted in 2003 on the assumption 787 engineering and manufacturing jobs would remain in Washington, Jay Inslee has added a special session of the Legislature in November 2013 to extend the aerospace tax preferences.

Senate Bill 5952 extended the aerospace tax incentives to 2040 at a cost of $8.7 billion to secure the 777X program for Washington state and good jobs for Washington state. At a projected cost of $8.7 billion, the extension carries the clear “intent” to grow good aerospace jobs in Washington, but has no requirements to do so.

**Washington Lost Aerospace Jobs After Granting Tax Breaks**

- 800 - 1,200 Boeing design and research jobs moving from Washington to research centers in South Carolina, Alabama, Pennsylvania, and Missouri.
- 777X wing and tail work goes to St. Louis.
- 777 tail work goes to China.
- More automation, with fewer workers, planned for Everett wing plant.
- Flight simulators move from Renton to Miami.
- A $10 billion stock buyback program is launched, the largest in Boeing’s history.
- 1,000 Boeing in-production customer service positions moving from Washington to California.
- 2,000 Boeing defense jobs move from Washington to Oklahoma and St. Louis.
- Jobs continue moving from Washington to India, Russia, the Ukraine and elsewhere.

Meanwhile, the growing and alarming number of “working poor” in the aerospace workforce goes largely unnoticed. Unlike other states, Washington’s aerospace tax measure does not incentivize high-wage jobs.

In early announcements: 777X detailed design work will be outside the Puget Sound region; 1,500 information technology (IT), 675 out-of-production, and 1,000 job cuts moving out of state.

**Washington’s Aerospace Tax Preference Bill gives an estimated $8.7 billion tax break to companies, like Boeing**

Yet, this bill...
- Requires NO new jobs
- Does NOT protect existing jobs
- FAILS to ensure living wages
- Employment by 2,000. Boeing announces it is moving 2,000 jobs from Washington to St. Louis.

Three years after its first Boeing incentive package, South Carolina passes a new $120 million tax incentive package for Boeing to expand in North Charleston plant. To secure this tax break Boeing must create 2,000 new jobs in South Carolina.

South Carolina law requires Boeing to collect the incentives in the state. Oklahoma provides aerospace tax credits based on a percentage of compensation provided to employees. Boeing announces it will move more defense work to Oklahoma.

Even in Russia, Boeing commits to $5 billion in design and engineering services.

**Washington’s Aerospace Tax Preference Bill gives an estimated $8.7 billion tax break to companies, like Boeing**

Yet, this bill...
- Requires NO new jobs
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We’re signing up stewards and other volunteers to make phone calls and send e-mails. We’re lining up volunteers to visit Olympia, to talk with their representatives and urge them to maybe testify at hearings. And if enough voters call or e-mail their legislators, we’ve got a chance of getting our changes through the process.

We need you to make this happen. One phone call from someone who actually votes in a legislator’s home district can make a difference – and 20 phone calls followed by 40 e-mails can make a bigger difference.

If you want to help our union make a difference in our state and the lives of our neighbors, contact our Political and Legislative Department at (206) 764-0365. When we work together, we can make a difference. That is the power of our union.

**Opportunities to get involved throughout February**

Continued from Page 3

This approach makes sense to a lot of leaders in Olympia – from both parties – and in the next few weeks, I expect we’ll see bills introduced to make these changes, and debates on how to move them forward.

Boeing and its suppliers, of course, are opposed to being held accountable for the way they use the tax breaks we gave them, and they’ve already started a viscous counter-attack.

Then, there you come in. If we’re going to be successful in changing the incentives so they work for everyone – not just the top shareholders of Boeing and its suppliers – we’re going to need thousands of you to get involved.

We’re signing up stewards and other volunteers to make phone calls and send e-mails. We’re lining up volunteers to visit Olympia, to talk with their representatives and urge them to maybe testify at hearings. And if enough voters call or e-mail their legislators, we’ve got a chance of getting our changes through the process.

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Lunchtime awareness events highlight benefits

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, January through June.

These short and informal events are an opportunity to meet and talk with our staff, pick up some fun, safety related swag, and possibly win a prize! Each month, we will focus on one IAM/Boeing Joint Programs service.

During February, we will highlight our Safety Shoe Reimbursement process.

March 1 is the deadline to file for 2014 safety shoe reimbursement at Boeing.

Don’t forget to apply for your safety shoe reimbursement for your shoes purchased in 2014. Each year the IAM/Boeing Joint Programs allows a grace period for employees to take care of their previous year’s safety shoe business.

March 1 marks the deadline for turning in applications for safety shoe reimbursements for purchases made in 2014.

Applications for 2014 purchase reimbursement received after March 1 will not be accepted. Applications must be accompanied by the ORIGINAL itemized sales receipt. Mail your applications to “HSI – Shoes” at M/C 6Y-90 (inplant) or to 6840 Fort Dent Way, Suite 250, Tukwila, WA 98188.

Also a good time to review the guidelines online, and browse the frequently asked questions for any possible changes.

IAM/Boeing Joint Programs would like to encourage you to check back now and then to make sure you don’t miss any information that may be important to you. The better you understand the reimbursement process, the smoother the experience will be.

Questions can be directed to your local IAM/Boeing Joint Programs office. For Puget Sound call (425) 965-4300 or 1-800-235-3453, or get an online application by visiting the web page at http://iamboeing.com.

Check out all the benefits and services that IAM/Boeing Joint Programs has to offer by visiting http://iamboeing.com.

Mango language available

IAM/Boeing Joint Programs is pleased to announce that we have renewed our partnership with Mango Languages to provide IAM/represented employees a new way to learn a language. Mango offers 63 foreign-language courses and 18 English language courses to choose from, and is continuously adding to their library of languages.

Our partnership with Mango began in April 2014. To date, more than 874 employees have taken advantage of this opportunity, and with an additional 1,000 new licenses being added in March 2015, even more employees will have an opportunity to use Mango to learn a new language! Learning with Mango is free for active IAM/represented Boeing employees. If you’ve ever wished you could speak a different language, now is your chance.

Mango offers a fast, effective and convenient solution all your language- learning needs. Each lesson contains real-life conversations and audio from native speakers with simple, clear instructions.

The courses also give users insight into global customs and an effective approach that integrates components of vocabulary, pronunciation, grammar and culture. Mango keeps language learning intuitive and encourages learners to string sentences together on their own using critical thinking and repetition.

Mango is accessible online wherever there is an internet connection, and offers free downloadable apps for learning any language on iPhone and Android devices. Mango’s app is also available on iPad, Kindle and Nook. Mango is for use on your personal computers and devices only; Boeing computers and devices should not be used for Mango.

To get started, simply email the following information to GRP Mango@boeing.com:

- Full Name, Bens ID, Contact Phone Number and Boeing email Address

You will receive a email back within five business days with a userid and password to start you on your journey of learning the language of your dreams.

Apprenticeship accepting applications

The IAM/Boeing Joint Apprenticeship Committee will accept applications for new apprentices beginning February 26, 2015. The following trades may be included:

- Blue Streak Mechanic
- Composite Manufacturing Technician
- Industrial Electronic Maintenance Technician
- Manufacturing Machinist
- NC Spar Mill Operator

All Boeing and non-Boeing candidates may apply for open positions that are posted through the Boeing Global Staffing on-line requisition system at http://www.boeing.com/careers during the advertised application acceptance period. Applicant minimum qualification requirements will be clearly stated on the requisitions. Individuals who do not meet the minimum qualifications will receive an auto-notice encouraging them to apply when the minimum requirements have been met. Applicants may apply for one or more apprenticeship program.

All applicants for an apprenticeship must be at least 18 years of age; be eligible for hire or rehire at Boeing; have never been enrolled in or completed an IAM/Boeing Joint Apprenticeship program; have a GED or a high school diploma; have U.S. person status; meet specific defined vocational training or trade-related work experience requirements for the apprenticeship program being applied for; and be able to perform the physical requirements of the apprenticeship. All applicants must complete a COMPASS Assessment within the last five years with a minimum score of 60 in the Algebra Placement Domain, a minimum score of 67 in reading, and a minimum score of 32 in writing. Note: we do not accept other assessments, such as Accuplacer; only the COMPASS is approved. For the Industrial Electronics and Maintenance Technician Program applicants must be able to distinguish between primary colors.

Please visit the http://www.iam-boeing-apprenticeship.com website for information on minimum requirements and help with the application process.
Members at NAS Whidbey approve URS bridge agreement

Over the Christmas holidays, IAM members working at NAS Whidbey approved a new bridge agreement with URS after their former employer, L-3, lost the contract.

On Dec. 27, members voted 81 percent to accept the URS bridge agreement offer which included maintaining the contract’s current recall list, maintaining the negotiated wages over the last three years and continuing the contract’s pension plan.

Even after members approved the bridge agreement, District 751 President Jon Holden and Chief of Staff Richard Jackson continued to push for additional benefits to the members. After the bridge was approved, union leaders were able to secure:

• Agreement that vacation accrual will begin on January 1, 2015 forward.
• Captured additional 5 cent pension contribution slated for Jan. 1, 2015 from previous agreement, bringing total contribution to 60 cents.

Union leaders, along with shop floor leaders, are preparing to negotiate a new agreement with URS. Members have received the first survey to begin identifying top issues for bargaining.

For IAM members working under the Service Contract Act, their employer is up for bid with the federal government yearly – making the collective bargaining process even more critical.

Union classes will help strengthen our union: Knowledge is power

Continued from Page 1
First, union members should focus on the things they still have, thanks to their union contract, and how to keep them:

Overtime is a big one, Frye said. While Machinists at Boeing get an overtime premium for working more than eight hours in a day – with double-time in some circumstances – most Washington State workers only get the minimum required by law, which is time-and-a-half after 40 hours in a week.

In addition, there are rules in place that help ensure that overtime gets distributed more fairly, she added:

“Small actions can mean a lot,” she said. “You guys have a lot more power than you may seem.”

And when workers join together in these efforts, making them a concerted activity, they have protection under the law from management retaliation that an individual worker wouldn’t have, Frye said.

Once workers get used to standing together to create small changes on the job, it will give them confidence that they can stand together to create bigger changes as well, she said. That will help District 751 rebuild itself.

Everyone must “acknowledge what happened,” Frye said, but then ask themselves “how can we use the experiences we’ve had to keep moving forward?”

“You guys have a very long history of coming back from defeats,” she continued. “And you still have a lot that’s worth fighting for, that other workers in America don’t have.”

Union classes are designed to educate members on their rights, the contract and other issues to strengthen our union.

Machinists at AAL ratify 3-year pact

More than a dozen IAM 751 Machinists who work for a defense contractor will see raises and improved health and welfare benefits as a result of their new collective bargaining agreement.

The 13 workers, all employed as training simulator maintenance technicians at AAI Corp. at Joint Base Lewis McChord, ratified their three-year agreement on Dec. 17.

Under the agreement, they will receive:

• 3 percent annual raises, plus an additional $1-an-hour benefit for hours worked on second shift and an extra $1.50-an-hour for working on third shift, which was double the previous shift differential.
• Annual increases in the amount of money the company pays to workers in lieu of providing health insurance; and
• Improved language for seniority rights and vacation time.

The agreement “shows improvements in wages and benefits – both for current employees and future hires,” said IAM 751 Business Rep Joe Crockett, who represents members of District 751 who work at JBLM.

District 751 represents 300 civilian employees at JBLM, who work for seven different contractors providing specialized aviation and training support services for the U.S. military.

“We’ve been able to make some very real gains for defense workers at JBLM, Whidbey Island Naval Air Station and Fairchild Air Force Base,” said IAM 751 President Jon Holden. “These workers perform jobs that keep all Americans free, and we’re proud to have them as part of our union.”

Business Rep Joe Crockett(I) goes over the new agreement with members working at AAL at JBLM as training simulator maintenance techs.

Boeing offers tools to understand retirement program changes

The Boeing Company recently sent a home mailing about resources to help members understand the new retirement program that takes effect on Nov. 1, 2016 for IAM 751 and W-24-represented employees at Boeing hired or rehired before Jan. 3, 2014. The letter described key changes and outlined these resources:

• Boeing video providing a brief overview of the changes.
• The Retirement Income Modeler which estimates total retirement income. This is already available through TotalAccess, and will be fully updated for all of the contract extension provisions on February 5th.

Onsite information sessions presented by The Ayco Company, L.P., a Goldman Sachs Company. These are 30-minute briefings on-site in Puget Sound and Portland, Oregon locations from early February through March. IAM-represented employees are being invited (but not required) to attend on company time.

• One-on-one counseling with Ayco retirement counselors by phone (at no cost to employees). This service is already available. Ayco retirement counselors provide objective counseling and cannot sell any products or services. They know Boeing benefits like The Boeing Company Employee Retirement Plan (BCERP) and The Boeing Company Voluntary Investment Plan (VIP). You can ask them questions about the changes and discuss planning for retirement, including how to save more and handle other financial issues that get in the way.

• Investment advice by Financial Engines Advisors L.L.C. through the VIP (a newly bargained benefit).

• FAQs about what’s changing. The resources should be helpful in understanding the changes and how to plan for retirement, even for younger people who want to take advantage of tax-savings and compound interest inside the VIP.

Remember: You will continue to accrue BCERP benefits through October 31, 2016 and all BCERP benefits earned up to the Nov. 1, 2016 and should be included in retirement planning. The Ayco Company, L.P. is a subsidiary of The Goldman Sachs Group, Inc and an affiliate of Goldman, Sachs & Co, a worldwide, full-service investment banking, broker-dealer and asset management organization.

Upcoming Union Classes

RENTON - February and March

Unit 1 - History and a Stewards Role
Feb. 3rd Tuesday 3 - 6 pm

Unit 2 - The Contract
Feb. 12th Thurs 10:30 am - 1:30 pm

Unit 3 - Grievances
Feb. 5th Thurs. 10:30 am - 1:30 pm

Unit 4 - Communication & Mobilization
Feb. 26th Thurs. 3 - 6 pm

Advanced 1 - Labor, the Economy, and Addressing Income Inequality
Feb. 9th Thurs. 10:30 am - 1:30 pm

AUBURN - February and March

Unit 1 - History and a Stewards Role
Feb. 17th Thurs. 10:30 am - 1:30 pm

Unit 3 - Grievances
Feb. 17th Thurs. 3 - 6 pm

Unit 4 - Communication & Mobilization
March 3rd Tues. 10:30 - 1:30 pm

Advanced 1 - Labor, the Economy, and Addressing Income Inequality
March 3rd Tues. 3 - 6 pm

Rights at Work
March 12th Thurs. 10:30 am - 1:30 pm

Advanced 2 - Labor Under Attack
March 12th Thurs. 3 - 6 pm

Everett

Unit 2 - The Contract
Feb. 23rd Tues 3 - 6 pm

Unit 3 - Grievances
Feb. 24th Tues 10:30 am - 1:30 pm

Unit 4 - Communication and Mobilization
Feb. 24th Tues 3 - 6 pm

Visit www.iam751.org and click on member classes to register.

District President Jon Holden looks on as members Greg Biegleytetter, TJ Hicks and Darren Brown count the ballots for the bridge agreement.
MVPs collecting diapers for babies living in shelters

District 751 MVPs are collecting diapers to support women with young children who are staying at two King County domestic violence shelters. The MVPs will collect diapers in newborn through Size 5 – as well as pull-ups at all District 751 union halls in Puget Sound through Feb. 13. 751 local lodges also will collect the diapers at their February meetings at the Seattle Union Hall.

The diapers will benefit the children of women staying at Mary’s Place in Seattle and the Domestic Abuse Women’s Network in Tukwila.

“Diapers can be really expensive for women who are living in shelters during a time of crisis,” said Rob Curran, the MVP Committee chairman.

Diapers are not covered by social welfare programs that help low-income mothers because they are considered a “hygiene item.” As a result, studies show, 36 percent of mothers living in poverty have run out of clean diapers for their infants. That leads them to unhealthier shortcuts – like reusing soiled disposable diapers or only changing diapers once a day. This can lead to diaper rash, which makes babies more likely to cry, which raises the stress on mothers who are already trying to cope with a crisis.

“All of us who are parents understand how critical clean diapers are to babies and their mothers,” said union President Jon Holden. “Our union is committed to making our communities better places to live, for our members and our neighbors, and this diaper drive is one more way we can do that.”

Oso: ‘My union and Boeing family were so supportive’

Our family has always been close, so it wasn’t surprising that on March 22, when word spread of the Oso Mudslide, my brother, sister and I quickly gathered together as we waited for news of our parents and grandparents.

We knew rather soon that their homes were in the area of the slide and that it didn’t look good for them. A close family friend went out into the slide area searching for our family, reporting back to us how bad it was.

Four hours after the slide, he found my parents buried in a 40-foot pile of debris consisting of their house, belongings, vehicles, trees and mud. My grandma was also found. He had been outside when the slide happened and was injured by the trees and debris that swept him across his property. Unfortunately, our grandma died in the slide, but it took three weeks to find her.

Once our family was rescued, they were each taken to a different hospital. Grandpa was in critical condition and flown to Harborview, Dad to Skagit Valley Hospital and Mom to Cascade Valley Hospital.

The next week consisted of getting Mom & Dad set up with clothes, a room at my brother’s house, replacing ID, doctor appointments and meetings with FEMA, Red Cross, Media. Our main focus though was to get our parents through the trauma of losing literally everything. There were so many unknowns at that time. My brother, sister and I took time off from our jobs to take care of everything.

My parents now have a new home, and for a while our grandma was able to live there with them. Unfortunately, he is now living in a care facility partially due to the injuries from the slide and partially from prior health issues.

This experience was nothing anyone could prepare for. The most amazing thing to come out of it was the generous outpouring of support for our family-food, clothes, comfort, and money. My Union and Boeing family were so supportive during that time. My family is very thankful for all that was provided in that time of need. We really don’t have the words to express our gratitude. Most of all, I’m thankful that I was allowed the time to help my family recover.

— Melissa Aylesworth

Machinists take part in Seattle MLK march and rally

Close to 100 District 751 activists, officers and stewards took part in this year’s Martin Luther King Day march and rally in Seattle. They were part of a crowd estimated at nearly 10,000 people who took part in the march to draw attention to racial and economic injustice – things that Dr. King fought for during his life.

“We all know that Dr. King was a great civil rights leader,” said District President Jon Holden, who took part in the march. “But we sometimes forget that he fought for union rights as well.

“As Dr. King said, it’s not enough to merely have a seat at the lunch counter, working people -- of all races -- need to earn enough money so they can afford to buy a hamburger too,” Holden continued. “He fought for these things a half-century ago,” Holden said. “It’s up to us today to keep fighting until his dream of an America where everyone has an equal chance comes true.”

Photos: (Top left) District 751 members during the march through the streets of Seattle. (Top right) Nearly 10,000 people took part in the march, which ended in downtown Seattle. (Right) IAM 751 officers and activists pose for a picture on the steps of Garfield High School before the start of the march.

IAM 751 helps bring toys, joy to children

District 751 volunteers took part in the annual Salvation Army Toy n’ Joy event at the Century Link Field events center, which aims to help low-income families with gifts for children. (Photo: Charles Cesmat)

Photo Left: Charles Cesmat assembles bicycles to be given away at the event.

Photo Right: Suzi and Mike Olebar are among the union volunteers who manned the “stocking stuffers” table during the event.
Union volunteers give back over holidays

Machinists Union members and their families turned out in force the day after Christmas to help at the Northwest Harvest warehouse in Kent. Volunteers came ready to work and packed an impressive 17,772 pounds of frozen corn in just three hours. The corn will provide 13,670 meals throughout the state.

Many members have made it part of their holiday tradition of giving back to the community. Northwest Harvest was impressed with our volunteers and wrote:

"Thank you so much for organizing the IAM&AW 751 Machinists to join us at the Kent Warehouse on Friday! The group was energetic, friendly, and great to work with!"

"Your efforts make a huge difference for so many families, and it would not have happened without your help! Thank you so much for taking time out of your day to help those in need. Happy New Year to you and all the Machinists!"

On Dec. 26, after packaging 17,772 pounds of frozen corn, Machinists volunteers posed for a group photo.

Making the climb easier for former member

Machinist volunteers sprung into action when they heard of the need of a former member just prior to the holidays. Daniel Edwards, who lives near the Seattle Union hall, called on Dec 17 asking if Machinists could build him a ramp. Daniel had a foot amputated and was in therapy. He would be ready to return home in a week or so but could not return home without a ramp being installed since he lives alone.

Since he lived near the Seattle Hall, Union Steward Coordinator Ed Lutgen stopped by to get photos and measurements. Jim Hutchins secured the lumber while Robley Evans recruited volunteers for the project.

On Dec. 30, Machinist volunteers showed up in force and built the ramp in a couple of hours - allowing Daniel to come home for New Year's.
The January meetings brought new local lodge officers in several locals. Photo right: L to R: District President Jon Holden administers the oath of office to newly elected Local C Officers Local C President John Lopez Jr., Local C Auditor Patrick White, Local C Trustee Rob Jones, Local C Conductor Sentinel Mark Mason, Local C Recording Secretary Chris Schorr, Local C Vice President Andy Schier, and Local C Trustee Harold Raffold.

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January Retired Club meeting minutes

The meeting was called to order on Jan. 12 by President Jackie Boschok. A prayer was said by Carl Schwartz followed by the flag salute and the singing of God Bless America.

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

Minutes: M/S/P to approve the October and November 2014 minutes.

Financial Report: Tom Lux gave the report and provided information about the costs for the December holiday luncheon. The report was M/S/P.

Health & Welfare: Helen Pompco gave the report. A moment of silence was observed for the following deceased members: Howard Coy, Jr., Chris McKern, Laurence Tilford and Mike Winnett. Sympathy cards were sent to the next of kin. Well cards were sent to: Betty Niswander, Josephine Grubb, Virginia Tura, and Virginia plate.

Legislative Report: Carl Schwartz reported we anticipate a busy year in 2015 with an unprecedented number of attacks on labor and seniors, while still advocating improvements to pro-people issues.

Carl said the 2015 legislative attacks that working people and retirees face have been set by an organization called the American Legislative Exchange Council (ALEC). They have written proposed legislation at both the national and state level, and indeed at the local level. They have been able to raise enough election campaign money to elect their members and followers to office all over America, including our state.

Their goal is to eliminate all government non-profit service oriented functions such as Social Security, Medicare, postal services, correctional facilities, even highways and bridges, and replace them with for-profit (their profit) corporations, not accountable to us. That is why we as citizens must resist the attacks on Social Security and private pensions. They have had considerable success in the past few years. They have considerable influence over the Republican Party and have made inroads into the Democratic Party. This leaves us with the twin challenges of defending against attacks while still advocating for improvements on pro-people issues.

Our efforts then will be, first of all, to defend against a wide range of attacks on Social Security. We will defend Social Security and Medicare and defend the a for a day health care, including keeping medical drug prices affordable. We support the Prevailing Wage laws and the Mechanic’s Lien law and will work to keep our state’s Worker’s Compensation a non-profit function. We continue to support enforcement of the laws against wage theft. We have seen successes in efforts to maintain and raise the minimum wage locally and across America.

It is our hope to keep the members of our club informed and involved. We will organize activities such as our lobbying trip to the state capitol in Olympia, letter writing campaigns, meeting with and hearing from our legislative representatives and invited the participation of all our members in our efforts.

Discussion followed about ALEC and how to identify legislators who are influenced by the organization. Tom Lux said you can go online and look up ALEC and find out who receives funding from them. He also said he would look in to bringing a list to the next business meeting.

Carl then spoke about the Senior Lobby Day in Olympia on Thursday, February 26 and encouraged participation (see story below). He then read the following motion from the Retirement Club Executive Board: To pay the $15 registration fee for any 751 Retirement Club member and associate members to attend the Senior Lobby Day on February 26, 2015. M/S/P.

President Boschok thanked the 751 District Council for voting to fund the bus for that day. The bus will leave the Seattle Union Hall at 7 a.m. and will leave Olympia around 3 p.m.

Carl then read the following motion: To pay the $50 registration fee for up to 10 District 751 Retirement Club members or associate members to attend the 2015 Washington State Alliance for Retired Americans Convention on Tuesday, February 10 to be held at the Seattle Union Hall. M/S/P Carl encouraged everyone to attend the convention. There will be elections at the convention for President and four Vice President positions. Jackie Boschok stated she will be available to speak.

Carl then read the following motion: To show appreciation for the community for hosting the American Centenarian’s Convention, the convention committee had asked the club to pay for the meals of the seniors on the bus. Carl moved to approve the motion and it was approved unanimously.

Carl then read the following motion: To plan a reception for the club members who retired from the Union:

Please RSVP to Jackie Boschok at 206-890-1009 or email jackieboshok@hotmail.com.

Continental breakfast provided in Olympia. Box lunch provided at noon. Bus leaves Olympia no later than 3 p.m.

This is your chance to talk to state legislators about:

- Elimination of tax exemptions with no public benefit;
- Allocation of new resources for low-income housing; supporting steps to expand health care coverage;
- Aerospace tax accountability act, studies of costs for a long-term care program for Washington residents & costs for creating a state-based supplemental Social Security program; and establishing a state minimum wage.

February 10 by President Jackie Boschok

There will be elections at the convention for President and four Vice President positions. Jackie Boschok stated she will be available to speak.

Continued on Page 11

Join us for Senior Lobby Day – Feb. 26

Join other retirees in visiting legislators in Olympia on Thursday, Feb. 26 for 2015 Senior Lobby Day. Two locations to catch the bus:

• Meet at 6:30 a.m. at the 751 Seattle Union Hall (9135 15th Pl S). Bus leaves at 7 a.m.
• Meet at 7:30 a.m. at Lakewood Grocery Outlet Parking lot (11011 Pacific Hwy SW, Lakewood, exit 127 off I-5)

Registration has been paid for 751 Retired Club members and associate members. Others will be charged at a cost of $15. Please RSVP to Jackie Boschok at 206-890-1009 or email jackieboshok@hotmail.com.

Forum on Expanding Social Security - Feb. 23

Join us for a public forum on “Social Security: Why It’s Not Broke and How We Can Expand It” on Monday, Feb. 23 from 7 to 8:30 p.m. at the Seattle UFWC #21 hall (5030 1st Ave. S). Nancy Altman will be one of the featured speakers, along with Seattle City Council member Kshama Sawant and Washington State Labor Council President Jeff Johnson.

The Seattle forum is part of a campaign to expand the growing chorus of choices in Congress and elsewhere calling for the expansion of our Social Security system. We know that Social Security is not “going broke” and also does not add a penny to the national debt. We are fighting against the three-decade-long, billionaire-funded campaign to make us believe that Social Security is destined to collapse.

“Social Security Works! Why Social Security Isn’t Going Broke and How Expanding it Will Help Us All,” is the recently released book by Altman and Eric Kingson. Altman has a 35-year background in the public, that practice tax avoidance. He also said he would look in to bringing a list to the next business meeting.

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Regardless of whether you’re a man or a woman, Social Security will not – and was never designed to – provide all of the income you’ll need to live comfortably during retirement. At best, your income from Social Security will supplement your other sources.

If you are factoring Social Security into your retirement plan, you should learn all you can about how to enhance your benefits, and how much income you may need from other sources, to be financially comfortable during your retirement years.

For women, however, there are some unique factors to consider in the equation.

With longer life expectancies than men, women tend to live more years in retirement and have a greater chance of exhausting other sources of income.

Because Social Security generally has annual cost-of-living adjustments, you have an inflation-protected benefit for as long as you live. For women, these increases are vital since women generally live longer than men.

While Social Security is neutral with respect to gender (individuals with identical earnings histories are treated with respect to gender (individuals with young children.

spouses, elderly widows and widows are entitled to significantly affect women’s Social Security benefits), the following 2012 numbers released by the Social Security Administration Office of Research and Statistics highlight how demographic characteristics of women compares with the entire population.

Women reaching age 65 need to prepare for approximately 21.4 more years of living expenses. Men live an average of 19.1 more years.

Women make up 56 percent of all Social Security beneficiaries age 62 and older and approximately 67 percent of beneficiaries age 85 and older.

The average annual Social Security income received by women 65 years and older was $12,520 compared to $16,398 for men.

For unmarried women age 65 and older (including widows), Social Security comprised 50.4 percent of their total income. In contrast, only 35.9 percent of unmarried elderly men’s income and 30.2 percent of elderly couples’ income came from Social Security.

Of all elderly unmarried women receiving Social Security benefits, 49.6 percent relied on Social Security for 90 percent or more of their income.

Only 22 percent of unmarried women age 65 or older were receiving their own private pensions, compared with 27.7 percent of unmarried men.

Of the women who were employed fulltime, 55 percent participated in an employer-sponsored retirement plan and private sector plan compared to 52.3 percent of men.

While participation in employer-sponsored retirement plans is increasing for women in today’s workforce, women generally received lower pension benefits than men due to their relatively lower earnings.

Probably none of this comes as a surprise, considering women earn less and spend more time out of the work force than men.

On average, women spend 12 years out of the work force caring for others. Women also are more likely to work at small companies that lack employer-sponsored benefit programs and hold part-time rather than full-time positions.

Looking at the whole picture, you can see how these factors might tend to significantly affect women’s Social Security benefits and pension plan or retirement plan benefits they may have accrued.

Because Social Security generally has annual cost-of-living adjustments, you have an inflation-protected benefit for as long as you live. For women, these increases are vital since women generally live longer than men.

So how do women offset this gap?

Get a retirement plan in place so Social Security benefits can be an income supplement and not a mainstay.

To help you determine a retirement strategy that is appropriate for your personal financial situation, talk with your Financial Advisor.

For more information about the Federal Insurance Contributions Act (FICA), visit: http://www.ssa.gov/OBs/SocialSecurityAdminOffice/ResearchAndStatistics/Co/2012/0614-02343\[94318-v1\].


**

Women’s Committee to wear red for heart health

Feb. 6, 2015 is National Wear Red Day. The Heart Truth is a national awareness campaign for women about heart disease. This is the number one killer of women and one of every four women will die from heart disease. The Red Dress is the symbol of taking care of your heart.

The goal is to educate individuals on the risks and lifestyle changes that can help you decrease the chance of having a heart attack. Here are some of the risk factors that may increase your risk of heart disease: smoking, high blood pressure, high blood cholesterol, being overweight, physical inactivity and diabetes.

Heart disease is the No. 1 killer of women," said Business Rep Grace Hol.

“We need to do more to make sure we’re taking care of ourselves.

Heart disease affects both men and women, but women who have gone through menopause are more prone to develop it, in part because their body’s production of estrogen stops.

District 751 officers, activists and staff wore red clothing as part of a nationwide effort to raise awareness of heart disease, particularly in women. The 751 Women’s Committee hopes to raise awareness of the risks women face from heart disease.

February 6th is ‘Wear Red Day’ as part of the Heart Truth awareness campaign.

The good news is that you can make lifestyle choices that will have a positive effect on your heart health. Here are some of the actions you can take; eat for health, become physically active and kick the smoking habit. To learn more about your heart health go to www.hearttruth.gov.

Please join District 751 Women’s Committee and wear your red on February 6, 2015 National Wear Red Day. Encourage your work groups to participate and remind your mother, sisters, wife and daughter(s) of the importance of taking charge of their heart health.

Labor History Calendar $5

You can get your labor history all year long by purchasing a 2015 Labor History Calendar for just $5. Almost every day of this full-color calendar features photos of events from labor’s history.

The District 751 Labor History & Education Committee has these educational calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.

January Retired Club meeting minutes

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**Executive Board Report:**

**Lucia Raum**

Raum read the following two motions proposed by the Executive Board. Motion: To spend $300 for a holiday bonus for the three IAM District 751 maintenance employees to thank them for all they do to support our club. Motion: To spend $300 for a holiday bonus for the three IAM District 751 maintenance employees to thank them for all they do to support our club. **MSP**

**President’s Report:**

President Bosich informed the Club that the District was starting a new recycling policy and would now have yard waste bins for food scraps and other compostable items. She strongly encouraged members to use recyclables, compostable items and garbage in their proper bins. Please do the right thing to reduce garbage and help prevent the District from receiving a fine for not following this new process.

She then announced that District 751 is once again sponsoring a Charity Seafarers’ Center Labor/Management luncheon on January 22 at 11:30 am. Retirees are invited and you can RSVP to Janeet Bromley if you plan to attend.

Jackie reported that the Executive Board had reviewed the survey results from the Christmas Luncheon on potential social activities for 2015.

The top two events were a Clipper Ship trip to Victoria and a Tillicum Village Cultural Experience trip. More information will be provided later to help make a decision on which activity to plan. Also under discussion were the quarterly education programs and the first one will be announced soon.

**Good & Welfare:**

Jim Hutchins spoke about a 24-foot, wheel chair ramp that was built at the end of December following a request from a member who needed a ramp before he could return home from the hospital. From the time of the request to the day of completion was less than two weeks. Jim commended the membership for helping and said several District staff and lodge officers also participated.

**Old Business:**

None.

**New Business:**

None.

**Business Rep Report:**

Rich McCabe gave the report.

**Birthdays and Anniversaries:**

January birthdays: Diane Lord, T.J. Maloney. Mary Seibert celebrated an anniversary.

Larry Burns won the Fred Meyer Gift Card drawing.

The meeting adjourned at noon.
Good wishes for Craig Smoot in retirement

The new year brought new officers to Local 1951 in the Tri-Cities, but it also brought the retirement of a long-time union activist: Craig Smoot.

Craig has served as Local 1951 President since January 2010, but has been a visible union leader for much longer. He served as steward for years, held various other local lodge leadership positions including vice president and is always the first one there to lend anyone a helping hand.

He was instrumental in stepping up Eastern Washington Guide Dogs of America fundraising - spending many weekends barbecuing hotdogs at Ranch & Home and also at the PetSmart in Yakima to help this very worthwhile organization.

Under Craig’s leadership, Machinists in the Tri-Cities stepped up efforts to “Build a Better Community.” When the owner of Ranch & Home mentioned he was sponsoring the SafeCT Street Trick or Treat event, Machinists stepped up to help out. He organized fundraisers when members were in need and volunteered on political campaigns, as well as lobbying for workers’ issues in both Olympia and Washington DC.

Left: District 751 Secretary-Treasurer Susan Palmer congratulates Craig Smoot on his retirement. The room was filled with others who wanted to wish him well and thank him for his service to the membership.

Administrator the oath of office to Local 1951 officers

District 751 President Jon Holden (far right) did the honor of administering the oath of office to Local 1951 officers at their January meeting. L to R taking the oath of office with their hands raised: Secretary-Treasurer Brad Davis, Vice President Steve Ely (in back), Recording Secretary Jim Henle, President Chris Power, Trustees Don Giese and Conductor-Sentinel Merle Fowler.

Negotiations update

Automotive Pension Plan Reps to attend Feb. 12 Local 86 meeting

The February 12 Local 86 membership meeting at 6 p.m. will feature two reps from the Automotive Machinists Pension Plan. All active and retired members participating in the Automotive Machinists Pension Plan are invited to attend. The pension reps will be talking general pension information.

The pension rep will also be available to meet with members individually beginning at 5 p.m. and after the meeting at 7 p.m. to discuss personal retirement information such as your individual benefit, early retirement, vesting/credit service, and what steps are necessary in planning your retirement.

If you cannot attend but have questions or concerns, please email Barb at barbc@iam751.org and we will present your questions at the meeting.

Above L to R: Bob Six, Jerry Purser, Kevin DeLorenze, Gary Swartz, Steve Warren. Union Stewards and Business Rep Steve Warren took the time to personally thank member Kevin DeLorenze for his 25 years of IAM membership.

Negotiations continue at Pacific Power

In January union negotiators met with Pacific Power Products representatives at the Spokane Union Hall and presented a comprehensive proposal to the company that included non-economic and economic proposals that reflected input from our general membership meeting and survey results.

Union leaders held a general membership meeting on Jan. 27 at the Spokane Union Hall to update members on negotiations and answer any questions they had on the bargaining process.

The next round of bargaining sessions are scheduled for January 29 and 30.

Talks begin at Spokesman-Review

In January, Business Rep Steve Warren and Union Steward Lynn Gagnebin completed the first round of negotiations for members working at the Spokesman Review. The union presented a comprehensive first proposal, as well as exchanging various proposals throughout the day. The next scheduled meeting is February 3.

These three workers perform the maintenance to keep the presses rolling to ensure the Spokesman Review paper is printed every day for home delivery.