Arbitration delivers over $100k backpay and benefits

As 751-member Mike Cummings entered the gates at the Boeing Everett plant on June 16, he was thankful to be a member of Machinists District 751. This was his first day back at work after Boeing wrongfully terminated him in July 2012.

District 751 President Jon Holden pursued the case for Mike as his Business Rep on the 747 line in 2012 and took it to arbitration after Boeing failed to agree on a settlement in the grievance procedure. After hearing from both sides, the arbitrator agreed that Mike was unjustly terminated and ordered Boeing to reinstate him with back pay and benefits (minus a 30-day suspension). The back pay and benefits include two AMPF (Aerospace Machinists Performance Plan) payments and potential overtime – making it more than $180,000.

“Was very thankful to have the Union step up and come through the way they did. It was amazing,” said Mike, who works as an assembler installer in the 777 feeder line area. “Jon Holden was there the whole way through and kept me informed every step of the way.

It was reassuring to know our Union not only had my back, but continued to fight through all the legal channels provided in our contract and prevailed.”

Having an advocate to challenge an unjust termination or unjust discipline is perhaps one of the most valuable rights you have as a union member. Without the Machinists Union to investigate and challenge his unjust termination, Mike would have had no recourse to challenge Boeing’s actions.

When Mike was terminated in July 2012, he immediately turned to his union representative for help. Boeing fired Mike almost two months after an incident occurred on the job with no previous warning or even an indication he had done anything wrong immediately following the incident.

After a thorough investigation, it was determined to take the case to arbitration protesting that the punishment was too severe and inconsistent with past practice at the Company. Our Union argued that Boeing did not provide clear and convincing evidence of just cause for termination and that termination was too severe for Mike’s first offense. Our Union brought forth 22 cases with similar mitigating circumstances that did not result in termination to illustrate the inconsistent nature of Boeing discipline and to prove Mike was treated differently than others involved in similar incidents. After reviewing all the testimony and information presented, the arbitrator agreed with our Union and ruled Boeing did not have just cause to summarily discharge Mike and ordered him reinstated with back pay and benefits (minus a 30-day suspension).

The case is just another example of the value of having Machinists Union representation!

Value of union shown every day

Every day our Union shows its value to members by enforcing every aspect of the collective bargaining agreement. Hundreds of issues are settled daily, but few members ever hear about them. Our Union is trying to better publicize these contract enforcement efforts that have always been an important part of our union.

However, contract enforcement has become even more important in light of recent management activities. A new monthly section “By the Book” is aimed at educating members on contract language to counter stepped-up management actions that often violate our contract.

Knowing your contract is the key to enforcing it or knowing who to turn to should questions arise. Your Union Steward is always the first point of contact.

These are just a few recent examples of our Union protecting members’ rights. We are encouraging more Stewards to share their success to educate others.

Members Paid for Temp Upgrade
Our Union came through with back pay at just the right time for 751-member Mike Hardin. Thanks to union efforts, he received more than $900 for a temporary upgrade the Company had originally objected to paying. Union Steward Rich Holman also received similar pay for the same incident.

The additional pay came the same week Mike’s son was born and just after his car was broken into and the luggage that was packed and ready for when his wife went into labor was stolen.

“I came into work the day after my car was broken into, and Union Steward Rich Holman told me he had been paid for the temp upgrade. It was perfect timing when I really needed it,” said Mike Hardin.

Rich also received compensation for the same timeframe and temporary upgrade. Both Rich and Mike are Factory Consumable Handler B’s, which is a grade 3 job. However, from July to November of last year, management had both members covering the daily activities of two tool rooms including inventory, ordering, receiving/issuing, restocking drawers, and cal/ cert reports.

Because they were performing a “determining duty” of the grade 5 job by being responsible for two tool rooms, this entitled the two members to grade 5 pay. Business Rep Heather Barstow pursued the temporary upgrade when Rich was denied after taking it to both his supervisor and the general. Heather presented documentation of the dates, the two job descriptions and described the circumstances. Labor Relations reviewed the particulars and agreed that the members
Local lodge barbecues, breakfasts set for August

By JON HOLDEN
District 751 President
Our goal with the survey is to get more input from you about the direction you want our union to take in the future. We received good feedback from the 400 people who took the time to come to the Town Hall meetings, but I want to hear from more of our 30,000 members.

We are finalizing the logistics now, so look for Stewards to be handing the survey out the week of July 21.

We have also agreed upon a plan to provide stewards with more tools to help them and you handle some of the issues that commonly crop up on the shop floor. I believe that will empower the stewards to push back successfully in many of the cases where management at Boeing, and our other companies, cross the line and violate our contracts.

We are also developing a new method to track the success our stewards have in resolving shop-floor issues, which I think will give all of us a better idea of the outstanding work that our stewards do every day.

We are going to be communicating with you directly as well, providing you with more information about your rights as workers under the law, and under our contracts.

Some of that will be flyers for your stewards to hand out, some will be in stories here in the AeroMechanic and some of it will be in the form of videos that we will post online. I expect we will have updates on a variety of topics -- everything from overtime rules to education benefits -- on a monthly basis.

Along those lines, we are working with the staff at the Washington Labor Education and Resource Center on a plan for classes for members, so that you know for yourselves what your rights as workers are. Those classes are still several months away, but we are working on them.

At the first round of Town Hall meetings, a number of people suggested that District 751 could provide more information to members to help them plan their retirements. We’re looking into that, as well.

But in the short term, I’d like to remind everyone that we already offer retirement planning classes through our IAM/Boeing Joint Programs. Those classes are on hold for the summer, but they will resume in September with sessions at the Auburn, Everett, Renton and Seattle union halls.

There are flyers out with the schedule, so check your union bulletin boards. We will also have updates here in the AeroMechanic.

I also appreciated the input and suggestions brought forward by Local 86 members in Spokane at meetings in June. I look forward to implementing their ideas, as well.

In addition, as you can read on page 4, we have added a second staff person to our Health and Benefits Office at the Seattle Union Hall. A big part of this person’s job will be to help walk members through the process of retiring, to ensure every member is getting all the benefits that he or she is entitled to under our union contracts.

And while we are doing all this hard work, we are also going to have some fun. I’m pleased to report that we have reserved the state fairgrounds in both Monroe and Puyallup for a day of relaxation and solidarity with our families and our co-workers. That will be coming up in September. We will have more specific information for you as we get closer to that date.

It was a busy two days for your union staff, and we are going to be busy in the months ahead as we execute this plan. But I am confident you will agree that the surveys, the new tools for the stewards and the new health and benefits rep will all translate into a stronger union.

All of these steps we are taking are in line with the plan we have moving forward. I am working to make our union more responsive to you, the members, and to provide members and stewards with the information you need to make your working conditions better.
IAM 751 working toward fish consumption solution

By LARRY BROWN
District 751 Legislative Director

There has been a lot of discussion about the last couple of weeks about fish consumption rates, annexation issues and our union, and not all of it has been accurate. For those of us who up to now mainly thought about fish consumption as being something you do after you take it off the grill, here is some background on the issue, and how it relates to us as both Machinists Union members and Washington state citizens.

What are we talking about?

The fish consumption rate is an estimate of how much fish Washington residents eat per day. Right now, the estimate is that each citizen eats 6.5 grams per day. This works out to about 107 kilograms per year. The most recent estimate is that each citizen eats 6.5 kilograms per year. This estimate is based on the average fish consumption rate of a process to set water-quality standards. District 751 has been working toward a solution that protects our waterways. The environmental solution – and our jobs, the need for our state to do something about cleaning up our water.

If our state doesn’t come up with a reasonable plan to do this by the end of this year, the federal Environmental Protection Agency has told our governor that it could impose its own regulations, which could perhaps be a much more difficult requirement that is more costly, or impossible to achieve.

Why is our union involved?

Aside from the risk of cancer to us and our neighbors? It’s about quality jobs. Scientists are trying to figure out how much wild fish Washington residents catch and eat, as part of a process to set water-quality standards. District 751 is working toward a solution that protects public health, the environment – and our jobs, the need for our state to do something about cleaning up our water.

An action plan, the feds will step in and set stringent water quality standards will be costly to employers, local governments, and taxpayers. The higher these standards are set, the higher the costs. These costs could compel employers to leave the state and local governments to raise taxes to pay for water treatment facilities. That would put some smaller employers out of business, and could potentially give Boeing another excuse to look elsewhere for future expansion.

At District 751, we want to make sure that we’re pursuing a balanced approach that builds our communities with jobs and clean water.

What is our union doing?

District 751 has been deeply involved with this issue for close to two years. We’re one of the founding members of the group People for Washington Waters and Workers – or “PW3” for short. Through this group of business, union, and municipalities, we are trying to find a common-sense solution, based on good science.

One thing we’ve tried to avoid is letting this become a partisan issue in the courts. If we as a state simply study the problem – we just want a scientifically sound, commonsense compromise. We’re also trying to keep this out of the courts. If we as a state simply study this thing forever without producing an action plan, the feds will step in and we’ll end up doing things their way.

Where do things stand?

It is anticipated that Governor Inslee will release draft rule changes in late July of this year. These draft rule changes will set a new fish consumption rate, phase-in rules and other variables which will hopefully drive water quality improvement, protect human health but not drive jobs out of Washington state.

In May, the PW3 group that we are involved with submitted its ideas to the Governor’s group. In it, they noted that 75% of fish consumption toxins get into our lakes and rivers from our homes and roads – not just from big factories and manufacturing plants. The storm water runoff from freeways, roads, parking lots, residential neighborhoods, yards, and shopping centers must be accounted for.

To not mention pollution that crosses borders into Washington that is not being addressed at all.

Even if the most extreme standards being discussed were implemented, this would not address other major sources of toxins in our watersways. Unless we make the investments in the infrastructure to actually treat the sources of the toxins, we can’t solve the problem. We also can’t ask the employer community to solve a problem that isn’t theirs alone so we need to take an all-inclusive approach.

Among the solutions we suggest is improving the way our state and local governments treat storm water runoff, which now pours into our streams often untreated. It would be a win-win: Building new treatment facilities would help create good-paying jobs, while also keeping our waters clean and protecting current and future manufacturing jobs. It would also be a win.

751 Recommended Candidates for August 5th Primary Election

VOTE IN THE PRIMARY ELECTION
Tuesday, August 5

FEDERAL RACES

U.S. Congress
✓ 1st Dist. - Suzan DelBene
✓ 2nd Dist. - Bob Dgethal
✓ 4th Dist. - Estaleio Beltran
✓ 5th Dist. - Joseph Paskootas
✓ 6th Dist. - Derek Kilmer
✓ 7th Dist. - Jim McDermott
✓ 8th Dist. - Jason Ritchie
✓ 9th Dist. - Adam Smith
✓ 10th Dist. - Denny Heck

STATE LEGISLATURE

1st District
✓ House 1 - Drew Hansen
✓ House 2 - Sherry Appleton

2nd District
✓ House 1 - Sam Hunt
✓ House 2 - Brian Blake

3rd District
✓ House 1 - Derek Stanford
✓ House 2 - Tamm Odnas
✓ House 3 - Timm Ondrea

4th District
✓ House 1 - Marcus Pococci
✓ House 2 - Tami Graven

5th District
✓ House 1 - Adam Smith
✓ House 2 - Christen Kilduff

6th District
✓ House 1 - Joe Fitzgibbon
✓ House 2 - Steve Bergquist

7th District
✓ House 1 - Chris Barringer
✓ House 2 - Keith Scott

8th District
✓ House 1 - Microsoft
✓ House 2 - Steve Tharinger

9th District
✓ House 1 - Joe Fitzgibbon
✓ House 2 - Steve Tharinger

10th District
✓ House 1 - Roger Goodman
✓ House 2 - Shari Song

11th District
✓ House 1 - Tom Hasegawa
✓ House 2 - Steve Tharinger

12th District
✓ House 1 - Greg Baruso

13th District
✓ House 1 - Ben Harry
✓ House 2 - Steve Smith

14th District
✓ House 1 - Roger Goodman
✓ House 2 - Steve Tharinger

15th District
✓ House 1 - Marcus Pococci
✓ House 2 - Shari Song

16th District
✓ House 1 - Adam Smith
✓ House 2 - Steve Tharinger

17th District
✓ House 1 - Zoe Kafour
✓ House 2 - Shari Song

18th District
✓ House 1 - Helen Elton
✓ House 2 - Steve Tharinger

19th District
✓ House 1 - Jamie Pedersen
✓ House 2 - Steve Tharinger

20th District
✓ House 1 - Stacey Hadley
✓ House 2 - Steve Tharinger

21st District
✓ House 1 - Denny Heck
✓ House 2 - Steve Tharinger

22nd District
✓ House 1 - Jennifer Kehn
✓ House 2 - Steve Tharinger

23rd District
✓ House 1 - Kristine Lyttle
✓ House 2 - Steve Tharinger

24th District
✓ House 1 - Ben Harry
✓ House 2 - Steve Tharinger

25th District
✓ House 1 - Sherry Appleton
✓ House 2 - Steve Tharinger

26th District
✓ House 1 - John Murray
✓ House 2 - Steve Tharinger

27th District
✓ House 1 - Eric Toth
✓ House 2 - Steve Tharinger

28th District
✓ House 1 - Tami Graven
✓ House 2 - Steve Tharinger

29th District
✓ House 1 - Tami Graven
✓ House 2 - Steve Tharinger

30th District
✓ House 1 - Kathy Kertis
✓ House 2 - Steve Tharinger

31st District
✓ House 1 - Kathy Kertis
✓ House 2 - Steve Tharinger

32nd District
✓ House 1 - Steve Tharinger
✓ House 2 - Steve Tharinger

33rd District
✓ House 1 - Steve Tharinger
✓ House 2 - Steve Tharinger

34th District
✓ House 1 - Steve Tharinger
✓ House 2 - Steve Tharinger

35th District
✓ House 1 - Steve Tharinger
✓ House 2 - Steve Tharinger

36th District
✓ Senate - Joe Keli-Welles
✓ Senate - Jamie Pedersen

37th District
✓ Senate - Shari Song
✓ Senate - Steve Tharinger

38th District
✓ Senate - Ben Harry
✓ Senate - Steve Tharinger

39th District
✓ Senate - Ben Harry
✓ Senate - Steve Tharinger

40th District
✓ Senate - Ben Harry
✓ Senate - Steve Tharinger

41st District
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✓ Senate - Steve Tharinger

42nd District
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43rd District
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46th District
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✓ Senate - Steve Tharinger

47th District
✓ Senate - Ben Harry
✓ Senate - Steve Tharinger

48th District
✓ Senate - Ben Harry
✓ Senate - Steve Tharinger

VOTE IN THE PRIMARY ELECTION
Tuesday, Aug. 5h
Apprenticeships are a centuries-old approach to workforce training whose time has come once again, District 751 President Jon Holden told the first graduating class from the Aerospace Joint Apprenticeship Committee.

“Employers need skilled workers,” Holden said. “Apprenticeship programs are what will deliver these skilled workers.”

A total of 21 new journeymen were honored on June 27 for completing a four-year AJAC apprenticeship, combining 600 hours of classroom instruction on top of more than 8,000 hours of supervised work in the shops of aerospace industry suppliers across Western Washington.

As a result of that training, they are “multi-skilled machinists with the confidence to work on a variety of machines, across many different departments at their companies,” said Lynn Strickland, AJAC’s interim director.

AJAC was formed in 2008 after District 751 won a $3 million state grant to establish an apprenticeship class for Washington’s aerospace suppliers. After a couple years in start-up mode, it began accepting apprentices into a full four-year program in the fall of 2010.

Those first apprentices are now graduating from AJAC’s aircraft-oriented machining program.

“The No. 1 competitive advantage our state has in aerospace is the skill level of our workers,” said Jesse Cote, the IAM 751 staff member who is AJAC’s chairman. “If we’re going to grow that industry, we’ve got to grow the pool of skilled workers too, and there’s no better method than apprenticeships to turn entry-level workers into journeyman aerospace machinists.”

AJAC now has more than 300 apprentices in training at aerospace suppliers statewide.

AJAC’s first apprenticeship class already is making a difference at the aerospace supply companies where they work, Strickland said. Some have been targeted for management positions, while others are moving into shop-floor leadership roles as trainers and mentors to new hires.

The apprenticeship graduates will reap their own rewards as well. Chandra Brown, the deputy assistant secretary for manufacturing at the U.S. Department of Commerce, was the keynote speaker at the ceremony, which was held at the Museum of Flight.

She said studies show that apprenticeship graduates, over their lifetimes, will earn $300,000 more than workers who don’t get that same level of training.

Aerospace workers earn 47 percent more than other manufacturing workers, Brown added.

“It’s a great career. You can support a family and do it without the debt that can come if you go on the college side,” she said.

Brown said the goal of the Obama administration is to convince more aerospace companies to move their work they’ve outsourced back to the United States. To help that process, the Commerce Department has committed $100 million for grants to boost apprenticeship programs like AJAC.

“Without that pipeline of workers, we will not continue to be the greatest nation,” she said.

In his remarks, Holden congratulated the new journeymen aerospace workers.

Bartman appointed to serve as Business Rep in Everett

751-member Dena Bartman has long been a vocal advocate for union members — serving more than 13 years as a Union Steward where she fought daily to enforce the contract and protect workers’ rights.

On June 30, Dena is again focusing her efforts on contract enforcement in her new role as Business Rep in Everett.

Dena was appointed to fill the vacancy created when Richard Jock moved to Chief of Staff. Dena has been active in the Union since she hired onto Boeing in 1988 - serving as a Union Steward Local F Trustee, Local F Audit, and District Council Delegate. She has also been a strong advocate for workplace safety — serving years on the Health & Safety Institute Site Safety Committee, as well as the District Safety Committee, which she chaired for a year. In addition, she is an active member of the Women’s Committee, served on the ECF Board of Trustees and has been active in the Machinists Volume plan that helps with the Salvation Army, Northwest Harvest and a variety of other projects.

For the past three years, Dena has helped members through her position as IAM/Boeing Joint Program Coordinator — helping to implement and manage the training mentoring program in Renton.

In every position or project she works on, she remains a strong voice for the members and an advocate for improving the lives of others. Her belief in our Union is a core value, which is why she has volunteered numerous hours and weekends on organizing drives to bring the benefits of union membership to other workers in our state.

“It is a privilege to have the opportunity to serve the membership in this capacity,” Dena said. “I look forward to my new position and getting to know the stewards and members in my assigned area.”

IAM 751 working toward fish consumption solution

Continued from Page 3

ensure that everyone is doing their part for our employers.

What can I do?

Once Governor Inslee’s group finishes its work and issues a proposal, we will review it and — depending on what the proposal says — make comments. At that point, we may ask union members to contact elected representatives in Olympia to insist they make specific changes. Or maybe not. Until we know what

the Governor’s plan is, we don’t know the potential impact to jobs, taxes or the environment. Your Union has been working hard to ensure the plan helps keep work here, and that later this year will strike a good balance between public health, our environment and our economy.

The bottom line for all of us in Washington: a clean water plan that preserves our livelihoods, our lifestyles and our lives — and makes fish consumption an issue for the dining room table, not the political spotlight.

Health and Benefits Reps Paul Veltkamp (left) and Garth Luark (right) meet with an IAM 751 member to discuss his retirement benefit options.

Veltkamp and Luark said they will help workers handle issues related to workplace injuries. As Boeing production rates go up — and the company brings in new workers — the number of on-the-job injuries is going up as well, the reps said.

More and more members are having issues getting their medical bills paid — something Health and Benefits assists with on a regular basis. The office also helps members and their dependents who need to get enrolled in treatment programs.

The reps also have a large number of leave-of-absence cases to handle. “We’ll be making sure you’re coordinating with your doctor to make sure the paperwork is correct and complete,” Veltkamp said.

And Luark said there are an increasing number of Baby Boomers preparing to retire from Boeing, who come in to the Health and Benefits Office in Seattle to get assistance and advice.

“They get to enjoy the benefits they fought for,” Luark said. “What they can’t handle, they send along to us.”

New staffer to help District 751 members with benefit questions

Our union’s District Council voted in June to create a position for a second health and benefits representative, who will assist District 751 members battling to get the benefits they are due under their union contracts.

The new rep will improve the quality of service union members get, said current Health and Benefits Rep Garth Luark. The Health and Benefits office is one of the busiest in our Union, fielding calls from both active and retired members.

“Having two people is absolutely going to expedite things and give us more quality time with our members, to sit down and figure out more of what is going on with their issues,” he said.

District President Jon Holden has long been a strong advocate for workers at Boeing, and as a union steward, he’s handled his share of questions about benefits,” Holden said. “That made him a natural fit for the new position.”

Union stewards “do a great job in terms of taking care of stuff at the shop floor level,” Luark said. “What they can’t handle, they send along to us.”
Sometimes what appears to be clear, concise contract language can be misinterpreted by management. When that happens, it falls to our Union Stewards to set management straight. It can be a section of the contract members give little thought to and assume language is clear and couldn’t possibly be misinterpreted.

Recently, Business Rep Dan Swank thanked Union Steward David Bryant for educating management on the bereavement leave section of our contract. This language seems pretty clear to members and a benefit we have enjoyed since it was originally negotiated in 1971.

However, an interior mechanic on the 777 line had an unusual issue arise. He informed his manager that his grandmother had passed away and requested bereavement leave. The manager responded he would have to use his available benefits (sick leave and vacation), and that bereavement leave was ONLY paid if ALL of his benefits were exhausted. The manager even went so far as to cite Section 6.6(c) of our contract, lines 42-44 “…however, such pay will not be applicable if the employee receives pay for such days off under any other provision of this Agreement.”

The manager was adamant in this interpretation. Rather than argue with the manager, the member contacted his Steward. David was able to elevate the issue higher and explain that particular language only means the member cannot double dip and collect sick leave or vacation at the same time as bereavement leave.

The senior manager agreed and the employee was granted bereavement leave with no further harassment during his time of grief.

If members had a similar experience and were forced to use their vacation or sick leave for what should have been bereavement leave, they should contact their Steward to challenge this incorrect interpretation.

If you have a question on understanding not just the provisions of the contract, more and more managers were hired off the street with little thought to and assume language is clear and couldn’t possibly be misinterpreted.

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**Members paid for temp upgrades**

**Continued from Page 1**

should have been paid grade 5 rate when they were responsible for two tool rooms. Going forward, management has ensured the grade 3’s on second shift only grab a total of two tool rooms rather than performing all the other functions.

“It felt really good to know the Union is still fighting for us and backing us up when we need it – especially since the contract vote at the holidays,” said Mike. “It restored my faith in the Union that they protect our rights and enforce the contract.”

Mike, who hired into factory service in August 2011, encouraged other members to take advantage of training available at IAM-Boeing Joint Programs to move to new positions inside Boeing.

“I had a couple college credits already. I began taking classes on the weekend and taking tests at Joint Programs to turn my lights green. When my first year was up, I was offered the grade three MPI,” said Mike. “A group of us made a pact to take the training to get an upgrade. More than 10 others who hired in with me in January went ahead of me and gained the advantage of the training and received the upgrades.”

**Report time paid for Saturday members sent home**

Often times Union Stewards help clarify contract language and ensure members are paid correctly for time worked or other pay provisions in the IAM-Boeing contract such as report time (Section 6.9 on page 32 of the IAM-Boeing contract). This was recently the case in Renton when Union Steward Cliff Standfill helped clarify contract language and ensured two members received 8 hours report time pay for a Saturday.

The two members (James Dugan and Ken Stroup) showed up as instructed for scheduled overtime on a Saturday and were sent home barely an hour later. Initially there was a misunderstanding on just how many hours pay they would receive. Management told the members they were entitled to 4 hours of pay when they were sent home.

Cliff heard about the incident and showed the member contract language clearly stating the members should receive 8 hours report time. After a brief discussion the manager agreed; however, the question then became how to record the pay in ETS. Cliff worked with Labor Relations and noted members enter their work time as report time in ETS and the system will correct it to ensure 8 hours of straight time are paid.

“I was initially happy to have 4 hours pay because I preferred to have the day off,” said James. “It was good to have the Union to work through the issues.”

“I didn’t lose any sleep over it,” said Ken Stroup. “I knew the union would make sure the pay was correct.”

“With all the new supervisors, it is good to have the Union there to make sure the managers do not overstep their bounds,” Ken added.

“Cliff is a tireless advocate for members in his area. He is firm in enforcing the contract while educating members in his area. He is firm in enforcing the contract while educating members in his area.”

Ken added.

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Ken added.

**Holiday and weekend overtime is voluntary**

When a manager in the 40-56 building in Everett told his crew he was designating them for overtime on the Fourth of July weekend, the Union Steward immediately spoke up – pointing out it was a violation of our contract.

The Steward then contacted Business Rep Ray Baumgardner, who recognized this could be happening in other areas and took action to ensure it did not happen here. The Union managers were hired off the street with little thought to and assume language is clear and couldn’t possibly be misinterpreted.

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The senior manager agreed and the employee was granted bereavement leave with no further harassment during his time of grief.

If members had a similar experience and were forced to use their vacation or sick leave for what should have been bereavement leave, they should contact their Steward to challenge this incorrect interpretation.

**Business Rep Dan Swank (l) thanks Steward Dave Bryant for ensuring a member was able to take bereavement leave after management misinterpreted the contract.**

**Business Rep Heather Barstow thanked Union Steward Cliff Standfill (center) for helping to clarify and ensure Ken Stroup (r) and James Dugan (not pictured) received 8 hours report time when they were sent home on a Saturday after working just one hour.**
NAS Whidbey Machinists win pay and pension gains

District 751 members who work for Doss Aviation at Whidbey Island Naval Air Station will get wage and pension benefit increases after ratifying their first union contract.

The Machinists at Doss approved the three-year agreement on June 9 with an 88 percent yes vote. The contract covers roughly two dozen Doss employees who work as military aircraft refueling specialists at NAS Whidbey. The workers had voted in December 2013 to join IAM 751.

Under their new collective bargaining agreement, the Doss-Whidbey workers will get:

- Additional pay for workers on second and third shifts, plus additional pay for those who work as trainers or when handling hazardous waste, plus up to $100 a year for all workers for safety shoes;
- Establishing company contributions to the IAM National Pension Plan;
- Increased company spending on health and welfare benefit, with the option for union members to roll un-used health and benefit dollars into a company-sponsored 401(k);
- An agreement with the company to post four full-time positions allowing four part-time workers to promote to full-time; and
- Rules granting a standard 8-hour work day, with specified rest periods before the start of their next shift, plus an agreement by management to provide work schedules two weeks in advance.

“We were able to win improvements for the workers in terms of pay and benefits,” said District President Jon Hold-en. “Plus now that they have a union contract; they have the advantage of a grievance procedure that will ensure they’re treated fairly on the job.”

The Doss-Whidbey workers are the third group of NAS Whidbey contractors to join District 751 since 2010, joining workers at Delaware Resources Group and L-3 Communications. In all, District 751 now represents nearly 700 civilian employees at NAS Whidbey, Joint Base Lewis-McChord and Fairch-ild Air Force Base.

“These highly skilled workers play an essential role in protecting America, and we’re proud to have them as part of our Union,” Holden said.

Campaign continues at Jorgensen Forge

(Above) District 751 volunteers pose for a photo on June 11 outside Jorgensen Forge in Seattle after handing out information to workers going in and out of the plant. (Right) District 751 Organizer Loren Guzzone exchanges thumbs-up signs with a Jorgensen worker. If you or anyone you know works at Jorgensen Forge, please call Guzzone at (206) 764-0324.

Solidarity night at Everett Aquasox - Thursday, July 24

Get your free tickets at any of the 751 Union Offices

District 751, along with the Snohomish County Labor Council and other unions, will be participating in Union Solidarity Night on Thursday, July 24th at Everett Memorial Stadium, home of the Everett AquaSox.

The gates open at 6 pm and the game starts at 7:05 pm as the AquaSox host the Boise Hawks.

District 751 has free general admission tickets for our members and their guests at all Union offices.

Join us for an evening of fun and solidarity with members from other unions.

It is $2 night at the ballpark, with hot dogs, beer and soda available for only $2.00.

There will also be drawings and giveaways during the game, as well as information booths from our Union and others in the area.
Flight for Sight raises $14,000 for Guide Dogs

More than 140 runners took part in this year’s Flight for Sight fun run, which generated more than $14,000 for Guide Dogs of America. The totals were just shy of last year’s all-time records.

“We had a good group of runners and some great volunteers and sponsors,” said IAM 751 Women’s Committee Chairwoman Grace Holland. “Thanks to all of them, it was a great day.”

The event, which was held on June 7, included timed 5K and 10K races. Times for all the runners are posted online at www.FlightForSight.com.

Over the past 13 years, the Flight for Sight has raised approximately $147,000 for Guide Dogs of America.

The top fundraisers for Guide Dogs of America at this year’s Flight for Sight Fun Run were (from left) Cindy Maras, Paul Bartman and Monica Bretana.

MVPs continue to build better communities

Machinists volunteers regularly prepare and serve meals at The Rescue Mission in Tacoma. Above: Gary Perry, Vennie Murphy, George Braun and Rob Curran got creative with the morning donuts to send a message.

Left: Vennie Murphy, Brenda Brauman, Rob Curran and George Braun served meals at the mission on June 14.
Guide Dogs summer events get into full swing in July

District 751’s summer fundraisers for Guide Dogs of America get underway in earnest this month, with annual motorcycle, golf and fishing events for union members and their families and friends.

District 751 is Guide Dogs of America’s No. 1 fundraiser. Over the past five years, our union has raised nearly $1.5 million for the charity.

**Puppy Putt 12**
The 12th annual Puppy Putt charity motorcycle ride will be July 12.

Riders will leave between 8 and 10 a.m. on July 12 from Sonny Harley-Davidson at 1812 Smokey Point Blvd. in Marysville and from Northwest Harley-Davidson at 6460 182nd Street SE in Lacey. The separate groups will meet at IAM 751’s Seattle Union Hall – 9135 15th Place S. – for an afternoon of motorcycle-themed food, music and fun.

Advanced registration is $15 for a rider and $5 for spectators. Registration forms are available at all District 751 union halls in Puget Sound or online at www.PuppyPutt.com. Puget Sound Harley-Davidson deal-ers are major sponsors, but Puppy Putt is open to motorcyclists of all makes and models.

For details, go online at www.PuppyPutt.com or call District 751’s Renton Union Hall at (425) 235-3777.

**Guide Dogs Golf**
District 751’s annual Guide Dogs of America Charity Golf Tournament is returning to Redmond this year.

The tournament will begin with a shotgun start at 8 a.m. July 20 at Willows Run Golf Course, 10402 Willows Road NE.

The tournament will be a scramble format. A trophy will be awarded to the first-place team, along with a $100 prize for each team member. The tournament field is limited to 280 players.

The cost is $100 per player, which covers greens fees, cart rental, a tournament t-shirt, lunch and prizes. For details or to request an entry form, call the Seattle Union Hall at (206) 764-0312 or one of the tournament committee members.

In Auburn – Ron Coen (253) 735-0577;
In Everett – Mark Clark (425) 232-6080 or Paul Schubert (425) 319-3186;
In Renton – Pat Bertucci (253) 229-6687; and
In Seattle – Chuck Fromong (206) 599-9198.

**Jimmy Darrah Salmon Derby**
Local C’s annual Jimmy Darrah Memorial Salmon Derby will be July 26 in Westport.

This year’s derby is a fundraiser for Guide Dogs of America. Local C has reserved four boats with near Marysville. There is a $100 entry fee, with a limit of 150 entries. Lessons will be offered before tournament play starts. The top finishers will split a final table payout of $3,500.

There also will be a slot machine tournament for spouses and poker players who are eliminated early.

Information about the tournament, including where to go for entry forms, is available by calling the Everett Union Hall, (425) 355-8821. In February, Local C raised $12,000 for Guide Dogs with a similar tournament.

**Spokane Trap Shoot**
Local 86 will hold its second Guide Dogs Charity Trap Shoot this summer.

The event will start with registration at 9 a.m. Aug. 10 at the Spokane Gun Club, 19615 E. Sprague Ave. in Greenacres. Shooting will begin at 10 a.m.

Registration costs $70 per shooter, which covers targets, lunch, trophies and prizes.

Last year’s first-ever Local 86 trap shoot raised $3,500 for Guide Dogs of America.

**Pacific Raceways**
District 751 is teaming up once again with Pacific Raceways for a joint charity fundraising event.

Our union is selling discount $5 tickets for drag racing on Aug. 15-17 at the track, which is at 31001 144th Ave. SE in Kent. Tickets are on sale at all IAM 751 union halls around Puget Sound. They are good for entry on any one day of the event. Children under 6 are free.

Racing starts at noon on Aug. 15 and 9 a.m. Aug. 16-17, and will feature racing in the Lucas Oil Regional Drag Race Series. District 751 members also are expected to take part.

**Shoes for Puppies**
The 11th annual Shoes for Puppies horseshoes tournament will return to Maple Valley in August.

The tournament, which is sponsored by Local E, will start at noon Aug. 2 at the Red Dog Saloon, 18606 Renton-Ma-ple Valley Road SE.

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

Last year’s tournament raised more than $3,500 for Guide Dogs of America.

**Local C Poker Tournament**
Local C is planning another “All in for Guide Dogs” ‘Hold’ Em Tournament, following up on the success of last winter’s event.

The next tournament will be from 3 to 7 p.m. Aug. 9 at the Tulalip Resort Casino, which is at 10200 Quil Ceda Blvd.

To request a form, call the Everett Union Hall at (425) 355-8821.

The event is a fundraiser for North Whidbey Help House, a community-based food bank that serves northern Whidbey Island. Last year’s inaugural tournament attracted 56 golfers and raised more than $3,500 for Help House.

District 751 represents about 250 civilian workers at NAS Whidbey who are employed by L-3 Communications, Delaware Resources Group and Doss Aviation.
The meeting was called to order on June 9 by President Jackie Boschok. TJ Siebert led the attendees in a prayer which was followed by the flag salute and heading of God Bless America.

M/S/P to accept the May minutes.

Financial Report: Tom Lux gave the report. He also mentioned that the South Puget Sound Labor Council will be open for business on Monday, June 30. There will be a grand opening celebration on Sunday, June 29. District 751 Legislative Director Larry Brown was instrumental in working to get funding for the new bridge.

Jackie introduced labor supporter Sharon Walker, Executive Director of Sunrise Dental. She spoke about a new program for retirees called the 01 Dental Plan that provides a discount dental plan with savings of up to 70% on dental procedures. More information can be obtained on the website: www.01dentalplan.com. Sharon also pointed out that employees at 54 Sunrise Park Bridge will be open for use on Monday, August 11.

Legislative Report: Carl Schwartz reported political candidates are up and running. It is time to inform yourselves. He especially pointed out that candidates that have been endorsed by our Union. Get their stand on senior issues and be sure to vote. (see page 3 for a list of 751 endorsed candidates in the primary election).

Puget Sound Advocates for Retirement Action will have their summer potluck and annual meeting on June 19 at the Greenwood Senior Center.

Jackie spoke about student loans, stating this item is important not only to students but to the parents and grandparents who have co-signed the loans. Student loan default enforcers have been trying to garnish grandparents (who have co-signed), even their Social Security check. The most recent information on this states the Obama administration is reconsidering the garnishment.

Carl made a motion to send ten delegates at a cost of $500 to the Washington State Alliance of Retirees convention on August 27. Jackie asked for a vote on the motion. It was M/S/P.

Aya spoke that she is interested in being a delegate.

Carl read a motion to submit Resolution #10 “Opposing the Agenda of the American Legislative Exchange Council – ALEC” at the State Alliance for Retirees convention (see below lower left). It was M/S/P.

Jackie also spoke about the Friday Alert and the need to protect Social Security for future retirees and recommended looking up the web sites that are mentioned in the Friday Alert for more information.

October 11 that was drafted at the recent national ARA convention. It opposes the agenda of ALEC. He encouraged everyone to talk to their neighbors and friends about it.

John also spoke about a bill introduced in the House that would create a bipartisan commission to examine ways to improve Social Security. Over half of the Democrats have signed on as sponsors.

RESOLUTION: Whereas Senate Bill 567 would “scrap the cap” and help put more money into the Social Security system and fund it for the next 75 years. John encouraged everyone to call Senators Murray and Cantwell to ask them to support this bill. John suggested having post cards on hand to be able to send a quick note to legislators where needed.

John and Robin Guevara will be at the South King County chapter of the ARA meeting at the Kent Senior Center, June 12 from 1 to 3 p.m. to talk about the above issues. All are welcome.

President’s Report: Jackie Boschok spoke about the recent Machinists Volunteer Program Award banquet and said several retirees won awards, including George Braun, Tom Lindberg and Vennie Murphy. John also spoke about the recent Retiree Council meeting minutes July Retiree Club meeting minutes.

The Retiree Club passed the following motion to submit at the State Alliance for Retired Americans convention for everyone to understand what ALEC is and how it’s agenda is not helpful to workers.

Whereas the American Legislative Exchange Council (ALEC) is a privately-funded collaborative of businesses that works in secrecy with conservative state legislators and national leaders to draft identically-worded, business-friendly state legislation without acknowledgement of the source and;

Whereas ALEC gets almost 98 percent of its funding from sources other than legislators, such as corporations, trade associations, and corporate foundations, raising more than $25 million from corporations and only $525,000 from legislators’ tax dollars from 2009 – 2011; and

Whereas ALEC seeks to make public employers scapegoats for the abuses and failures of business and Wall Street firms and attacks public-service jobs and pensions through its “model” legislation of replacing public pensions with defined contribution plans; and

Whereas ALEC’s members support privatization of public schools through vouchers, tuition tax credits, and charters that would open the door for more corporate profits from the nation’s tax-
payer supported education system; and

Whereas ALEC’s members are actively promoting the funding of for-profit “virtual schools” at the same level as brick-and-mortar schools, that would create even more profit opportunities for ALEC’s corporate clients, and

Whereas ALEC members have taken extreme anti-union positions and have promoted legislation that would end such union rights as paycheck deduction, fair share fees, and even collective bargaining, while also urging reduction or elimination of pensions and pension security for public employees; and

Whereas Common Cause has requested the revocation of ALEC’s dubious classification as a Section 501(c) (3) charitable organization; and

Whereas major corporate sponsors have left ALEC in droves in the wake of the shooting death of Trayvon Martin under Florida’s Stand Your Ground law, which was based on ALEC’s model gun legislation; and

Whereas since its founding over 30 years ago, ALEC has operated under the radar, keeping its foundations hidden and its fingerprints off of the harsh policies it promotes.

Therefore, be it resolved that the Alliance for Retired Americans, its members and affiliates, go on record in opposition to ALEC’s anti-government, "Continued on Page 10"

Opposing the ALEC agenda

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**WANT ADS FOR MEMBERS ONLY**

**Auto Parts & Accessories**

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MAGS. 4 ALUMINUM RIMS from Chevy Silverado 265x70R16 $20 each. And 2 Hankook studded snow tires from Chevy Cobalt 195/60R15. On car 1 week, Plus 1 Centered towing mirrors. Firestone tire from Gutter Catch P195x60R15. $20 each. 425-239-4835

**Front Floor Mats for Prius, grey, like new $50. 425-228-3563**

**Furniture & Appliances**

- **Field Mowing, rootilling, driveway grating and plows. Reasonable rates. Call 425-413-2360**
- **Hearing AID Discounts on quality major brand hearing aids for union members and their families. For info, call Affordable Hearing Solution $500/mo. Call Steve at 360-659-3116.**
- **LIFT CHAIR for sale. Merion upholstery in good shape. Retail $2,500. Ask for $750. 425-203-9311**
- **BEAUTIFUL BERGER MICROFIBER/ suede couch & love seat. Like new. Only used in model home. Will throw in 3 new brown decorative couch & loveseat. Like new. $3,500.**

**Toyota**

- **2012 SEQUOIA, four-door, 8 passenger, 171,000 miles, call 425-432-6134.**
- **2010 4Runner, 190k miles, all-wheel drive, $5,000, call 425-369-5501.**

**Housing**

- **BEAUTY KING COMPOUND BOW, 50 lb. draw, brand new. $300.**
- **QUICK SILVER SWIM TRUNKS, new, $20. 425-255-0839**
- **TAKING A BREAK ON HOOD CANAL: KONA, HAWAII, Oceanfront, 2 bdrm, 2 bath condo. Enjoy luxurious view from the ocean. $130 a month HOA Dues. $120,000 unfin-
- **ISHED CONDO, $1050/mo for RENTON CONDO, $1050/mo for 950 sq ft Renton condo. Just renovat-
- **ed. Element at the unit is a large Cov-
- ered parking, secured entrance. Water/ sewer/garbage included. 206-992-0687**
- **2 BED, 1 BATH CEDAR SIDED RV model cabin with front deck. On deleted lot with a shed. In gated RV Resort near Lac-
- **ey, WA in the quietness of trees. Resort has many amenities with private fishing lake. $130 a month HOA Dues. $210,000 unfin-
- **ished $123,000 furnished. 425-432-6134**
- **AMERICAN LAUGHLIN MODEL KIMBERLY, 150 1/2 hp 2012 Coleman touring m+s tire from Chevy Co-
- **lombia 265x75R16 $20 each. 425-239-4835**

**Boats**

- **2000 MAXUM, 18 ft Runabout Sports Boat. 4 cylinder, Less than 500 hours great shape. new in salt. AM/FM CD w/usb $12,000 obo 425-766-4180**
- **21 FT GLASPSY BOAT inboard outboard with trailer. Must sell because of sickness. $7,000 obo 253-531-5671**
- **2007 18 FT GLASTRON, 350 HP Mercruiser outdrive, 350 hours. Like new. $22,000 obo. 425-896-1404.**

**Cottage Industries**

**YOUR “BOHEA REAL ESTATE BROK- ER” is here to help you buy, sell or con- sult on local market conditions. Call, text or email: sales@bohea.com 425-359-0165**

**Gutter Installation, licensed and bonded, continuous aluminum gutters & downspouts installed repairs, roof & gutter cleaning. Gary the owner operator has 37 plus years experience, license #HZOGUG941NU.**

**253-538-7966 (office). 253-722-4149 (cell)**

**Reasonable rates. Call 425-413-2360.**

**Heerman’s Woodworking & Carpentry Services, Gary the owner/operator has 37 plus years experience, license #HZOGUG941NU.**

**CALL (25 word limit. Please print).**

**Name**

**Address**

**City**

**Phone (or Address)**

**Email**

**Shop Number**

**Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is July 23rd!**

**AD RULES**

Each single ad must be 25 words or less. No artwork漂亮, no special pieces of paper, no ad blank for each ad, as they are pre-classified physically. Ads are free only when members actively look for or retired. For best response, include phone number. Members’ ‘cottage industries’ will be OK in ads, but no coordinated ads, but Ads, if using own paper for ads, include information required on regular ad blank.

**Deadline For Next Issue July 23rd**

**Trap shoot delivers for Guide Dogs**


**Opposing the ALEC agenda**

Continued from Page 9 anti-union agenda; and He is further resolved that Alliance for Retired Americans supports a campaign to actively oppose ALEC’s agenda, a campaign that will inform members about ALEC and encourage them to share information with fellow voters about why the Alliance for Retired Americans opposes ALEC and its hidden agenda;

**ABOUT TWO DOZEN IAM 751 OFFICERS AND MEMBERS TAKED PART IN THE CEREMONY CELEBRATING THE OPENING OF THE NEW SOUTH PARK BRIDGE **

**Field Mowing, Rootilling, Drive Way Grating and Plows. Reasonable Rates. Call 425-413-2360**

**Hearing AID Discount on Quality Major Brand Hearing Aids for Union Members and Their Families. For Info, Call Affordable Hearing Solution $500/Mo. Call Steve at 360-659-3116.**

**LIFT CHAIR for sale. Merion Upholstery in Good Shape. Retail $2,500. Asking $750. 425-203-9311.**


**Wheels in great shape. Black. I don’t need it. $75 OBO. Baby 2day@live.com**

**DOUGLAS FIR FIREWOOD for sale. Available in various sizes. Available for pick-up only. Located in Shoreline area. 425-495-5658.**

**MOTORIZED WHEELCHAIR, good condition, $350 or best offer. Wheelchair push by hand or self propelled $150. Lake Easton membership $500 obo. 982-342-7218.**

**QUICK SILVER SWIM TRUNKS, new, size 40, tags still on. Water repellent & 4-way stretch. Asking $25. 233-336-0669.**

**SPORTING GOODS**

**Compound Bow, Jennings black light ning, 45” wheel to wheel, camo fiberglass limbs, black aluminum riser with 712 - brace height. $85 OBO. 425-239-4835.**

**Vehicles**

**2004 VOLVO XC90 suv 140k miles, 3 cyl. inline turbo, awd, black leather, sunroof, heated seats, ext. color is silver, brand new tires. Excellent condition runs perfect, no problems. $7800 obo. 360-548-0466.**

**2004 HYUNDAI XG350L, one owner, non-smoker, 77,800 original miles, factory maintained, new tires, leather, all options, excellent conditions, plus records. $6,950. 253-638-7193.**


**About two dozen IAM 751 officers and members took part in the grand opening celebration for the new South Park Bridge on June 29. The bridge connects Seattle’s South Park neighborhood – home to our Seattle Union Hall – to the rest of Seattle and Boeing Field. The new bridge opened four years after the old one was closed before it could collapse. District 751 played a key role in securing funding for the new $163 million bridge. Union Legislative Director Larry Brown was co-chair of the New South Park Bridge Coalition. Having the new bridge open will help Boeing move people and material across the Duwamish River, while also making it easier for stewards to get from Everett to the Seattle Union Hall for meetings.**

**Union joins celebration of new bridge**
FINANCIAL $ENSE: Are you doing enough to keep your identity safe?

Are You Doing Enough to Keep Your Identity Safe?

Every year, thousands of unsuspecting individuals are targeted for fraud and identity theft in a number of ways via mail, telephone, the Internet, conversations – even sniffing through victims’ trash. We’ve all heard the horror stories resulting from these scams. Hopefully, the gruesome details convinced you to heed warnings from financial institutions, credit card companies and government agencies to take basic necessary precautions for protecting your good name and credit. But are you doing enough to keep your identity secure? Storing personal records in a safe place, shredding financial documents, protecting passwords, and not opening suspect computer files or email from unknown sources are a good start. But there are also less obvious suggestions you may want to consider to safeguard your personal information.

Have your full name and birth information removed from professional directories. These biographical dictionaries, such as “Who’s Who” listings, typically include: full name, contact address, occupation, date and place of birth, family background, education summary, career profiles, memberships, awards, military service, religion, political activities and other information. Most content is public in nature. However, listing your full name and date of birth is considered risky. Contact the source to remove sensitive information.

Monitor credit history, inquiries and changes by ordering a free credit report once a year. With the passage of the Fair and Accurate Credit Transactions Act (FACT) in December 2003, you are entitled to receive one free copy of your credit report from each credit reporting agency (Equifax, Experian, TransUnion) during any 12-month period. Order your free annual credit report online at www.annualcreditreport.com, by calling 877-322-8228, or by completing the Annual Credit Report Request Form and mailing it to: Annual Credit Report Request Service, P.O. Box 105283, Atlanta, GA 30348-5283.

Destroy hard drives or memory cards with personal information before disposing or donating personal electronic equipment or devices. Wireless devices such as PDAs and cell phones should have the internal memory reset to ensure that all personal data is removed (most devices of this nature have a reset button – simply removing a battery from devices does not always delete the information). Be sure to check with your waste management service/ recycling company to follow proper environmentally safe guidelines for disposing of this type of equipment.

Examine your supply of checks to determine if any have been stolen. If your home or office is burglarized, look closely at your supply of checks – often thieves will take one or two checks from the middle or back of a book of checks, making it more difficult to discover they are missing. Immediately reporting lost or stolen checks to your financial institution may decrease potential losses. Another tip: Never leave your checkbook in your vehicle.

When you are on your computer, seek out secure web sites. Look for signs of a secure web site such as a web address that begins with “https” instead of “http” and the display of a “closed lock” in the status bar at the bottom of the screen. In most cases, these will indicate that your information is secure during transmission. However, malicious software can actually make a site look secure even when it is not, so it is always best to type in a web site address whenever possible instead of clicking on links in e-mails or being directed from other web sites.

Be cautious and limit your access to your personal and confidential information on public computers. Malicious software may be installed to obtain your account number and sign- in information, leaving you vulnerable to fraud. And whether you are on a computer at home, work or in a public facility, always remember to log out of online sessions that require you to use a password or login process and close out the browser. Unauthorized transactions and activity can occur if you leave your online session accessible to other people. Whenever possible, particularly in public facilities, reboot the computer to clear out any additional traces of your information that might be in memory.

Assistance to victims of identity theft

Contact your financial institution immediately if you suspect that someone has had unauthorized access to your account(s), or access to your personal identifying information such as your Social Security Number or credit card information. In addition, you should also report the crime to your local law enforcement agency and to the Federal Trade Commission (FTC). To speak with a trained FTC telephone counselor, call toll-free at 1-877-IDTHEFT (1-877-438-4338). To enter information about your complaint into a secure FTC online database, sign onto www.ftc.gov/idtheft. The site also provides links to numerous consumer education materials.

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Members of Local 86 had an opportunity to meet and interact with District 751 President Jon Holden at the Spokane Union Hall in June. Holden asked members for input on the bargaining process, their various contracts, and how the union could better represent the members. Similar to the town hall meetings in Puget Sound, Holden encouraged open dialogue, including criticism so we can identify problems and make improvements going forward.

Before the two membership meetings at the Spokane Union Hall, Holden toured the Triumph Composite plant – meeting many of the members, learning about their work packages and hearing about their concerns and issues.

Accompanying Holden to the meetings was Bill Messenger, Trade Adjustment Assistance expert from the Washington State Labor Council, and Business Rep Steve Warren. The union leaders, along with the Stewards, met with Triumph management to hear an update on the workload at the plant and an employment forecast. Earlier this year, Triumph lost the bid to build floor panels for Boeing airplanes. However, since that time they have picked up several new work packages and are continuing to bid on additional work.

Our Union asked for additional information on potential layoffs that may occur later this year so we can be prepared to immediately file for Trade Adjustment Assistance (TAA). If TAA benefits are approved for the plant, those members who do get laid-off would have substantially more benefits and a much-broader safety net to transition to a new career.

Union members standing together in the Spokane Union Hall in June. Members were invited to ask questions, provide suggestions, discuss issues and bring ideas. Bill Messenger from the State Labor Council made a presentation on Trade Adjustment Assistance benefits that may be available should layoffs occur at Triumph later this year.

Holden reported that after the contract was implemented, the Union learned that in the 2016 negotiations, if the new contract fails to offer the IAM Pension Plan to all employees (current and future), then the pension will be eliminated for all members there. The IAM National Pension Plan made dispensation to allow an exception since this information was not known when members were voting the offer last year. Holden only learned of the pension issue shortly after he became District President in March of this year and wanted to inform members so we have time to develop an extensive education and communication program for the next round of bargaining.

“It is very important to have a unified message. We need everyone to understand that having a pension is reasonable and these are things we have earned,” explained Holden. “We deserve good wages and health care, as well as a pension. If we don’t believe it ourselves, the company won’t either. That is the challenge going forward.”

Bill Messenger outlined benefits available if TAA is approved after layoffs occur and answered members questions on the TAA process.

The evening meeting concluded with winners drawn in the Eastern Washington Guide Dog raffle, which raised $5,725 as follows:

1st place: Archie Hill, Local 86 - $1,000 Ranch & Home
2nd place: Chester ‘Sam’ Fetch, SPEEA member (Triumph) - Mariner overnight package
3rd place: Marilyn Heasley, Richland, WA - One night at Davenport Hotel & $50 dinner
4th place: Kathy Bird, San Mateo, CA - $100 to Hooked on Toys
5th place: David Vendetti, Richland, WA - $100 to Hooked on Toys
6th place: Justin Herbert, Local 86 Triumph - $100 to Hooked on Toys
7th place: Chris Tiner, Local 86 Triumph - $30 Texas Roadhouse
8th place: Mike Hill, Local 86 Triumph - $30 Texas Roadhouse

Members approve new contract at Alcoa’s Wenatchee Works

Mechinists Union members working at Alcoa’s Wenatchee Works ratified a new 5-year contract on June 6.

The agreement provided a ratification bonus of $1,000 and a yearly 2.5 percent wage increase for all job grades during the first three years, with a 3 percent yearly increase for all in the remaining two years. In addition, a one-time wage increase of $1,92 was also allotted for electricians, general mechanics and machinists to address Alcoa’s issue of retaining workers in these trades nationwide.

Just as important as the pay, the contract preserves active and retiree health care benefits, with no increases in deductibles, copays or coinsurance. There are no changes to health care contribution rates for active or retired employees. There were also no changes to the pension formula and an innovative new benefit for Alcoa employees who suffer severe burns.

“It was a good contract and people are generally happy,” said Fred McNeil, who has been at the Wenatchee plant for 25 years. “It is the best contract I have seen since I have been at Alcoa.”

“To ensure there are no added costs in medical care through May of 2109 is huge. It is nice to have wage increases each year that won’t be erased by higher health care premiums since those costs remain the same throughout the life of the agreement,” said Jim O’Brien, who was part of the negotiating team for the Wenatchee Aluminum Trades Council, which represents workers belonging to five different unions at Alcoa’s Wenatchee Works plant.

“It was significant that we did not accept any concessions or two-tier proposals, which Alcoa was pushing,” Jim added.

The new contract is part of a nationwide agreement covering workers at Alcoa plants in Warrick and Layfayette, IN; Point Comfort and Rockdale, Texas; Davenport, Iowa; Badian, N.C.; Alcoa, Tenn; Massena, NY; and Guim Springs, Ark. The contract covers approximately 6,000 workers nationwide in 5 different unions.

The Wenatchee facility currently has about 350 workers with 46 of them being Machinist Union members, more than 200 represented by United Shipworkers and the rest belonging to International Brotherhood of Electrical Workers, the Sheetmetal Workers Union and the Bricklayers Union.

Union members standing together nationwide and demonstrating a unified message, the unions were able to defeat Alcoa’s initial demands for cuts in health care and the elimination of a defined benefit pension for new hires, as well as the company’s push to establish a temporary workforce.

Negotiators noted the new contract reflects the contributions union members have made to Alcoa. The agreement is retroactive to May 16 when the previous agreement expired.

The contract shows that unity works!